



**American Association of University Women
Lake/Sumter Branch**

**Board Meeting Minutes
2020-21**

**AAUW Board Meeting Minutes
LOCATION your living room
September 8, 2020
10:00 A.M.**

Voting Members: *

*Co-Presidents: Anne Wilkins, Katie Haviland
*Co-Presidents Elect: Gay Birchard, Anne Sobocinski
Co-Secretary: Sharron Albrecht, Nancy Hartshorn
*Co-Finance: Margie Hunt, Terri Slotterback

*Co-Program: Marianne Bender-Powers, Anne Marie Lombardi
*Co-Membership: Susan Gold, Karen Pickelsimer
*Communications: Jacquie Latzer
*Public Policy: Judy Bonn
*Fundraising Coordinator: Diane Jacobson

All voting members present except: Jacquie Latzer

Non-voting members present: Carolee Litwinka, Beth Hicks, Linda Carpenter, Carolyn Johnson, Kathy Mason, Diane Reichert, and Peg Tabor

Welcome by; Anne Wilkins

Peg Tabor shared Zoom procedures for the meeting.

Quorum was affirmed.

It was shared that member, **Pat Bays** passed away. A donation in her name will be sent to the Eleanor Roosevelt Fund.

OLD Business:

- Review/Approve last Board meeting minutes Sharron Albrecht, Nancy Hartshorn

Linda Carpenter corrected item #14 of the minutes, state that Venice contacted our branch, not the reverse as stated in the minutes. She also clarified that the Polling possible fundraiser would mean taking over one of the polling places.

Katie Haviland motioned to accept the minutes, Linda Carpenter seconded. Motion passed.

NEW Business:

The Board accepted Susan Gold's resignation as co-chair of Membership due to health issues.

Appoint Judy Bonn to the Board as Public Policy chair. Katie Haviland moved to approve, Marianne Bender-Powers seconded. Motion passed.

- Finance statement in DROP Box. Income/Expense REPORT: Margie Hunt, Terri Slotterback
- Vote to approve the proposed Budget. Diane Jacobson moved, Linda Carpenter seconded. Motion passed.
- Zoom Account: Ann Marie Lombardi made the motion "AAUW Purchase a Zoom account with 3 Pro licenses at an annual cost of \$483.03." Karen Pickelsimer seconded the motion.

The motion passed. The three licenses would be assigned as follows: one to Anne Wilkins as Co President, and passed on to incoming Co Presidents to share; one to Carolee Litwinka as Scheduler and Administrator; and the third license, (according to the Zoom representative Ann Marie and Carolee spoke with) can be assigned by the Administrator to individual members for AAUW meetings and events on a temporary basis.

- Program/Next General Meeting: Marianne Bender-Powers, Anne Marie Lombardi
 - September will be information from the various committees of our branch. An interest survey will also be shared. A video of last year, board members introduced will also be on the agenda.
 - October will be the League of Women Voters and a power point on the amendments on this year's November ballot.
 - November will focus on mental health issues during this pandemic crisis.
 - December, some form of entertainment will be provided.
- Public Policy: Judy Bonn
 - There is an article in the newsletter sharing information. Most importantly is the November election. All ballots must be in the hands of the election offices by 7 pm on November 3. If the mail in ballots do not arrive on or before Election Day, they will NOT be counted. It was urged to mail in ballots at least a week before. If you have a mail in ballot, you can take it to early voting, return it unused and vote in person.
- Scholarship Committee: Carolyn Johnson, Kathy Mason with Diane Jacobson
 - Kathy Mason spoke for the group. The jewelry item donated by Gold in Art will be the major fundraiser for the committee. Each member will receive 10 tickets

at \$5 each. Members will be encouraged to purchase or sell all tickets, and return the money and ticket stubs to the committee. The tickets will be distributed after the November election. Beth Hicks requested the information and a picture of the jewelry be sent to her for publication in the newsletter.

- Tech Trek: Sharron Albrecht
 - The state Tech Trek coordinator, Sue Sloan replied to the letter sent by our branch. She agreed to the branch proceeding as in the past to our recruitment of girls for the STEM experience. Branches may begin to contact schools in October. It is an uncertain year, and no one is sure if and how Tech Trek will proceed for 2021.

- National or State Announcements: Judy Bonn
 - There is no national news to report. The state encourages participation in the public policy initiatives. Lobby days will be March 17-18, 2021. AAUW State wants information shared with the branches. And members to attend. Due to Covid 19, it remains unsure how all of it will be handled. She encouraged others to work with her on this committee.

CLOSING announcements:

- "A Nominating Committee for officers for our branch for 2021-2022 needs to be formed prior to the October Board meeting. One current Board member must be part of that committee. A prior president and a Branch member and one alternate are also required. If you would like to serve as the current Board representative or suggest someone for the other sports, please let Anne or Katie know."
- Diane Reichert shared that the By Laws Committee will need to pick up and complete the task this year.
- Susan Gold expressed her thanks to all for their support, encouragement, cards, letters, and emails during her health crisis. She stated that all the messages were very meaningful. She regretted having to resign but her health dictates it.
- Gay Birchard and Anne Sobocinski announced that they were planning virtual coffees to attempt to strengthen the membership. She asked for feedback and suggestions. The meetings will be held via Zoom and hope to begin in October.
- Linda Carpenter shared information on the Civil Discourse Presentations. The next one is 9/23/20. She also spoke on the success of the VPK presentation given to the PM Rotary Club. The Speakers Bureau will languish for the time being due to Covid 19. Rose Boeckman resigned from the bureau. Peg Tabor applauded Linda Carpenter and her committee for all their endeavors.
- Katie Haviland showed the Equality article that was in the local paper. It will be scanned and given to Beth Hicks for the newsletter.

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General Monthly Announcements:

- AAUW General Meeting September 19, Social Gathering 9:30; Meeting starts at 10:00. Location: Your living room via Zoom

- Newsletter Articles Deadline: September 20. If Possible, please use GEORGIA font Size 12 when submitting articles.
- Next Board Meeting: Tuesday, October 6, at 10:00, via Zoom. Send the Co-presidents an email if you want to be on the agenda.

Anne Wilkens moved to adjourn the meeting at 11:43 a.m. Katie Haviland seconded. Motion carried.

Respectfully submitted,
Sharron Albrecht
Co-Secretary

AAUW Board Meeting Minutes
via Zoom
October 6, 2020
10:00 am

<p>Voting Members: * *Co-Presidents: Anne Wilkins, Katie Haviland *Co-Presidents Elect: Gay Birchard, Anne Sobocinski *Co-Secretary: Sharron Albrecht*, Nancy Hartshorn *Co-Finance: Margie Hunt, Terri Slotterback</p>	<p>*Co-Program: Marianne Bender-Powers, Anne Marie Lombardi *Co-Membership: Karen Pickelsimer *Communications: Jacquie Latzer *Public Policy: Judy Bonn *Fundraising Coordinator: Diane Jacobson</p>
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Welcome : The presidents welcomed everyone and called the meeting to order.

Voting Members Absent: Marianne Bender-Powers

Committee Members Present: Beth Hicks, Diane Reichert, Peg Tabor, Kathy Mason, Carolee Litwinka, Linda Carpenter

AFFIRM Quorum The Quorum was established.

OLD Business:

1. **Review/Approve last Board meeting minutes** Sharron Albrecht, Nancy Hartshorn
Members could not locate the minutes in Dropbox. Review and approval was postponed till the November Board meeting. In the future, the minutes will be sent out to the Board via email prior to the board meeting.
2. **Volunteers for Nominating committee from Board and Membership OPENINGS in co chairs of Membership and Program** Anne Wilkins
 1. The Nominating committee needs members. One board member, one past president, a general member, and an alternate. This should be completed in October. The work is usually done in January.
 2. The Program committee needs a replacement for Marianne Bender-Powers. She had to resign due to family issues. Anne Marie Lombardi suggested interested members should contact her for information. Marianne’s hard work was acknowledged by Anne Wilkins.
 3. The Membership committee still needs a co chair to assist Karen Pickelsimer.

NEW Business:

1. **Income/Expense statement:** Margie Hunt, Terri Slotterback
The accounts are being adjusted. The report will be made at the next meeting.
2. **Dropbox and Zoom use and update:** Carolee Litwinki
Editing permission has been expanded for Dropbox. Members were warned to be

careful when editing. There are changes in the Program folder.
Zoom information: The Tech Team purchased three the licenses and Peg Tabor and Carolee are listed as licenses holders with an alternate. There are 5 active members of the team. The training classes had about 13 participants. There appeared to be low interest. Training will be set aside and emphasis given to support of meetings, monitoring chats, and launching break out rooms.

An extensive discussion followed regarding the membership and use of Zoom for meetings. It was suggested that the team look at the membership roster and compare it to the ones who did not participate in the Zoom meeting. It was then suggested that the members not attending be given a “sunshine” phone call to check on them, and then kindly question why they were not participating. Gay Birchard and Karen Pickelsimer agreed to take the list of those not attending and make the phone calls. Several members shared comments to insure that the members don’t be made to feel bad because they were not attending. We also need to appreciate those who do attend.

Katie Haviland and others emphasized that 48 members attended and stayed for the entire meeting.

Ann Marie also shared the information on when the Rec Centers would be able to accommodate our meetings. At this time only 37 people can be in the large room, no food or beverages can be served, no AV equipment can be used. She has cancelled our room through January 2021.

- 3. Program for Next General Meeting:** Ann Marie Lombardi
October will be breast cancer awareness and members are asked to wear pink to the meeting. The League of Women Voters will present a program on the amendments on the ballot in November. In consideration for the program presenters, the program will be first, then the general business meeting will follow.

The **November** meeting will honor women veterans. The video, We Proudly Serve, will be shown followed by a Q and A session. We will also honor our members who are vets. It was determined that a \$200 donation will be given to The Villages Honor Flight for Women Veterans. Anne Marie Lombardi made the motion and Diane Jacobson seconded. It was unanimously approved.

The **December** meeting will be a virtual ticketed event and will feature Jody of the Spice and Tea Exchange who will give us a live demonstration of one entrée and one beverage. The fun part is that your ticket will cover the cost of the “kit”, which will include all the spices used in the demonstration as well as 2 teas. Attendees can either Zoom along and prepare the items with Jody or simply watch and sip one of her teas in the kit so you can make the items at your convenience. It is thought that a charge of \$12 for the event will be used, as the kit alone will cost \$10. Members will go to her shop to pick up their kit. Members are encouraged to shop while there. **Note the change of date for December: it will be the 12th!** Kathy Mason stated she was concerned that there was an overlap asking for money, with the scholarship raffle at that time. Anne Marie

stated that it shouldn't be perceived as such because in the past members paid for a holiday luncheon as well as the raffle. Sharron Albrecht commented that we need to acknowledge the generosity of the company and ask for nothing more from them in the way of donations they have made in the past. The company is barely hanging on due to the COVID lockdowns and decreased shoppers. We need to support them as they have supported us in the past.

4. **Public Policy:** Judy Bonn

Registration is closed. Everyone needs to VOTE. If concerned with mail in ballots, go to the drop off locations with your ballot. Early voting in Sumter will be from October 20-31. Contact Lake County for their dates.

5. **Scholarship Committee:** Carolyn Johnson, Kathy Mason

Kathy Mason shared that each member will receive an envelope with 5 tickets at \$10 each. An envelope will be supplied to return with your check for the tickets. It is hoped that all the members will participate. All will be done by mail.

6. **Tech Trek:** Sharron Albrecht

The following information was shared: State Coordinator, Sue Sloan sent an email to the branches. Included were download attachments, a letter to the principal, a letter to the teacher, a nominating form with a new email address, and a flyer. All of these are to be sent to the schools via email. The web site used in the past by the local coordinator to check on nominations, acceptance, etc. has been taken down. It was not stated as to its future status. The process does not allow for personal contact with the schools. It was very unclear how the student interviews are to be handled. It was inferred that the state committee would handle. It seems that the branches are just to pay for the students selected in their branch area.

Emails with the state attachments were sent to Wildwood Middle/High School, South Sumter Middle School, and The Villages Charter Middle School. At this point only Dr. Irwin of the Charter School has responded that they will participate with nominations, but it is unsure if the parents will want the participation.

At this point, Lake schools were not sent the letter for the following reasons; only one school and one camper participated from the county, funds are low this year due to lack of fundraising ability, and the school system is in crisis keeping the schools open due to the pandemic.

Much discussion followed. Some members suggested we not participate this year, others stated that we should wait and see, as the colleges may not even be able to host this year. Many members voiced their concern for the camp this year and shared that they would not send their daughter this year due to the COVID pandemic. After the discussions, it was decided we would do the following: Lake County Superintendent will be sent an email with all the attachments and asked to forward to the middle schools. No follow up or pressure will be used. A "soft

contact” progression will be used. The “wait and see” if anyone applies format will follow.

7. **Membership:** Karen Pickelsimer

There are currently 121 members, 6 life members and students. There was a renewal from a former member, Joni Newkirk. A list of 6 possible interested women was shared and they will be followed up on. A Zoom wine meet and greet for new members is being considered. Karen reminded the board that she needs a co-chair.

8. **Fund Raising:** Diane Jacobson

It is hoped that the jewelry raffle will cover the cost of paying for the scholarships. Consideration is being given to Zoom talks like the Great Decisions program. People would pay to listen. This is only an option being considered for the future. The budget is ok for this year without a major fundraiser.

9. **Newsletter:** Beth Hicks

Beth asked that members please honor the 10/20 deadline for submitting information. This last month 3 articles were days late and caused more work for Linda Carpenter in editing and for Beth.

10. **Getting acquainted gatherings:** Anne Sobocinski and Gay Birchard

There was little interest. Only 4 wanted to participate. The new members will be contacted. It can be a way to get them more interested and involved.

11. **Diversity Committee:** Linda Carpenter, Jacquie Latzer

All information is in Dropbox. Linda stated that the Sarasota branch contacted her about a free program on 10/26 at 6:00 pm. Painting Social Justice is its title. She asked permission to send out the information. After discussion it was determined she would send the information to the presidents and they can decide what to do with the information. It was suggested that could it be used for the February program. Member, G. Rivera’s son’s film, *The Infiltrators*, can be viewed on PBS on 10/7 at 3:00am.

12. **National or State Announcements:** Finance (Margie Hunt)

There will be a national meeting on 10/16 where increases to the dues is on the agenda. One option is to increase the dues \$3-10. One option is a flat increase, another is over a 3- year period. None of the money will go to local or state. The Connect program is in need of improvement, and the web site needs to be upgraded. A discussion followed. All the comments were written down and Margie Hunt will send them to national as our beliefs of this increase. It was often thought that members will use this increase as an excuse not to renew, especially during the times of the pandemic and job losses. Margie stated that it appears national is set on making the increase.

Closing Announcements:

1. Terry Slotterback announced that the board members will be receiving a “Conflict of Interest” form that needs to be filled out and returned to her. This is required by the state.
2. DATE of November BOARD: discuss meeting on 3rd (Election Day) or 10th . After a brief discussion the board voted to keep the meeting on 11/3 at 10:00 am. Eleven voted affirm.

General Monthly Announcements:

- AAUW General Meeting October 17, 2020. Social Gathering 9:30. Meeting starts at 10:00. Location: via Zoom
- Newsletter Articles Deadline: October 20.
- If Possible, please use GEORGIA font Size 12 when submitting articles.
- Next Board Meeting: November 3 @ 10:00 am via Zoom.

Adjournment: Diane Jacobson motioned to adjourn the meeting. Linda Carpenter seconded. All agreed. Meeting was adjourned at 12:10 pm

Respectfully submitted,
Sharron Albrecht
Co-Secretary

AAUW Board Meeting Minutes
via Zoom
November 3, 2020
10:00 am

Voting Members: * *Co-Presidents: Anne Wilkins, Katie Haviland *Co-Presidents Elect: Gay Birchard, Anne Sobocinski *Co-Secretary: Sharron Albrecht*, Nancy Hartshorn *Co-Finance: Margie Hunt, Terri Slotterback	*Co-Program: Anne Marie Lombardi *Co-Membership: Karen Pickelsimer *Communications: Jacquie Latzer *Public Policy: Diane Reichert *Fundraising Coordinator: Diane Jacobson
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Anne Wilkins opened the meeting and welcomed the members present.

Anne affirmed a quorum was present. All board members were in attendance except Diane Reichert. Additional members were: Linda Carpenter, Peg Tabor, Beth Hicks, Kathy Mason, and Judy Bonn.

OLD Business:

The October Board meeting minutes were approved with Sharron Albrecht moving to approve and Jacquie Latzer seconding the motion. The September Board meeting minutes were approved with Sharron Albrecht moving to approve and Judy Boon seconding the motion.

NEW Business:

Income/Expense statement:

Terri Slotterback reported, as of October 31, the balance was \$29,422.25. Expenses were \$200 to the Veterans Women's Flight and \$196 for our organization's Directors and Officers Insurance. It was also reported that an annual review of statements has been accomplished.

Program/Next General Meeting:

Anne Marie Lombardi detailed our program planned for the Nov. 21 general meeting. This will be the meeting honoring women veterans. There will be a 10-minute video followed by Q and A moderated by Jacquie Latzer. Women veterans will attend. A press release has been given to The Daily Sun. Ann Marie also told of us plans for the Dec. 12 general meeting featuring a talk and demo by Jody Nelson of the Tea and Spice Exchange. Members will need to send a check to Diane Jacobson by Nov. 24 for their kit, enabling them to participate.

Scholarship:

Kathy Mason updated us on the scholarship committee plans and said the committee is very committed to its mission. The drawing of a winning ticket for the jewelry donated by Gold In Art is being arranged. It is hoped it can be staged during our February general meeting and the program committee would like to invite Mr. Kleusener, owner

of Gold In Art to draw the winning ticket.

Tek Trek:

Sharron Albrecht shared the changes for this program due to the difficulties caused by COVID. She said our state office said the national office urges all camps to be virtual for the coming year. It plans to poll the 2020 girls to learn of their interest in the camp. Sharon informed the schools with which we are involved that the program is on hold for now. The state office told her, if anyone is interested in helping with plans for the near future to write to the state office at Tektrekfl16@gmail.com.

Membership:

Karen Pickelsimer stated our membership total at this time is 128 members with Dr. Jean Mee most recently joining. There has been some confusion because two people were each enrolled twice. This is being corrected. After that correction, we will have 127 members. It was also reported that thirty-eight members have not paid dues and will drop off our membership total if their dues are not paid. It was observed that our chapter is still a good-size chapter. It was also mentioned that our member, Cindy Anderson is recently deceased. It is planned that a donation to the Eleanor Roosevelt Fund will be made in Cindy's memory. Following this report a discussion ensued as to the recruiting and retention of members. Points made were that we are a philanthropic organization and that branding and recognition issues remain to be promoted for our success. It was noted that members had been asked about their interest in rejoining and that task is complete.

Fund Raising:

Diane Jacobson said she will pursue ideas for this. She hopes to have a report on Great Decisions by the end of November. Mental Health and grieving are topics possibly leading to a program or even an event given the stress in these times. Perhaps something related to stress might be a service we provide. Linda Carpenter said partnering or collaboration with other groups around some topic could help with our branding efforts and increase our visibility.

Publicity:

Jacquie Latzer reported she contacted the Daily Sun regarding our discussions on race for the Diversity Committee. She named the following outlets as good targets for getting out our information: The Daily Sun club notes, Talk of the Villages, The [Villages-News.com](#) and Next Door neighborhood news where she said we might all contribute in our own "Next Door community."

Newsletter:

Beth Hicks thanked all for their support getting news to her in a timely manner. She is working on the January issue. She would like to have more photos to add to the newsletter and asked that contributions continue to come in on time to her.

Getting to know Members:

Gay Birchard reported there is one coffee group, with four members, meeting via Zoom. She said they have enjoyed good sharing. She will write up an article for our newsletter about joining or forming another "coffee group," and get it to Beth by

November 20. Gay thinks one reason for some reluctance to join such a group is our members' comfort with zoom technology.

Speakers Bureau:

Linda Carpenter is going to present "Gender Pay Gap" to the Zonta club in November. She mentioned this helps with our branding efforts.

Diversity Committee:

Linda Carpenter and Jacquie Latzer work with a committee for an ongoing discussion on race with a program presented each month for four months thus far. The next one will be in December. Linda said the response to the discussions has been good and that it helps with our branding efforts. The committee plans an evaluation. The group, Sophisticated Gents, is interested in working with us on this effort. It was asked if there is real interest among our members for this series of discussions and also how many have participated. It was reported that for the last discussion, 42 people registered and 27 attended. Of those 3/4 were members of our branch. The special aspects of this series were listed as 1) it is an original lecture series 2) it is available to members and non-members and 3) it is a service provided by our branch. It was also mentioned, "it is a safe place to learn," and is being recorded and kept. It was noted that the program could be streamed to Facebook live but not the discussion as that would be too invasive.

Job Descriptions for each board position:

The board members were asked to read and evaluate our job description and send revisions to Anne or Katie. Ginny Rivera will edit the final job descriptions so that they will be professionally presented.

Membership Directory:

Diane Jacobson said our website has members' addresses and phone numbers listed and up to date. Pictures are needed in some cases and can be sent to Diane.

Announcements:

- Anne Wilkins asked who would be willing to head up the formation of an Ad Hoc committee to research and bring recommendations to the next meeting regarding Program presentation donations and/or fees. She feels a structure is needed as more donations will be made in the future.
- Our next General Meeting will be November 21 on Zoom, beginning with social time at 9:30 and the meeting beginning at 10:00 am.
- Our next Board Meeting will be December 1 on Zoom, beginning at 10:00 am with social beginning at 9:30 am.
- The Newsletter deadline is November 20, due to Beth Hicks. Please write it in Georgia, size 12.
- Please email Diane Jacobson for a copy of the directory and also know that Carolee has sent us a copy.

- The nominating committee is comprised of: Susanne Beason, Blanche Browne Boyne, Judy Bonn, Kathy Mason.

Motion to Adjourn:

Katie Haviland moved that the meeting be adjourned, and Judy Bonn seconded the motion. Anne Wilkins adjourned the meeting at 11:20 am.

No December Board Meeting

**AAUW Board Meeting Minutes Via Zoom
January 5, 2021, 10:00 am**

Board Members

Co-Presidents: Anne Wilkins,
Katie Haviland
Co-Presidents Elect: Gay Birchard,
Anne Sobocinski
Co-Secretary: Sharron Albrecht,
Nancy Hartshorn
Co-Finance: Margie Hunt,
Terri Slotterback

Co-Program: Anne Marie Lombardi
Co-Membership: Karen Pickelsimer
Communications: Jacquie Latzer
Fundraising Coordinator: Diane
Jacobson
Public Policy: Judy Bonn

All the above are voting members and were present

Also attending were Kathy Mason, Liz Schweers, Diane Reichert, Linda Carpenter and Beth Hicks.

Co-President Katie Haviland called the meeting to order at 10:05 am. She welcomed everyone and stated a quorum is present.

OLD BUSINESS

Co-President Anne Wilkins began the meeting, asking for approval of November's Board minutes. Diane Reichert corrected the public policy board member as it should be Judy Bonn. Judy Bonn moved to approve them.

Jacquie Latzer 2nd the motion and it passed unanimously, as corrected.

NEW BUSINESS

Income/Expense Report

Terri Slotterback stated our ending balance is \$32,632.22 as of 12/31/20. Total income for the month was \$310 and \$200 of that consisted of donations. Our Spice & Tea Exchange holiday event yielded no profit to them or us. There was an even exchange of funds and supplies. Gay Birchard was thanked for donating the \$69 shipping charge for kits sent to members.

Ad Hoc Advisory Committee Report

The entire report is appended to these minutes.

The report by Anne Sobocinski and Liz Schweers has two parts, a historical perspective and recommendations. This report is about payment to speakers at our monthly programs and not about speakers at events. In the last five years we have not paid program speakers other than to offer logo items, typically coffee mugs. There has been an exception this year, payment to a Veterans group that spoke.

There were also several recommendations:

1. The Board should NOT give a financial donation to a program presenter. A

- symbolic gift of appreciation, such as an AAUW logo item, is enough. AAUW is providing a venue for the presenter to promote their program.
2. If travel expenses are incurred by the presented and submitted for reimbursement, the AAUW Board should consider the expenses on a case by case basis.
 3. If the presenter asks for financial assistance as part of the presentation, beyond travel expenses, individual members should feel free to make a contribution, but AAUW as an organization should not contribute.
 4. Under special circumstances and with Board approval, the AAUW Board may contribute up to \$50 to a program presenter. Such a gift should be considered AAUW policy rather than require an amendment to the By-laws.

The discussion which followed noted this year, when we are meeting via zoom, is unique to the past. The idea of a policy book, suggested in the past, was mentioned and that we would like a policy but not a By-Law concerning this topic. Anne Wilkins said perhaps the By-Law committee could take up the idea of a policy book. Diane Jacobson said it is a good idea to have a policy in writing and must include a requirement for a vote at the time of the Board Meeting if a fee is to be paid. She thought the mission should drive the choice and amount of a numerical fee. -Anne Wilkins ended the discussion, thanked Anne and Liz for their work and said the By-Laws committee will consider writing a policy.

Program/Next General Meeting

Ann Marie Lombardi discussed our February meeting and the need to pay a fee for the speaker. Diane Jacobson moved to approve the fee of \$200 and Gay Birchard seconded that. There are a total of 9 votes available and the motion passed by 6.5 votes. Each board position has one vote. For Co positions, each member has one-half vote. Ann Marie said the March meeting will be led by Dorothy Dobbs and will be an overview of female voting rights. This story will be told, in part, in costume and song.

Public Policy

Judy Bonn said her report will be in the newsletter. She said this year Lobby Day will be a single day and will be virtual. The Leadership Conference in April will be virtual also. She will share more information when she has it.

Scholarship Committee

Kathy Mason reported on the donations received from 85 members and 6 non-members, totaling \$4,920 collected. Amounts collected in 2018 equaled \$2,900 and in 2019 equaled \$2,400. 85 of our 127 members contributed to date. The deadline to return ticket stubs and donations (to be included in the drawing) is Feb. 10, 2021. The drawing for the winner will occur on Feb. 20 and it is hoped the drawing will take place at the Gold In Art jewelry store. Kathy said her co-chair, Carolyn Johnson will be unable to assist as she is in a rehab facility.

Communications

Jacquie Latzer said there was an announcement of our holiday party at Spice and Tea Exchange in the club notes of the Daily Sun.

Tech Trek

Sharron Albrecht reported that Sue Sloan, State Tech Trek Coordinator, sent plans for 2021. There will be two one-week virtual camps, one for the 2020 girls and one for the 2021 girls. Each will have 60 girls. The cost is \$750 plus a \$25 registration fee for each girl. Our branch will pay the \$750 for each of our attendees. State will send a packet of supplies to each girl. The local branches are asked to set up interviews and zoom conferences for the

interviews for the applicants in our branch areas. The State will handle all nominations from the schools and the application process. The 2020 girls' registration fee is due by March 31 and by April 12 for the 2021 girls. All other costs due by May 21, 2021. Sharron plans to email each principal and offer that AAUW will underwrite the registration fee where there are hardships. The Tech Trek committee will do the interviews and recommend who to attend to State.

Membership

Karen Pickelsimer noted we have 127 members. She stated members have questioned her about the storage of chapter supplies left from past events and programs. This is an ongoing concern and Gay Birchard said she will look into a solution. Karen inquired how many member records need be kept by her office. It was said that two years is necessary.

Newsletter

Beth Hicks asked that submissions arrive by the January 20 deadline. Please use Georgia font, size 12.

Fund Raising

Diane Jacobson has planned a series of virtual "classes" to offer our members. She will announce it in the newsletter and ask for a donation to attend rather than a specific amount.

Diversity Committee

Linda Carpenter said the next Racism program will feature the topic of microaggressions. A link to attend will be sent out soon. A Survey Monkey was sent to previous attendees to evaluate the first six months of the series. She asks all to please respond. It is anonymous.

Linda said across the nation, AAUW has only 17 chapters within the States that have a Diversity person. She met with a group of them and they are interested in knowing more about our Racism topics. On the national website there is a national diversity tool kit to view. If desired one can send comments to Linda about the kit.

Nominating

Judy Bonn had no report at this time.

General Monthly Announcements

AAUW General Meeting: Saturday, January 16, social gathering 9:30 with meeting starting at 10:00 am via Zoom.

Newsletter

Deadline is January 20. Please use Georgia font, size 12.

Next Board Meeting

Tuesday, February 2, 2021 at 10:00, via Zoom.

Adjournment

Diane Jacobson moved to adjourn the meeting and Gay Birchard seconded the motion. It passed unanimously and we adjourned at noon.

Respectfully submitted,
Nancy Hartshorn
Co-Secretary

Ad Hoc Advisory Committee

Anne Sobocinski and Liz Schweers
12-23-20

HISTORICAL PERSPECTIVE

In developing the recommendations listed below, we researched AAUW financial statements for a 5-year look back, spoke to past chairs of Programs and Finance as well as former leaders. It was pointed out that other organizations follow guidelines for monetary remuneration to speakers. Generally, AAUW program speakers were not provided any monetary payment other than an honorarium to cover travel expenses. We have given logo items, such as an AAUW coffee mug, primarily to promote our brand. In addition, we have not discouraged individual members from providing financial support if they choose to do so. In one instance a spontaneous suggestion at a General Meeting to give the 50-50 proceeds to the speaker was allowed. In the past two years, however, AAUW has given generous donations to a women's veteran's group.

RECOMMENDATIONS:

1. The Board should NOT give a financial donation to a program presenter. A symbolic gift of appreciation, such as an AAUW logo item, is enough. AAUW is providing a venue for the presenter to promote their program.
2. If travel expenses are incurred by the presented and submitted for

- reimbursement, the AAUW Board should consider the expenses on a case by case basis.
3. If the presenter asks for financial assistance as part of the presentation, beyond travel expenses, individual members should feel free to make a contribution, but AAUW as an organization should not contribute.
 4. Under special circumstances and with Board approval, the AAUW Board may contribute up to \$50 to a program presenter. Such a gift should be considered AAUW policy rather than require an amendment to the By-laws.

By Law changes attached to the minutes.

AAUW Board Meeting Minutes

Location: Via Zoom

February 2, 2021

Voting Members: * *Co-Presidents: Anne Wilkins, Katie Haviland *Co-Presidents Elect: Gay Birchard, *Co-Secretary: Sharron Albrecht, Nancy Hartshorn *Co-Finance: Margie Hunt, Terri Slotterback	*Co-Program: Anne Marie Lombardi *Co-Membership: Karen Pickelsimer *Communications: Jacquie Latzer *Public Policy: Judy Bonn *Fundraising Coordinator: Diane Jacobson
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Committee Members Present: Judith Bonn, Linda Carpenter Beth Hicks, Kathy Mason, and Peg Tabor

Absent: Margie Hunt and Terri Slotterback

Welcome: Anne Wilkins called the meeting to order at 10:05 and welcomed all.

AFFIRM Quorum: Quorum was established.

OLD Business:

- 1 **Review/Approve last Board meeting minutes** Sharron Albrecht, Nancy Hartshorn Linda Carpenter motioned to accept the minutes, and Judy Bonn seconded. Minutes were unanimously approved.
- 2 Need a motion to Accept Ad Hoc committee report from January meeting of Payment to presenters. It was stated that any cost for a program would need to go before the board first. Anne Wilkins made the motion to accept the report. Katie Haviland made the Second. The board unanimously approved. Further discussion needs to be held at a future meeting .

NEW Business:

- 1 **Income/Expense statement:** Margie Hunt, Terri Slotterback Diane Jacobson stated that \$1645 was deposited for the STEAM talks. Additional reports of Finance will be delayed due to Co-Finance board members being absent.
- 2 **State AAUW Leadership Conference April 16, 17, 18: Anne Wilkins** Information can be obtained at aauw-fl.aauw.net/activities/leadership-conference. Linda Carpenter is scheduled to speak at the meeting on 4/17 at 9:30 am on the topic of diversity. Gay Birchard complimented Linda on this opportunity.
- 3 **Change Date General meeting April 24:** Jacquie Latzer, Linda Carpenter Due to the state conference date, it was agreed by the board to change the date of the April general meeting to 4/24. Anne Marie Lombardi made the motion and Katie Haviland seconded. It was unanimously approved.
- 4 **Branch By Laws update and discussion:** Anne Wilkins and Diane Reichert A presentation was made by Diane Reichert regarding the By Laws Rules by which we our branch operated. It was discussed as to policy as to how we interpret them as

necessary. The By Laws are attached to the minutes. Changes have been approved but not voted on. The By Laws must go to the state for approval, then sent back for branch vote. There was discussion to the reason why certain items were removed. Judy Bonn will send them to the state for acceptance. Diane Jacobson made the motion to vote to present the By Laws to the state. Katie Haviland seconded. The vote was unanimous

- 5 **Program Upcoming General Meetings:** Ann Marie Lombardi The current newsletter describes the coming programs. On 2/20 a 45 minute program entitled “40 Acres and a Mule” will be presented. 3/20 will be women’s history month. 4/24 will celebrate the Lake and Sumter teachers of the year. The 21-22 facility contract is due 4/29. Restrictions due to COVID are still in place. Our contract begins 9/21. We have the right to cancel or keep due to the restrictions.
- 6 **Public Policy:** Judy Bonn The state now holds monthly meetings with branch committee chairs to keep them abreast of new information. The state is urging branches to partner with other organization to help women on jobs beyond the STEM focus. Lobby day will be a one day virtual. Topics of interest are passing laws and human trafficking. On 2/23 a pre lobby day meeting will be held on how to talk to legislatures. All members are invited. Judy will send the web site out to the members. One must register to participate. 3/17 is Lobby Day.
- 7 **Scholarship Committee:** Carolyn Johnson, Kathy Mason 95 members have purchased raffle tickets for the jewelry. To date, \$5420 has been raised. The deadline is 2/10. Diane Jacobson will be recording Richie at Golden Art Jewelry as he draws the winning ticket on 2/13. All will be kept secret, and the video will be shown at the 2/20 general meeting. The winner will then go to Golden Art to pick up the jewelry. A thank you of a certificate and AAUW mugs will be given in appreciation.
- 8 **Tech Trek:** Sharron Albrecht Sue Sloan, state Tech Trek chair, sent out a video to the branches explaining this year’s program. There will be one week of virtual camp. The 2020 winners and the 2021 winners will participate at the same time. There will be a morning zoom and then an afternoon zoom for the girls. The deadline for teachers to nominate girls is 2/18. Those nominated will then be sent applications from state and must be returned by 3/15. The state will notify each branch of the girls in their area who have completed applications. The branches have then been instructed to set up zoom interviews and send the scoring to the state who will then choose the participants. 2020 girls will be notified in March to determine their interest in participating. Anne Marie Lombardi suggested contacting John Temple at the Sumter School Board for assistance in getting the schools to participate. Each principal will be emailed this week and asked if they are participating, and to remind of the 2/18 deadline.
- 9 **Membership:** Karen Pickelsimer There are currently 128 members in our branch. One new member has joined, Lana Rosenberg. Attempts are being made to contact her and welcome her. A lively discussion was held regarding the national AAUW desiring to change the membership requirement to no college degree for membership. The deadline for sending comments to National is 2/5. All comments

are to be reviewed by national. The change in qualifications to no degree is an attempt to expand membership. It was reported that the average age of a member is 70. Linda Carpenter believes national may be trying to rebrand the organization. Equity for not just women seems to be the focus. This changes the mission of AAUW if profile changes.

- 10 **Fund Raising: STEAM info** Diane Jacobson The STEAM zoom series begins 2/8. 25 participants have signed up. \$1645 has been raised for scholarship. The registration is not closed and one can sign up after the series has begun.
- 11 **Newsletter:** Beth Hicks 2/20 is the deadline for items for the March edition. Beth has requested pictures of the winner of the jewelry raffle for the newsletter.
- 12 **Coffee Gatherings:** Gay Birchard There has been poor participation. Only two people participated in the last attempt. Another attempt will be made later this month and or in March.
- 13 **Diversity Committee:** Linda Carpenter, Jacquie Latzer The racism series continues on 2/24 at 10:30 am. The topic is Confederate Monuments. There have been participants from other states and clubs in this series. On 2/11 at 3:00pm is the national diversity rollout on zoom. Linda Carpenter has been asked to speak and she asked members to sign up and participate. The committee is working with the Dailey Sun newspaper to attempt to get coverage of the series and the participants. Our branch is ahead of others in the state and nation regarding diversity programs. Jacquie received messages about how important this topic is. The survey sent to current participants was overwhelmingly positive regarding the series. The survey can be viewed in Drop Box. The St. Augustine branch contacted our branch and invited the members to sign up to view their program on zoom entitled Lincolnshire. Katie Haviland gave her thanks for the programs and gave kudos to Linda Carpenter for her hard work.
- 14 **Nominating Committee** Judy Bonn Anne Wilkens announced that we still need a co-president for the remainder of this year. She also announced that Nancy Hartshorn will not be able to be secretary next year. Char Griffin as agreed to be co-Finance and Joan Schmidt has agreed to co-Membership for next year. Judy Bonn stated that the committee is having a hard time getting members to commit to holding an office. Linda Carpenter stated that she will replace Nancy Hartshorn for Secretary next year. Peg Tabor stated she would fill the other Secretary vacancy. The committee still needs Program and Co- President elect vacancies filled to maintain the progression of leadership. Karen Pickelsimer stated she will provide membership lists and mark them as old or new members to assist in pursuing prospective candidates to fill the vacancies. Anne Marie Lombardi said she would reach out to members for the Program vacancy.
- 15 **Dues increase proposed by National:** Anne Wilkins Anne will send information prior to the next board meeting for discussion regarding the impact on our branch. Feedback on use of the On-Line handbook will also be discussed next month.

General Monthly Announcements:

AAUW General Meeting: Saturday, February 20. Social Gathering at 9:30. Meeting starts at 10:00. Location: Via Zoom

Newsletter Articles Deadline: February 20th.

If Possible, please use GEORGIA font Size 12; submit articles to Beth Hicks.

Next Board Meeting: March 2, 2021 at 10:00, via Zoom

The meeting was adjourned at: 12:05 pm. Motion by Diane Jacobson . Second by Linda Carpenter.

Respectfully submitted,
Sharron Albrecht
Co-Secretary

By Laws attachment:

***Draft changes to 2017 Lake Sumter AAUW bylaws ~~December 1, 2019~~
small changes from board meeting on Jan 7, 2020 plus notes from state***

AFFILIATE SPECIFIC PROVISIONS

ARTICLE VIII AFFILIATE MEMBERSHIPS

Members are members of National AAUW, AAUW Florida, and the Affiliate.

Section 1. Member shall pay Affiliate dues that are established at the Annual Meeting by a two-thirds vote of those present and voting, provided written notice has been given to all members thirty days prior to the meeting. Dues are payable on or before July

1. *New members joining between January 1 and March 15, pay all affiliate dues at a half year rate.* If after notification of nonpayment the member is still in arrears after July 31, the member's name will be removed from the membership list.

Justification - National has eliminated the ½ year dues

Section 3. Life Members

a. Paid Life: a member who has paid a life membership to National AAUW is exempt from AAUW dues but pays **state and** affiliate dues.

Justification - correction to the rule

ARTICLE X. OFFICERS

Section 1. There shall be directors to fulfill functions of administration, program, membership, finance, and secretary. Any of these offices may be occupied by two

persons serving together as one and, in that case, shall then be known as co-holders of the same office. Going forward in this document, the mention of any officer in the singular shall be understood to be also in the plural if there are co-directors serving in that capacity. During a vote on any topic, if the co-office holders cannot come to agreement on their vote, each co-holder shall have 1/2 of the vote on that topic, thereby equaling one vote. Or, if they so desire, those co-holders may abstain from voting altogether.

Section 2. Elected officers shall be ~~president~~, president-elect, director for program, director for membership, director for finance, and secretary.

Justification : Presidents are not elected, the president-elect moves automatically into the office of President at the end of one year.

ARTICLE XI. NOMINATIONS AND ELECTIONS

Section 1. Nominating Committee. A nominating committee of three (3) members and one (1) alternate, including a former branch president, a member of the board of directors, and a member of the branch, shall be appointed by the board of directors at the ~~October~~ **November** Board of Directors meeting

Justification : This gives the new Board of Directors an opportunity to develop a process for identifying election candidates and select members of the nomination committee for the search for qualified candidates for election. .

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Justification : This gives the new Board of Directors an opportunity to develop a process for identifying election candidates and select members of the nomination committee for the search for qualified candidates for election. .

ARTICLE XIII. ROTATION OF OFFICERS

~~**Section 1.** The secretary, the director for program, and the president elect shall be elected in even numbered years.~~

~~**Section 2.** The president, director for finance, and director for membership shall be elected in odd numbered years.~~

Section 1. All elected directors shall be elected for two years. When there are co-directors, every opportunity should be made to ensure that there is always one seasoned director for each newly elected director ensuring that candidates for a position always has co-director who has experience. This goes in effect for the fiscal year 2020-2021.

Justification: With this improvement in the branch election rules, the branch should be able to ensure that every elected director shall be successful and will be working with an experience director.

Section 2. Elected Officers assume their positions as indicated in the bylaws on July 1. If an election isn't held before then, current officers continue in their positions until there is an election.

Justification: Recommend by state memo

ARTICLE XVI. MEETINGS

Section 1. There shall be at least seven (7) general membership meetings each year. Announcement of the date, time and location of each meeting shall be provided to all members by inclusion in the annual membership booklet, affiliate newsletter, or email. Members shall be notified of changes.

Section 2. A general membership meeting held in the **Spring** ~~between April 1 and May 15~~ shall be designated the Annual Meeting, the exact date, time, and place to be determined by the board.

Section 3. The Annual Meeting shall conduct business including, but not limited to, the election and installation of officers and ~~approving the budget, establishing affiliate dues, amending the bylaws, receiving reports, and giving direction to the board.~~

Justification – Allows for the flexibility of designating a date for the annual meeting during the spring and setting the agenda. Budget planning is completed during the summer months by the new board and should be approved by the Board of Directors by the end of October.

AAUW Lake Sumter Branch Board Meeting Minutes
via Zoom
March 2, 2021
10:00 am

<p>Voting Members: * *Co-Presidents: Anne Wilkins, Katie Haviland *Co-Presidents Elect: Gay Birchard *Co-Secretary: Sharron Albrecht, Nancy Hartshorn *Co-Finance: Margie Hunt, Terri Slotterback</p>	<p>*Co-Program: Anne Marie Lombardi *Co-Membership: Karen Pickelsimer *Communications: Jacquie Latzer *Public Policy: Judy Bonn *Fundraising Coordinator: Diane Jacobson</p>
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Committee members present were Diane Reichert, Linda Carpenter, and Kathy Mason.

Anne Wilkins welcomed the board members. She made two announcements: Margie Hunt was hospitalized today with COVID. Carolyn Johnson has passed away very recently. Anne expressed sadness and asked us pause for a moment for reflection for them and their families.

She affirmed a quorum at the meeting. Fifteen members were present.

Old Business: A motion to approve the Board’s February minutes was made by Judy Bonn and seconded by Peg Tabor.

New Business:

Income/Expense statement: Terri Slotterback reported the balance as \$36,637.22. She paid \$200 to Young Performing Artists in appreciation of Beverly Steele’s work with that group. Donations from STEAM were \$970 this month and total overall, \$1,795. The Scholarship fund earnings were \$550 this month and \$5,470 overall. There was income from dues of one new member. Terri will send a \$50 donation in memory of Carolyn Johnson to “the greatest needs fund” of AAUW. The Eleanor Roosevelt Fund is no longer available for donation.

Program: Anne Marie Lombardi reported on the March, April and May meetings. March’s meeting, “Let’s Celebrate,” will be an interactive program honoring the 19th Amendment with Dorothy Dobbs. Peg Tabor and Carolee Litwinka were thanked by Anne Marie for their efforts to provide technology for this interactive program. Also, in March, the slate of officers for next year will be presented. In April we will host, on April 24th, a moderated discussion featuring two teachers of the year from Lake and Sumter counties. They are Shannon Clark (Eustis schools) and Brittney Brown (Wildwood elementary.) We are celebrating their awards and their accomplishments with students. Anne Marie said she also hopes to learn their ideas for desirable donations to schools and students that would be most helpful. In April we will have our branch’s election of officers.

Our May meeting will feature our scholarship winners and we will install our newly-elected officers. Anne Marie also reported on our contract for meeting space with the Allamanda Recreation Center for the year beginning 7/1/2021 to 6/30/2022. She and Gay Birchard worked out the contract and Anne Marie thanked Gay for helping with it. Organizations that rent space in the rec centers are billed by the end of the 3rd week of each month unless the organization officially cancels the rental in advance.

Public Policy: Judy Bonn reported on the state Lobby Days on March 17. There was a meeting that explained the Lobby Days process that she attended. She reported many bills are possible or pending in the state legislature and she named several that she said were alarming. Linda Carpenter also commented on the bills and Lobby Days. There is a website for new bills can be viewed. Anne Wilkins commented the report gave “food for thought.”

Scholarship: Kathy Mason said the AAUW Lake Sumter Scholarship is prestigious to Lake Sumter College and also Beacon College.

Tech Trek: Sharron Albrecht reported the deadline for receiving applications for the Tech Trek summer program is March 8. The interviews of the candidates must be completed by April 12. Sharron will have a committee of Carolee Litwinka, Patty O’Connor Allen and herself to do the interviews. These will occur over zoom, from the students’ schools, and by this committee. The interviews will take place the week of March 22 and March 29. This year’s candidates (2021) come from only two schools in our area Sumter South Middle School and The Villages Charter Middle School. The girls chosen from 2020 will hopefully decide to attend and the deadline for their decision is March 31. The interviews for the 2021 girls, as noted above, are due to be completed by April 12. Sharron predicted we will know who is attending in May. Tech Trek this year will be in July and a virtual Zoom event.

Membership: Karen Pickelsimer reported we have 128 members, and she is in contact with potential new members, too.

Fund Raising, STEAM events: Diane Jacobson reported \$1,975 has been raised for scholarships and she believes attendees are enjoying the classes. She wishes the attendance were higher. She is not predicting if this program will be held next year. Anne Wilkins complimented the presenters as professional. Diane said most of the presenters are her friends and family members. She believes one element of success is that the presenters are presently employed in the field about which they are speaking.

Newsletter: Beth Hicks asked that the submissions arrive by the 20th or no later than the 22nd. She thanked Linda Carpenter for her editing. She requested Tech Trek submit an article mentioning only generalizations this month so as to keep the topic before the membership and then in April to provide more specifics, as they are available.

Communications: Jacquie Latzer told us she sends articles to the Daily Sun and TheVillage-News.com but can’t guarantee they will be printed. Last month’s article in the newspaper was a good one.

Diversity: The next monthly program on Racism will be Wednesday, March 24, 10:30-12:30 and the topic is “housing issues.” The last session was about confederate monuments, and an especially interesting part was titled, “How Southern Socialites Corrupted Civil War History,” including what is written in children’s textbooks.

State and National Announcements: Judy Bonn reported the Florida conference, “Women Together in the Sunshine State,” is scheduled for April 16-18, 2021. Detailed information will be coming, via email, to the membership. There is no charge to attend the conference via Zoom.

The National By-Laws may be changed and reviewed at this event.

Nominating: Judy reported on the nominated slate of officers for the branch that will be presented at the March meeting and voted on in April. The members will only vote on the new officers as some were elected last year and will serve another year. At the time of voting, the process of voting electronically will be explained.

Nominations are:

- President: Gay Birchard and Katie Haviland
- Co-Presidents Elect:
- Co-Secretary: Linda Carpenter and Peg Tabor
- Co-Finance: Char Griffin
- Co-Membership: Joan Schmidt
- Co-Program: Diane Jacobson (1 year)

By-Laws: Judy discussed the By-Laws of the national and state and recommended the proposed changes to our branches By-Laws be on hold until the fall when changes to state by-laws will be known.

Dues Increase: Katie Haviland said National will raise the dues by \$10 over 3 years. This year is a \$5 increase, next year a \$3 increase and then there will be a \$2 increase.

The breakdown for this year is:

- \$64 National dues
- \$12 State dues
- \$19 Branch dues

The total for this year is \$95 for all dues. The national dues are tax deductible.

There was a motion made and seconded to accept these amounts, but the motion was unnecessary and rescinded. The dues are for July 1, 2021-June 30, 2022, and are due July 30 if members desire to be included in our membership book.

Announcements:

The next general meeting is March 20th, social gathering at 9:30 and the meeting will begin at 10:00 am via Zoom.

The next board meeting is April 6th at 10:00 am via Zoom.

Newsletter article deadline is no later than March 22nd. Please use GEORGIA size 12 when submitting articles.

Adjournment: As there was no other business to come before the board, Linda Carpenter moved that the meeting be adjourned, and Judy Bonn seconded the motion. The meeting ended at 11:45 am.

Respectfully submitted
Nancy Hartshorn
Co-Secretary

AMENDED at May 4, 2021 Board meeting
AAUW Board Meeting MINUTES
Via Zoom
April 6, 2021
10:00 am

<p>Voting Members: *</p> <p>*Co-Presidents: Anne Wilkins, Katie Haviland</p> <p>*Co-Presidents Elect: Gay Birchard</p> <p>*Co-Secretary: Sharron Albrecht*, Nancy Hartshorn</p> <p>*Co-Finance: Margie Hunt, Terri Slotterback</p>	<p>*Co-Program: Ann Marie Lombardi</p> <p>*Co-Membership: Karen Pickelsimer</p> <p>*Communications: Jacquie Latzer</p> <p>*Public Policy: Judy Bonn</p> <p>*Fundraising Coordinator: Diane Jacobson</p>
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All Board members present except Margie Hunt.

Members present: Beth Hicks, Carolyn Pasquale, Peg Tabor, Susan Gold, Diane Reichert, Linda Carpenter, Sue Egloff and Ginger Ryan.

Welcome by Anne Wilkins

AFFIRM Quorum: Affirmed

OLD Business:

- Review/Approve last Board meeting minutes Sharron Albrecht, Nancy Hartshorn, Minutes in Dropbox Katie Haviland motioned to approve the minutes, Gay Birchard seconded and all present approved.
- A donation of \$50 to national in memory of Susie Richardson was motioned by Nancy Hartshorn and seconded by Diane Jacobson. A \$50 donation in memory of Carolyn Johnson was done at the March Board meeting.

NEW Business:

- Income/Expense statement: Terri Slotterback Terri reported a balance of \$34,637.72. \$2000 was paid out for scholarship to Ms. Sanders and \$50 for the memorial donation for Carolyn Johnson.
- Program/Next General Meeting future thoughts : Ann Marie Lombardi Susan Gold is working with the Sumter and Lake Teachers of the Year in preparation for the April general meeting. The May meeting will be a wrap up slide show of the year. There was a discussion regarding a survey but no action currently.
- Public Policy: Judy Bonn Judy urged the membership to watch what is happening in the legislature and to contact your legislator with your comments.
- Scholarship Committee: Katie Haviland The committee has received applicants. The deadline is 4/15. This year the scholarships will be given in memory of Carolyn Johnson. The schools participating recognize the scholarship as prestigious.
- Tech Trek: Sharron Albrecht The deadline for the 2020 girls to notify the state that they will participate was 3/31. The state has not yet notified the branch who has decided to participate. The two 2021 applicants will be interviewed this week and the paper work completed before the April 21 deadline.
- Membership: Karen Pickelsimer The member count is 129. National voting on the change to open membership is from 4/7-5/17. An outside company is managing the voting. It will take a 2/3 majority of those who voted to amend the

membership eligibility. Voting will be tied to the members ID and then a pin number will be provided to those who log on to vote. Floravision will send emails to all members. An E blast will be sent to our branch members encouraging them to vote on this issue. Diane Jacobson said she could send out the E blast.

- Fund Raising: Diane Jacobson Diane reported that there was no new information.
- Communications: Jacquie Latzer Items have been in the newspapers, Jacquie asked that members send her information when they see something reported.
- Newsletter: Beth Hicks There will not be a newsletter for June, July and August. A brief one will be sent in late May or June reporting on the last program and national voting events. The deadline for the May issue has been moved to 4/27 so that the April meeting can be reported. Once again, we were reminded to use Georgia font size 12 when submitting articles.
- Speakers Bureau: Linda Carpenter There is nothing to report at this time, but in the future, there will be agenda items.
- Diversity Committee: Linda Carpenter, Jacquie Latzer 4/28 from 10:30-12:30 will be the next Zoom event. The topic will be voting rights and systemic racism.
- Report from Ad Hoc Committee on Recruiting Board membership Ginger Ryan Attached to the minutes is the committee report. Discussion followed regarding ways to implement the implementation strategies. A polling question suggested by Jacquie Latzer was to ask why the member decided to join. Ann Marie Lombardi and Diane Jacobson will incorporate the information into a report for the September meeting. Discussion ensued regarding new members from south of road 44 and possibilities of a different branch were mentioned. Judy Bonn stated that this idea needs a separate meeting.
- National or State Announcements:
 - a) National DUES increase \$3, Total \$93: Natl \$62, State \$12, Local \$19 After a brief discussion it was agreed to leave our local dues as it is . The national budget has been reduced. They have sold their building and moved to a smaller one. The staff has been cut from 100+ to 45. The national committee on diversity is trying to build up the topic and need to recruit more. Peg Tabor stated that since the cut in personnel, the staff is no longer providing the services they had in the past.
 - b) Report on the Town Hall Meeting on Voting for Open Membership Important to VOTE: April 7 – May 17 Linda Carpenter shared information from the state Zoom on the topic. She felt it was a heavy sales pitch for open membership. It is assumed that open membership is being encouraged to increase the membership, thus the income.
- Job descriptions for Board position Anne Wilkins The job descriptions for the Board need to be reviewed and put into a cohesive manner that can be easily used and understood. An email will be sent to all board members to look at the job description that is in the electronic handbook, then modify as needed. Anne requested a return to her of the job description in two weeks. This will help in the leadership training of the board in the future. Sharron Albrecht has agreed to help Anne put the descriptions together.

- Laptop and Program for Finance: Gay Birchard It has been determined that in order to keep the finance records correct and accessible, a laptop and the Quicken Program should be purchased for the branch. Gay asked the board to approve the expenditure, not to exceed \$1500. Discussion followed. Katie Haviland made the motion to purchase a laptop, Quicken, and a tech support contract for the use by the Co-finance board members. Linda Carpenter seconded. It was unanimously approved.
- VOTING procedure for Branch meeting in April: Katie Haviland Per the by-laws, there will be a voice vote of the members present at the general meeting. Judy Bonn stated that prior to voting, further nominations from the floor must be allowed. Katie asked Ann Marie Lombardi to make a slide with the new board members names to be shown then call for the vote.

General Monthly Announcements:

Co-Finance, Margie Hunt has resigned her position due to poor health. Anne Wilkens wished her wellness in the future, and complimented Terri Slotterback on all of her hard work.

AAUW General Meeting April 24th , Social Gathering 9:45: Meeting starts at 10:00.

Location: YOUR living room

Next Board Meeting: May 4th, at 10:00, ZOOM

Anne Wilkins asked for a motion to adjourn. Judy Bonn made the motion and Sharron Albrecht seconded. It was unanimously passed. Meeting was adjourned at 12:05pm.

Respectfully submitted,

Sharron Albrecht

Co-Secretary

Leadership in AAUW
Committee Report

Chair Ginger Ryan

Members Linda Carpenter, Sue Egloff, Judy Bonn, Susan Gold (Note Taker)

General Issue: Lack of Participation in Leadership Positions

What are some reasons people do not “step up” to leadership positions?

- Meetings are too long
- People are too busy with other things - over extended
- Snow birds feel they can't contribute
- Members have already been in leadership positions in their “former” lives
- They are “burned out”
- Some members are elderly and can't participate in the ways they would wish; some may also have new care-taking responsibilities
- Some members may not be aware that our branch is a mission driven organization

For the 2021-22 year - What effect has the Pandemic had on these issues?

Suggestions to Consider

- Benefits to the candidate of serving in a leadership position should be made clear, e.g., being on the ground floor of change
- Emphasize that the reason for co-positions is that members can travel and/or don't have to worry about illness, being away in the summer etc.; this practice allows officers to share responsibility
- Staggered offices provide a way for effective mentorship, but additional ways to mentor incoming officers be considered
- Consider the bigger picture - to maintain and perpetuate the organization
- Impediments to serving suggest we should consider infusing new energy into the branch

Implementation Strategies

- At each meeting emphasize the value of membership - what makes this a worthwhile organization to maintain and serve. Although the committee discussed this idea, we decided to not include doing this at each meeting in final recommendations to the Board.
- At the September meeting - ask the Membership Committee to work with the Program Committee to design a program that will engage all members present in a novel and hopefully interactive way to explore the question, "Why do we do what we do for AAUW?" Perhaps arrange a speaker from State or National. This strategy directly addresses A and D (above).
- At the new member coffee ask new members why they joined AAUW: what they hope to get from the organization and what/how they hope to serve. This strategy directly addresses A and D (above).
- Create a monthly column in our newsletter interviewing past office holders specifically asking them about the benefits of being serving in that office. This strategy directly addresses A (above).
- Design our own Leadership Training! We have many in our branch that could do this! The same for mentorship training! This will emphasize the benefits of Leadership and Mentorship. This directly addresses C as well as A, B, and D (above).
- Ask the Membership Committee to design and implement a recruitment initiative targeting areas south of 44. As part of this initiative, summer coffees should be held closer to the southern areas of The Villages - perhaps Brownwood or Lake Deaton. This strategy directly addresses D and E (above). We need to attract younger members who live South of 44. They will perpetuate our branch!

**AAUW Lake Sumter Branch Board Meeting
via Zoom
Minutes
May 4, 2021,
10:00 am**

<p>Voting Members: * *Co-Presidents: Anne Wilkins, Katie Haviland *Co-Presidents Elect: Gay Birchard *Co-Secretary: Sharron Albrecht, Nancy Hartshorn *Co-Finance: Terri Slotterback</p>	<p>*Co-Program: Anne Marie Lombardi *Co-Membership: Karen Pickelsimer *Communications: Jacquie Latzer *Public Policy: Judy Bonn *Fundraising Coordinator: Diane Jacobson</p>
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All board members were present plus Diane Reichert, Peg Tabor, Carolee Litwicka, Beth Hicks, Kathy Mason, Char Griffin, Carolyn Pasquale, and Joan Schmidt. Nineteen members were present.

Katie Haviland welcomed all. A quorum was affirmed.

Jacquie Latzer reported on the health of some of our members. Specifically, Co-president elect, Linda Carpenter has ovarian cancer. Anne Wilkins's daughter is in the hospital.

Old Business

The minutes from April 6, 2021, are [as corrected](#) in RED at 5/4/21 Board meeting. The motion to accept the amended minutes was made by Peg Tabor and seconded by Karen Pickelsimer. It passed unanimously.

New Business

Income/Expense Statement: Terri Slotterback

The beginning balance is \$34,637.72 and the ending balance is \$34,950.72 with \$363 in income. The new financial officer for next year will be Char Griffin. Peg Tabor will be the temporary second financial officer, for banking purposes. The motion for this temporary officer was made by Katie Haviland and seconded by Diane Jacobson. It passed unanimously.

Dropbox, Zoom Use Update: Carolee Litwinka Carolee reported on the technical areas she oversees from the one requiring the most effort to those requiring less effort.

- Daily email and maintaining contact lists:
She feels the need for a permanent back up person here.
- Zoom and the licenses plus training:
There was discussion about keeping the three licenses for now as they are deemed affordable and needed for programming and the Diversity Committee.
- Dropbox:
She said this isn't being used as was originally planned.

A motion was made by Gay Birchard to buy three Zoom licenses for another year.

Jacquie Latzer seconded the motion. It passed unanimously.

Program, Survey: Anne Marie Lombardi

All were thanked for their contributions and presentations. She and Diane Jacobson have planned for next year. She will hold off on the survey for now.

Public Policy: Judy Bonn

Judy reported her biggest effort was to get out the vote for AAUW. The legislative reviews were demanding. The two bills we opposed, were passed.

Scholarship: Kathy Mason Kathy reported that Carolyn Johnson's son announced a \$10,000 donation to our chapter from her estate. The scholarship committee will recommend to the board a use for the donation. Past scholarship recipients expressed gratitude and six potential recipients are being interviewed by the committee. Three winners will be announced by May 15. Each will receive \$2,000 a year for two years. The money is for tuition and other expenses specifically related to the course of study.

Tech Trek: Sharron Albrecht We will send four students to the summer camp at a cost of \$750 each. After each student pays a \$25 fee, due June 1, we will send a total of \$3,000 for their tuition. Sharron has notified each student's parent of our invitation for the student to speak at our January meeting. Sharron is resigning from this task due to health reasons. She has chaired this position for four years and is thankful to have had the opportunity to do so. A brief discussion followed for a possible replacement. It is hoped someone will be in place by October as the real work of this position is from December to May. A committee is needed when interviewing students from Sumter and Lake counties.

Membership: Karen Pickelsimer Members will be notified by national when we can renew or pay our dues. There is some delay due to possible changes we voted upon. Karen and Peg Tabor will work to notify members regarding dues.

Fund Raising: Diane Jacobson Plans are for a Mah Jongg party in March, possibly a Fashion and Food Fair and something with the Spice and Tea Shop. The Belk's \$5 coupon will be dropped as it is not productive for us.

Publicity: Jacquie Latzer The Daily Sun has articles about us, and we were mentioned in The Village Neighbor magazine. She will update our information in Talk of the Villages. Please let her know when AAUW publicity is viewed.

Newsletter: Beth Hicks There will be an emphasis on upcoming programs to draw members to the meetings. The ad hoc committee suggestions regarding leadership interviews will be implemented. It was suggested the newsletter be on our website.

Summer Breakfasts: Jacquie Latzer After discussion, it was decided the first one will be in June at the IHOP on 466, on their covered patio. Further locations to be decided then. An E-Blast will be sent to members at first.

Diversity Committee: Jacquie Latzer reported the next session of Systemic Racism will be Thursday, May 24. This session will be an open discussion with structure. Nine

sessions have been held so far and a list of prepared materials from past sessions will be sent out. The summer schedule for this committee will be a presentation on Thursday, July 28. The topic will be Systemic Racism: Purpose-built Planned Communities such as are now in Atlanta and Oregon among other locations. People from all over the U.S. attend these sessions on Zoom and the sessions have generated interest in AAUW. More sessions will resume in September. There are now U-Tube links for past sessions. Please consider inviting others to attend as we continue. It was suggested the U-Tube links could be added to our website.

Job Descriptions for Board Positions:

These are a work in progress.

Speakers Bureau: It was mentioned that this will be suspended for now. To date there have been five presentations on two different topics.

Office Depot Card from National: Beth Hicks said the newsletter explains this discount card is available for all of us to obtain and each of us can use it for any of our purposes or interests.

Woman's EqualiTea: This annual event will be held at Rohan Recreation Center on August 26 at 2:00 pm.

Membership Directory: Diane Jacobson said these will be available and will include some new information.

Announcements: Katie Haviland thanked those leaving the Board this year: Anne Wilkins, Terri Slotterback, Sharron Albrecht, and Nancy Hartshorn plus she expressed appreciation for the whole team.

The next General Meeting will be May 15 at 10:00 am via Zoom with a social gathering at 9:30.

Newsletter articles are due AUGUST 20 to Beth Hicks in Georgia font size 12, when possible.

Adjournment: Diane Jacobson moved the meeting be adjourned and Peg Tabor seconded the motion. The meeting ended at 12:00 noon.

Respectfully submitted,

Nancy Hartshorn,
Co-secretary.

Two Meeting Attachments:

1. Newsletter Proposal: Implementing Leadership in AAUW Ad Hoc Committee

Create a monthly column in our newsletter interviewing past office holders specifically asking them about the benefits of being serving in that office. This strategy directly addresses A. (Benefits to the candidate of serving in a leadership position should be made clear, e.g., being on the ground floor of change) Ad Hoc Committee Report

The purpose of this endeavor will be to recruit members to help them “fit in” and serve on various committees. Encourage members to recall the service mission of AAUW. When we start meeting in person have board members wear a Board Member Tag for newcomers to know who to ask about things. Specifically, here are my newsletter suggestions.

Start it off with notice in the President’s Message for the September Issue. Explain how we need more people and ask people to read **Meet the Members who Make our Branch Run** each month and see where they fit in. Emphasize our core mission and that our basic purpose is to advance equity/equality for women and girls: scholarship, tech trek, diversity committees carry out that purpose directly. The others function in support of that purpose.

1. Create a **Meet the Members who Make our Branch Run** column in each newsletter with the following
 - a. Picture of the Board Members of a specific job
 - b. Short interview with their background etc.
 - c. Why they find the work they do worthwhile.
 - d. How much time is involved in their work.
 - e. Link to the job description on the website.
2. Go through the various committees that make us what we are.
 - a. Program September
 - b. Diversity - October
 - c. Scholarship - November
 - d. Tech Trek -December
 - e. Fund Raising - January
 - f. Publicity (to include Newsletter) - February
 - g. Public Policy March
 - h. Elected Offices – April

2. Scholarship Information from Kathy Mason, Scholarship Committee

With the assistance of key leaders in both Lake Sumter State College and Beacon College applications for our AAUW branch scholarships were distributed to eligible women across the campuses over the last few months. Eleven applications were received by the April 15th deadline and have been reviewed by members of the scholarship committee

with six selected for interviews. The winners will be identified at the May 15th membership meeting. Committee members reviewing the applications and selecting the winners are Susan Gold, Diane Jacobson, Gretchen Lewis, Kathy Mason, and Marge McQueston.

Updates have been received from two recent recipients.

- A year 2000 recipient, Jordan Threlfall, is a student at the University of Central FL currently majoring in Computer Engineering with the hope to develop technology to create new, immersive experiences in the theme park industry. Most of her classes were online during the past two semesters and she finished the year with a 4.0 GPA. She also joined the Themed Entertainment Association and the Society of Women Engineers where she became the Outreach Officer.
- A year 2021 recipient, Josie Goodman, graduated from Lake Sumter State College with a Bachelor of Science in Nursing degree and will be continuing her education in graduate school specializing in Women and Children's health. She is a single mom with two children and is currently employed at Waterman hospital in Tavares. This past year she received a special award for excellence in nursing care.