

## AAUW MISSOURI BOARD MINUTES

Saturday, January 21, 2023

Zoom Call 9:30 am

*This document and officer and committee reports emailed in advance of the meeting to all board members are stored on Google Groups. Elected Officer positions (voting positions) have an \* and the officer's name is bolded in the list of attendees.*

Attendees (bolded names are voting members)

**Susan Barley**, Linda Berube, Jane Biers, Teri Brecht, **Lois Domsch**, **Karen Francis**, Nancy Hutchins, **Mary Jermak**, Joyce Katz, **Alice Kitchen**, **Marsha Koch**, Pam Kulp, **Diane B. Ludwig**, **Debra McArthur**, Kay Meyer, Sandra Murdock, Lynne Roney, Sue Shineman, Pat Shores, Betty Takahashi, **Susie Watson**

The meeting was called to order at 9 am by President Karen Francis. Karen asked each attendee to say what they want this year with one word:

Marsha—hospital-free  
Linda—equity  
Nancy—gratitude  
Lois—reducing workload  
Susan—cut back  
Susie—peace

Pat—spelling Google correctly  
Debra—mother of the bride  
Jane—finish the supplement!  
Sue—self care  
Mary—cognizant  
Alice—ERA in the constitution

Teri—work on genealogy  
Joyce—always have a new project  
Betty—hope I don't fall  
Pam—keep up with exercise program  
Sandra—no internet/computer issues  
Lynne—peace

**Quorum: Linda Berube**

Eight of the 9 voting members are present constituting a quorum; the 9th voting member will join shortly. We have 12 voice members present.

**Secretary\*: Marsha Koch**

Minutes of the October board meeting were approved as corrected. Sue Shineman and Lynne Roney volunteered to be readers of the minutes from today's meeting.

**Finance Officer\*: Lois Domsch**

Lois presented the 2<sup>nd</sup> quarter financial report; it will be filed for review. Our total assets are \$37,083.40. No new memberships were added February to June. Therefore, the number in this year's 2nd quarter report, \$3,533, indicating 353 members to date is correct.

**Inclusion/Infusion Activity: Sue Shineman**

The question for discussion was "I feel most included when . . ." Among the responses were:

Pat—I enter a meeting room and get smiles from others  
Debra—I'm invited to contribute to the conversation  
Susie—there are nametags  
Alice—everybody gets a chance to speak  
Linda—my voice is recognized and people acknowledge that what I have said is a good thing

Susan—somebody says I have a good idea  
Mary—there is an open and accepting climate  
Pam—I attend an event and feel welcome  
Sandra—you recognize me for my services  
Lois—I am asked to do something meaningful  
Karen—I go to a meeting and am introduced to someone else

Next steps are to put these ideas in action.

**Susie Watson** emphasized that it is really important that the President (or a member) greet visitors as they enter the meeting and say goodnight when they leave. Teri Brecht also stressed to invite them to the next meeting.

**Welcome & Introductions: Karen Francis**

Susie Watson commented that legislation regarding the dress code in the MO House made national news—Week in Review. It's sad what we are going through. Karen praised the work the board is doing and thanked everyone for their service.

**President\*: Karen Francis**

Karen reported that:

- With approval from National, AAUW MO has signed onto the MO Abortion Project lawsuit by the National Women's Law Center and Americans United for Separation of Church and State. It is a great collaboration with a lot of women's groups.

- Shannon Wolfe will be emailing a link to comment on Bylaws changes National is proposing and on public policy priorities for 2023-2025.

**Program Vice President\*: Diane Ludwig**

Diane requested that our annual in-person meeting in May be changed to Zoom format. We typically attract a larger audience when we Zoom and having only one in-person conference may encourage more members to attend the in-person Regional Conference in October. Diane would like 60-70 MO members to attend the Conference. It was suggested that we have a hybrid state meeting--in-person and Zoom. Diane reported that the cost for the hotel to provide Zooming was very high. A hotel room at Regional Conference costs \$200 a night (for up to 4 people), and there are three overnights. Pam Kulp pointed out that the state could provide registration money for one or two members from each branch to attend. Lynne added that we should be spending our state money to encourage people to go. Ballwin-Chesterfield and Independence branches pay conference registration costs for their members. A straw vote on whether to have an in-person meeting or a Zoom meeting in May resulted in five in favor and four opposed. The May meeting will be by Zoom.

**Membership Vice President\*: Susie Watson**

Susie reported that she has been unable to make contact with Cape Girardeau and Canton membership officers. Susan Barley advised her that the membership VP recently passed and to contact the president at Canton. Nancy Hutchins pointed out that Susie is doing a wonderful job with articles in *Missouri in Motion*. Susie strongly suggested that nametags be used at all meetings; her branch has added 13 members this year.

Karen reported that at least 4 branches could not submit their annual survey to National. She will bring this up at a National meeting on Monday.

**Immediate Past President: Sue Shineman**

Sue has created a simple spreadsheet of National's Five-Star Application requirements and hopes it will help encourage more branches to apply for the National Five-Star award. This file was sent to branch presidents and is on the state website under Branches / Forms. The Five-Star Award is not available to states at this time.

The deadline for submitting Woman of Distinction applications is April 7.

**Communications\*: Mary Jermak / Joyce Katz**

Mary announced the deadline for submitting articles for *Missouri in Motion* is February 4. She thanked Diane Ludwig and Carol Davis McDonald for the fabulous proofreading they do.

Mary also reported that the USPS mailing list has gone down substantially. She will request a current list of National members; she added that she doubts any National members have ever attended a MO conference. Mary offered to assist anyone with using Office Depot for printing.

**College University\*: Debra McArthur**

Debra signed up 17 student members at two different tabling events. They give out Work Smart bookmarks with Payday candy bars and tell students that "The candy is free, but the bookmark could be worth \$400,000 to you."

Karen noted that *Simple Truth 2022* is out.

**Diversity, Equity, & Inclusion (DEI): Sue Shineman for Luna Mukherjee**

The name of this program is being changed to "Inclusion and Equity." The next step is action; we need to walk the talk. Kay Meyer praised Luna's work and said her younger attitude and the fabulous job she is doing is refreshing.

Mable Davis has resigned from the committee.

**STEM: Sandra Murdock**

Sandra reported that STEM resources are now on the STEM tab of the MO website. She pointed out that the current Miss America is a nuclear engineering student. Pam Kulp praised Boonville's website for its STEM resources; they promote Mighty Girls books. Karen Francis has Women in STEM coloring books (free) and will bring them to the IBC events.

**AAUW Fund,\* AAUW Legacy Circle, and AAUW Liaison: Susan Barley**

Susan submitted a report for AAUW Fund and AAUW Legacy Circle. At the meeting she emphasized meeting the 100% AAUW contribution participation goal for board giving between July 1, 2022 and June 30, 2023. She submitted an AAUW National Updates report and stated that President Karen Francis, upon receipt of such reports, will distribute them to branch presidents. Ms. Magazine is partnering with NCCWSL this year. Members may subscribe to the magazine as an AAUW membership benefit (a 1-year free subscription-4 print issues).

Susan offered her help with any AAUW questions.

**Votes for Women Missouri Trail Project: Pat Shores**

Pat reported that Jeanne Webdell submitted Marie Ruoff Byrum of Louisiana, MO, as the first woman to vote in MO. Initial research efforts to find Marie's participation in a women's group fighting for the vote have been unproductive, but the search will continue.

**Historian: Jane Biers**

Jane reported she is getting closer to completing our state history for the archives.

**Webmaster: Joyce Katz**

Karen complimented Joyce on how easy our website is to use and thanked her for her work.

Questions were asked about guidelines for posting pictures on Facebook. Teri Brecht advised that her branch always asks students and/or their parents, depending on the age of the student, to sign a photo release form. Karen asked Susan Barley to ask National if they have a standard release form.

**Missouri History Day: Betty Takahashi**

History Day will be in person on April 22. Betty is looking for small gifts to give the winners (3) of the history contest (in addition to a monetary award). Several people suggested that she look at pins on Shop AAUW. Karen said the expenses are reimbursable.

**KC IBC: Sue Shineman for Corinne Mahaffey**

Sue said KC IBC is giving 7 \$1000 scholarships this year at a high tea honoring the recipients.

**STL IBC: Betty Takahashi / Teri Brecht**

Teri reported that the STL IBC spring banquet is March 18 at EdgeWild.

**Nominating Committee 2022-2023: Lynne Roney with Su Bacon, Diane Ludwig, Kay Meyer, Sandra Murdock**

Lynne presented the slate of officers to be presented for vote at the May 6 meeting:

President-elect:	Sue Shineman, Independence
Co-Program Vice Presidents:	Su Bacon, Parkville, and Diane Ludwig, Columbia
Secretary:	Patty Murray, Ferguson-Florissant

No change in bylaws is needed to fill positions with co-chairs.

The Committee requested a review by the Bylaws Chair and/or Committee to study officer structure and succession in the current state Bylaws to allow more flexibility in developing new leadership. Lynne will circulate a written report detailing the committee's recommendations. She advised that Bylaws changes need to be sent to members by April 5 for a membership vote at our May 6 meeting. Karen pointed out that National has given states/branches 3 years to implement changes in Bylaws once they are approved; there is no need for us to rush into Bylaws changes until we have National's Bylaws changes.

**Digital Directory: Diane Ludwig**

Karen asked questions about having an online directory: What does having a digital directory mean? What do people want? Does the branch have a right to say they do not want their officers listed on the web? There was mixed discussion for and against having an online directory. Some groups do not print directories, and some only provide online directories with a login. It was suggested that we take this issue to the next branch presidents meeting and create a committee to pursue it.

**NEW BUSINESS****MO Succession Plan Task Force: Karen Francis**

Karen asked how is AAUW MO going to stay as strong as we are if we do not have a succession plan. Sue Shineman was outstanding at using technology to bring us together during COVID. Being state president is almost an impossible task to do by yourself. There are so many responsibilities and meetings--10 additional state meetings a month, additional National committee calls, each 1 1/2 hours long, and providing Zoom for 3-4 branches. We've got to be more inclusive and bring in new people to learn board positions.

Lynne Roney stated that the Bylaws are flexible and that we can move to a Co-president structure. However, a Bylaws change would be required to have co-presidents' terms start in alternating years.

Sue Shineman agreed that president and president-elect responsibilities should be divided up and new job descriptions written. Committees also have a lot of responsibility and may need to be co-chaired.

Kay Meyer pointed out that our Bylaws say some positions cannot hold consecutive terms and some require experience on the board.

Alice Kitchen cautioned against dividing up positions too narrowly; she advised to leave some flexibility.

Linda Berube reiterated that one of the key issues is getting people involved in board positions. Officers should come from committees. Only the President-elect requires 1 year of experience on the board. She, too, stressed keeping the Bylaws as simple and flexible as possible because once the Bylaws are changed, it requires membership vote to remove it. Linda reminded us that as officers we can be delegating responsibilities, too.

An AAUW MO Succession Plan Task Force composed of elected officers and others will be assembled to create recommendations for Bylaws changes and present them at the March 4 board meeting.

**MO Legislative Retreat: Karen Francis**

Karen explained that for many years Missouri Women's Network (MWN) sponsored an annual legislative retreat. AAUW has been a strong supporter of MWN. This year AAUW MO will sponsor the retreat by Zoom on Saturday, February 11, from 9-11 am. Activists from organizations across the state will share information about their main legislative priorities and bill numbers, titles, and authors they would like us to monitor. Issues include Initiative Petition, Clean Slate, book bans, economic issues, educational issues, gun safety, health and reproductive rights, social issues, and voting laws.

**Regional Conference: Diane Ludwig**

A flyer publicizing the Regional Conference has been sent to board members and 14 regional states. Hotel arrangements are finalized, and 14 states in our central region have been invited. The planning committee estimates that 150 people will attend. States were asked to make a financial contribution of \$200-\$500. The reaction from states has been very positive. Since Missouri is the host state, Diane suggests that AAUW MO lead by example and contribute \$1000. Planning speakers, topics for breakout sessions, and conference activities will begin at the next planning meeting in February.

Nancy Hutchins asked when the board voted to lead this conference; she is not opposed to it but wants to be sure Bylaws are followed and the Board is included in making such decisions. Susan Barley said it was a surprise to her, and she does not remember voting on it. Karen explained that AAUW IL had planned an in-person Regional Conference in 2020, which had to be canceled due to COVID. A Zoom Regional Conference organized by AAUW MI took place in 2021. Some AAUW MO leaders had assisted with the planning of these conferences and after hearing from many participants that they were eager to meet in person, stepped up to offer an in-person conference when possible. Missouri is centrally located, and St. Louis has an airport, which is why St. Louis was selected as the site. Sue Shineman apologized for the board oversight and moving quickly at the time.

Diane Ludwig moved that "AAUW MO host a conference in St. Louis October 19-21, 2023, inviting all AAUW central states."

Susan Barley feels that we are in too far to back out now. With today's technology board members can be quickly notified. Nancy would like a clause in the hotel contract that if COVID resurfaces and we need to cancel, there will be no penalty.

The motion passed unanimously.

Diane Ludwig moved that "AAUW allocate \$1000 from the contingency fund to fund the regional conference." The motion passed unanimously.

Susan Barley asked about the reports from the "pro" and "con" committees on whether to make 4 committee chairs—DEI, STEM, Public Policy, College/University--voting officer positions. Susan's committee, the "con" committee, recommended not making these voting positions. The "pro" committee had not yet met. Susan noted that the National board is meeting in February, and a big topic will be what AAUW will look like in the future; there are going to be Bylaws changes proposed. It was agreed to hold off on discussion of this Bylaws change until we receive Bylaws changes from National.

#### **Announcements**

- *MISSOURI in MOTION* deadline: February 4, 2023
- 2022-2023 Future Saturday Board Meetings
  - March 4, 9:00-2:00 by Zoom
  - April 29, 9:00-2:00 by Zoom
- MO History Day: April 22, 2023
- State Meeting: Saturday, May 6, 2023, by Zoom
- NCCWSL: May 31 - June 3, 2023
- Regional Conference: October 19-21, 2023 in St. Louis

The meeting adjourned at 1:10 pm.

Respectfully submitted,  
*Marsha Koch*  
Marsha Koch, Secretary