

AAUW MISSOURI BOARD MEETING

Saturday, January 27, 2024

9:00 am

Zoom

Continuing Our: Even Better If ...

AAUW Missouri: Stronger Together – Making Equity the Norm

Attendees (*bolded names are voting members, *italics mean a vote is shared*)

Deb McArthur, Diane B. Ludwig, Jane Biers, **Karen Francis**, Linda Berube, **Lois Domsch**, Luna Mukherjee, **Mary Jermak**, Pam Kulp, Pat Shores, **Patty Murray**, Sandra Murdock, **Su Bacon, Sue Shineman, Susan Barley, Susie Watson**

Unable to attend: Alice Kitchen, Betty Takahashi, Corinne Mahaffey, Joyce Katz, Lynne Roney, Marsha Koch, Teri Brecht

Welcome, Introductions, and Get Acquainted

The meeting was called to order at 9:03 am by President Karen Francis. Karen welcomed everyone by thanking the Board and remarking that Missouri is widely recognized nationally in AAUW.

Quorum

Linda Berube called a quorum with 9 voting members out of 10 present (two members present share a vote).

Additions to the Agenda

There were no additions to the agenda.

Secretary

The November 4, 2023, meeting minutes had been distributed earlier; changes previously submitted had already been made. A portion of the Finance Officer report was corrected to state, “The 21-22 and 22-23 books are still in the possession of Linda Berube for reviewing.” There were no further corrections to the minutes. The minutes were approved as corrected. Sue Shineman and Debra McArthur were asked and agreed to be readers of today’s minutes.

Finance Officer Report

The current financial reports had been distributed earlier: *2nd Quarter Report 2023-2024, 2nd Quarter Profit and Loss (P & L) Statement, and Balance Sheet 12-31-23*. The only correction to the reports was on page 3 of the 2nd Quarter Report on the line for Total. Third entry should be \$3,109.37 instead of \$3,019.37. The State has two outstanding checks from reimbursements from Regional Conference. Our Tax-Exempt letter and down payment for the State Conference has been sent to the Holiday Inn in Columbia. Susan

Barley reported that Missouri's \$600 contribution to National NCCWSL Scholarships should be near to February 2, 2024. If we don't meet the deadline, the money may be held for NCCWSL next year. The financial audit will be discussed at the next meeting, but Linda Berube has prepared the results of the review which will be sent in the next month. One preliminary suggestion is that the Board keep an additional log of Motions for financial transactions because it is difficult to research Motions in past Minutes. Sue Shineman asked to be included in meetings with Lois and Linda about the review as President-Elect. Lois shared that she helped the Canton branch get its dues back from National, and that the branch now has its own MasterCard. **Attached.**

President's Remarks

Karen Francis said the Regional Conference showed out-of-the-box thinking with Lois's PayPal account success and the conference committee's creation of Assistance-ships for Missouri Branches. Virginia will host a Regional Conference in late September to early October this year for the East Coast rather than the Mid-Atlantic states. Our conference committee has sent reports to them to assist them in their planning. Diane Ludwig spoke about the calls with other states: how they recently covered the mechanics of the Open Up AAUW vote and how seeing what other states are doing lifts one's spirits.

Karen introduced an activity to take to our branch meetings. When we think of ourselves as leaders, are we in a circus, at a train station, on a farm, or in the symphony?

- Susie Watson: a symphony. We are in AAUW in a position of choice like a musical instrument is a choice, we need a conductor, and together we make beautiful music.
- Diane Ludwig: a circus. A good circus is very well organized even though it looks chaotic. It is noisy and fun sometimes but not always.
- Susan Barley: a train station. Our Board is a small station. Not many trains leave and not many come in.
- Pat Shores: a farm. We each have our own plots, we plant seeds, they grow, and we share them.
- Luna Mukherjee: a circus. Luna praised the "Four Amigos" for the excellent work on the Regional Conference.
- Sue Shineman: a train station. So many tracks are coming into the hub. Sixteen are coming into the Missouri hub. Without the hub, there would be no coordination between the branches. It is amazing that the Missouri train is running full speed.

Karen provided a copy of the AAUW Missouri Membership Report 2024 that went to National with a list of our branches' recruitment and retention activities and ideas.

Karen said that no other state has membership on all four of the big National committees. Missouri has State Board members on the National DEI, Public Policy, Governance, and Advancement Committees. Missouri's success comes up all the time in the State calls.

Reports

Reports with greater detail are attached.

- **Elected Officers**
 - **President.** No questions or comments from the board.
 - **President-Elect.** No formal report prepared; Sue Shineman shares information as she receives it and will continue to do so. No questions or comments from the board.
 - **Program VP** – No questions or comments from the board.
 - **Membership VP** – No questions or comments from the board.
- **MO State and Branch Action Plans** – Pat Shores led us through a discussion of how we are meeting the Missouri State and Branch Action Plans which keep us on track. Pat’s review is just for our Board.
 - Education and Training. We have met this goal. Debra McArthur added that we promote Graduate Fellowships at C/U events and talk with graduate students who approach our tables. We promote Career Development Grants at C/U events. Members are to be told about Career Development Grants in detail.
 - Governance and Sustainability. Details are on the National website on how branches are aligning with this goal; we are meeting it.
 - Economic Security. We are meeting all the goals. Legislators are invited and attend branch meetings. Members communicate in writing and through Action Alerts. Members testify at Missouri legislative hearings and attend events where the Governor is present.
 - Leadership. Branch 10-Star Awards are decided each year. The National Five Star Award is only for the Branch level and is determined through survey responses.
- **Appointed Officers**
 - **AAUW Fund.** A detailed discussion followed about AAUW Fellowships and Grants. Previously, the endowments program, promotion, and reporting were the responsibility of the Educational Foundation Chair; when the position was eliminated, the AAUW Fund Chair was given the responsibility was given the responsibility. For many years, AAUW promoted the opportunity for individuals, branches, and states to set up endowments that would support the fellowship and grants program. This endowment creation program has been discontinued because of the extremely large number of endowments and other donations that are restricted to Fellowships and Grants. Currently, 6 million dollars is awarded each year. AAUW is comfortable with the award amount and the many, many years these awards will be possible in the future. Today, there are 14 endowments from Missouri. The AAUW Fund – Missouri chair provides the information each year about the recipients of the Missouri endowments. The information has been given to the Branch AAUW Chairs. Several on the board stressed the importance of sharing grant information with branches. It was concluded that reporting the information to the branches (specifically, the Fund Chair,

along with the Branch President, and Communications Chair) will be the practice. Information will also be provided at the State Conference in May.

- **Communications.** Mary Jermak reported that the State Directory is being printed and will arrive in early February. Working with Office Depot was far simpler this year. February 6, 2024, is the deadline for the next *Missouri in Motion* issue. Mary has provided formatting tips that make compiling the newsletter far easier.
- **Public Policy.** Alice Kitchen has a conflict with today's meeting time and could not join us. Karen spoke about initiative petitions in Missouri, including Missourians for Constitutional Freedom's petition to get an abortion amendment on the ballot and the Missouri petition for increased wages and paid sick leave. Training will be available for collecting signatures on these petitions. **MOTION:** *Sue Shineman moved that Missouri AAUW support the 2024 initiative petition for an amendment to the Missouri Constitution regulating the provision of abortion AND that Missouri AAUW support the Missouri Minimum Wage and Earned Paid Sick Time Initiative.* Susie Watson seconded. **CARRIED** (Unanimous) The times that are offered in conjunction with the LWV don't work for many of us. Another time will be established for training AAUW MO members.
- **College/University.** Deb McArthur reported that National has Work Smart, Start Smart, and Money Smart online. Training is currently offered once a month through June 2024. Sign up on the National Website under Women's Economic Initiatives. Debra has a flyer with a QR code that can be used to share this information during tabling events. It was recommended that our C/U committees be in contact with and encourage students to be in contact with their schools' finance and career offices. Northland's Betty Dusing passed away on Jan 25; Betty was a 50+ year member of the Parkville Branch and librarian at Park University. Memorial service Feb 8 (<https://meyersfuneralchapel.com/betty-dusing-northland-resident-01-25-2024/>).
- **Appointed Standing Committees**
 - **Diversity, Equity, and Inclusion.** Luna Mukherjee reminded us of the January 31, 2024, AAUW webinar *Inclusion in Practice: How AAUW's Policies and Practices Promote Inclusion*. 6 pm Central time. Luna also suggested we all might consider speakers who would discuss what might arise during this election year. In addition, Luna would like AAUW to approve open membership because we should be advancing education and not excluding people who do not have degrees.
 - **STEM.** Sandra Murdock called our attention to the STEM News portion of her report about Erin Lear, the Lear Jet heiress. Erin Lear

launched The First Female Aviation Academy, named Birde Academy, scheduled to open in 2024. This company is tackling the Female PILOT Shortage. According to the Aircraft Owners and Pilots Association (AOPA), female pilots still account for only 7% of pilots. Peggy Chabrian is the founder of Women in Aviation International. (<https://www.wai.org/>)

- **National Liaison/Legacy Circle.** No questions or comments from the board. Susan Barley will not issue reports unless there is something to share.
- **Parliamentarian / Bylaws.** No questions or comments from the board.
- **Historian.** Jane Biers submitted one cubic foot of AAUW records to storage.
- **Webmaster.** Joyce Katz was unable to attend because of illness.
- **Branch Incentive Grants.** No questions or comments from the board for Pam Kulp.
- **Missouri History Day.** Betty Takahashi was unable to attend. The event will be held on Saturday, April 27 at the University of MO campus. AAUW of MO will again be offering three \$100 prizes for the best entries in the junior and senior divisions for performance and documentary on women's history. The theme this year is THE TURNING POINT IN HISTORY. Branches are encouraged to promote the contest in local middle schools (6th, 7th, 8th grades) and in high schools. If you are interested in being a judge, contact Betty.
- **IBC Kansas City.** Corinne Mahaffey was unable to attend. Sue Shineman reported on re-entry scholarships and that the four branches are planning to work together on some things.
- **IBC St. Louis Metro.** Teri Brecht was unable to attend. There was no news to report. Work on their Annual Event with five branches continues.

Carry Over Business

1. Nominating Committee 2024-2025. Lynne Roney had submitted the report earlier, as follows: *The Nominating Committee of the AAUW MO Board is pleased to announce the nomination of **Susie Watson** and **Lois Domsch** to continue in their officer positions for the 2024 Board election, which will be voted on at the annual meeting in May. **Susie is nominated to continue as Membership Vice President and Lois as Finance Officer.** Nominations will be announced in the Winter 2024 Missouri in Motion. Nominating Committee members: Lynne Roney, acting chair; Jane Biers; Patt Braley; Kay Meyer; and Sandra Murdock.*
2. Interest in a Virtual Branch. Karen Francis tabled this agenda item because of today's time constraints.

3. Legislative Retreat. Karen shared that information on the retreat has been sent to branches. This year's retreat includes speakers who have not presented at the retreat previously.
4. Succession Planning / Opportunity to Serve. Sue Shineman presented the Opportunity to Serve forms proposed for the State Board and Branches and asked for feedback. Karen thanked everyone for meeting earlier this month to start this conversation. The finalized forms will be made available soon.
 - a. State Board version. Suggestions for the form included an explanation sheet to describe what the positions involve, such as when meetings are, term limits, and job descriptions; that the sheet does not mean that someone on the board is leaving; that the sheet would also be for training someone for one of the positions; and that all AAUW members should receive this form and not just those in branch leadership.
 - b. Branch version. The Branch form is to be modified to suit each branch. Suggestions included marking the boxes for open positions in color so attention will be drawn to them; be cautious about showing open positions before interested people's skills are known; rather than focusing on positions, be more universal on categories of skill sets, because the President may need to create new positions.
5. Inclusion / Infusion Activity. "Belonging." Sue Shineman's discussion was used as a lead-in to Open Up AAUW. Sixty percent of women today do not have degrees. The degree requirement is AAUW's biggest barrier. She shared she had done this activity with the Independence Branch. One of the pros mentioned was 'We can learn a lot from these women. The real-life experiences they face every day can help us to better understand what the true needs are.' There was one con mentioned. 'Will there be a name change?' No, there will not. Sue Shineman shared a story from her own branch where she learned that one of their members was not going to continue if the degree requirement was eliminated out of concern for how the branch could change. When Sue explained that very little, if anything, would change at branch levels and that this was more of a needed change at the national and public perception levels, the member changed her mind about resigning.
6. Open Up AAUW. The vote to eliminate the degree requirement.
 - a. Karen Francis sent the branch voting statistics individually to each branch president from the last effort to end the degree requirement for membership.
 - b. Missouri is being used as the model nationally partly because our voter turnout was so high. Last time we sent out postcards.
 - c. The degree requirement is a financial barrier at the national level because it prevents us from getting some grants due to not being perceived as inclusive.
 - d. Sue Barley pointed out that one hand-out from National is from 2013 and does not have the current AAUW mission stated. Karen will follow up.
 - e. Comments from board members followed:
 - i. We need to think of being a nationally accessible organization.

- ii. We are beyond the kind of barriers from the past, such as the “right” school, teachers not admitted, men not included, only a four-year degree.
 - iii. Professional and medal-winning athletes who are highly respected but do not have a degree can’t be in AAUW.
 - iv. A KC Northland AAUW member spoke often and one daughter decided to join. Her sister could not because she did not have a degree.
 - v. A man very involved with the Ranked Choice Voting effort whose wife could not join AAUW because she did not have a degree; it was an uncomfortable conversation with the husband who was a friend.
 - vi. Awkwardness of getting people interested in AAUW and then having to ask if they have degrees.
 - vii. Karen referenced the letter from one of our Wisconsin friends that explains why open membership is needed.
 - viii. Mary Jermak will send us an article she received on membership talking points.
 - ix. Diane Ludwig suggested that branches set up a friendly competition to challenge each other to increase voting participation.
- f. How the voting process will be done:
- i. Members will receive an email from voting@simplyvoting.com with their specific login information (member ID number and PIN).
 - ii. Karen and Sue will create an email with information and instructions.
 - iii. Members must be certain of the following:
 - 1. That all their contact information is correct on Community Hub
 - 2. That they have not check-marked the option to not receive email communication from AAUW; if so, the option must be changed.
 - iv. Voting opens April 3 and closes at 11 am Central Time on May 15.
- g. **MOTION.** Susie Watson moved and Susan Barley seconded that *AAUW Missouri endorses the AAUW Bylaws amendment to eliminate the degree requirement for membership.* **CARRIED** (unanimous) The endorsement will be sent to the Open Up AAUW website at resolutions@openupaauw.org
7. Spring Conference. Su Bacon and Diane Ludwig reported on progress for the State Conference in Columbia on May 4, 2024.
- a. Room rate is \$119 per night (plus taxes and gratuity – approximately 29%).
 - b. Meal costs are not yet available.
 - c. The March 9 Board meeting will be via Zoom to finalize conference details.
 - d. Gloria Blackwell will address the conference by Zoom.
 - e. Two break-out rooms available if we need them.
 - f. Discussion about topics and whether all should be presented to the full conference rather than in break-out sessions:
 - i. Denise Lieberman
 - ii. Initiative petitions if Denise is not covering them

- iii. College/University presentation
- iv. DEI presentation
- v. A legislator
- vi. Open Up AAUW
- vii. Not library censorship this year as it's been done before.
- g. Extend the conference to 4:00 for sufficient time.
- h. Bring in a cake to save costs for the mid-day break.
- i. Theme suggested is *Celebrate AAUW – Keep Moving Missouri Forward*.
- j. Conference cost will be \$75 per person. After the Early Bird deadline, cost will be \$80.
- k. **An email vote will be held to approve State Conference assistance to branches.** Suggestion that each branch can receive \$75 to use as they decide, with the Board hoping they will send members who have not attended before and/or to get as many members as possible to attend. Assistance will be paid from the Missouri Incentive Grants Program.

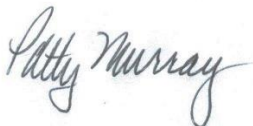
New Business

- Monthly Board “Check-In” Calls. February 17, Saturday. 9:00 am. 30–60 minutes.
- Branch Presidents Focus Calls. Calls are the third Thursday at 2 pm.
- Branch Newsletters. Request that branches share their newsletters with all branches.

Important Dates

- January 31, 2024 AAUW National Webinar on Inclusion/Equity, Open Up AAUW
- February 7, 2024 AAUW National Public Policy Webinar on School Boards
- February 17, 2024 AAUW Board Check-In Call 9:00 am – 10:00 am
- February 24, 2024 AAUW MO sponsoring Legislative Retreat 9:00 am – 11:30 am
- March 9, 2024 State Board Meeting by Zoom
- April 27, 2024 Missouri History Day at the University of MO campus
- May 3, 2024 State Board Meeting (afternoon) at State Conference
- May 4, 2024 AAUW Mo State Meeting, Columbia Holiday Inn Executive Center

The meeting adjourned at 12:39 pm.



Patty Murray, Secretary