

**F**OR **Y**OUR **I**NFORMATION  
**NEWSLETTER**  
**FOR BRANCH PRESIDENTS**

**August 2020**



**LOOK INSIDE**

- **AAUW Fellows and Grant Recipients in Pennsylvania**
- **AAUW in The Lily article**
- **Pennsylvania branches earning recognition in the AAUW Five-Star National Recognition Program**
- **Nuts and Bolts for managing a branch**

**And much more!**

**Welcome FY21 – The Year of COVID**

Are you struggling with maintaining the routine and pace of your branch and realizing this COVID pandemic is the time to be flexible and reinvent? During these turbulent and uncertain circumstances, we rely on support from each other. Not sure how, but we need to create avenues of information flow and a sense of community. Contact me at [aauwpa.president@gmail.com](mailto:aauwpa.president@gmail.com) with thoughts, questions, and concerns.

If you are a new branch President/Executive/Administrator, welcome to the top leadership position for your branch. If this is your second year of a two year term or the first of a successive term, welcome back. Either way, you have earned the respect of your branch and their trust of your leadership.

FYI is published following AAUW Pennsylvania Board meetings for Branch Presidents. FYI is nuts and bolts. Keystoner, the AAUW Pennsylvania newsletter for all members, published four times a year, is the view from 40,000 feet. Together, they provide you the information about AAUW Pennsylvania you need for your leadership

role. Past issues of both are found at <https://aauw-pa.aauw.net/communications/>.

We also meet in branch President conference calls. This year, we will upgrade to holding Zoom meetings! The first one is scheduled for August 31<sup>st</sup> at 7:00pm. See page 5 for details.

The AAUW Pennsylvania Board met virtually on July 19 and July 25. I am pleased that every appointed member of the AAUW Pennsylvania Board agreed to continue in FY21 and two previously open positions are now filled. It brings me great joy to announce the appointment of Eva Kaufmann, West Chester-Chester County, to District Coordinator (East) and Paula Tomko, Johnstown, to District Coordinator (West). Deb Roney, Huntingdon, has graciously accepted 2021-2023 Nomination Chair. The complete AAUW Pennsylvania Board roster is on page 9.

As you are planning your year, remember that I am willing to eager to visit as a speaker (no fee), meet with your Board, attend a branch meeting or event, or whatever would be helpful.

***Ann Pehle  
President***

# AAUW National

One responsibility of a branch President/Executive/Administrator, is to stay current with AAUW news and information. Resources and tools for branches can be found [here](#). Reading the following newsletters will keep you updated. How are you ensuring your branch members are connected to what is happening in AAUW?

## Membership Matters

<https://www.aauw.org/resources/member/governance-tools/state-branch/membership-matters-a-hub-for-branch-leaders>

Emailed to Presidents,  
Membership VPs, Finance  
Officers

## Mission & Action

Emailed to all AAUW members

## 2020-2021 Fellows and Grant Recipients

AAUW awarded more than 200 awards and \$3.5 million in funding for fellows and grantees in the 2020–21 award year. It is always helpful to remember that past recipients are great speaker prospects and are identified at <https://www.aauw.org/resources/programs/fellowships-grants/directory-of-recipients-sponsors/>.

Following is a list of those women attending Pennsylvania colleges and universities who were selected for an AAUW national fellowship or grant. Also included are recipients of the Community Action Grant.

Name	Program	Institution	Field of Study
Kasey Campbell	American Fellowship, Ph.D.	Lehigh University	Polymer Solid Lubricant Tribology
Mireille Rebeiz	American Fellowship, Publication Grant	Dickinson College	Francophone Literature
Robin Zwier	American Fellowship, Ph.D.	University of Pittsburgh	Communication: Rhetoric
Alexsa Purnell	Career Development, M.P.S.	Pennsylvania State University	Human Resources and Employment Relations
Kate Pendlebury	Community Action Grant	YWCA Greater Pittsburgh	LaunchPad
Shriti Priya	International Fellowship, M.S. Electrical and Computer Engineering	Carnegie Mellon University	Machine Learning, Signal Processing, and Artificial Intelligence
Devika Shanbhag	International Fellowship, M.S. Computer Engineering	Carnegie Mellon University	Computer Engineering
Jennifer Carter	Research Publication Grant in Engineering, Medicine, and Science Grant	Susquehanna University	Physics: Exoplanet Science
Corinne Kiessling	Research Publication Grant in Engineering, Medicine, and Science Grant	King's College	Biology: Behavioral Neuroscience



AAUW was in the national news recently – and not for the best of reasons. Click [here](#) to read the article.

I hope you read and shared with your branch the email sent to state and branch Presidents from Julia Brown, Board Chair and Malinda Gaul, Board Vice Chair. Because it is too important to

miss, I included it on the last page. note there is a strong indication that the education membership requirement will be up for member voting next April.

## AAUW & COVID-19

The AAUW national staff continues to work from home. Check out the information and related programming on this subject [here](#).

## Website Refresh UPDATE

The long awaited update to [www.aauw.org](http://www.aauw.org) happened on April 6<sup>th</sup>. If your branch website contains links to the “old” AAUW site, those links are probably broken. You will have to go through and delete link or replace with an updated one. We are slowly updating links the AAUW Pennsylvania site <https://aauw-pa.aauw.net/>.

The Member Services Database (MSD) in the Membership section is scheduled to be overhauled (and it certainly needs it!) early in 2021. At that time, branch and state websites hosted by AAUW will be refreshed. AAUW Pennsylvania volunteered to be an early-adopter/test website. Our reason is to better understand the refresh process and provide information to you.

## AWESOME Webinars!

How many of the 2020 Convening webinars have you attended? Catch up on all the content rich, topically relevant webinars [here](#). The speakers are top shelf, the subjects interesting, and in total, very enriching.



Haven't explored [The Equity Network](#)? This is a new way for persons interested in equity for all to engage with AAUW. And the webinars focused on careers and issues of diversity and inclusion, can be found [here](#).

## National Committees

AAUW Pennsylvania is well represented on AAUW national committees. Thank you for volunteering at the national level.

**Advancement** -- Linda Tozier, North Hills Pittsburgh

**Public Policy Co-Chair** -- Barbara Price, Lower Bucks

**Audit** -- Susan Nenstiel, Allentown

**Governance** -- Paula Tomko, Johnstown

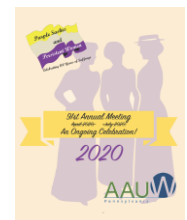
**Nomination** (alternate) -- Cindy Hall, State College

# AAUW PENNSYLVANIA

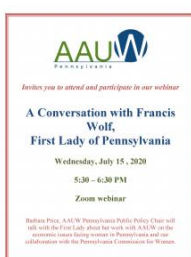


The 2020 AAUW Pennsylvania Convention was scheduled for April 24-26, postponed to July 13-15 and then cancelled. However, some traditions continued.

The [91<sup>st</sup> Annual Meeting](#) was held on Saturday, June 27, 2020, via Zoom. The proposed [Bylaw](#) change was passed and [2020-2022 Public Policy Priorities](#) approved.



The [Yearbook](#), usually printed and distributed at the state convention, was published online



The 2020 AAUW Pennsylvania Convention Webinar Series – presenting some of the content scheduled for the in-person convention – kicked off on July 15<sup>th</sup> with A Conversation with Frances Wolf, First Lady of Pennsylvania. Barbara Price, AAUW Pennsylvania Public Policy Chair spoke with the First Lady about her work with AAUW on the economic issues facing women in Pennsylvania and our collaboration with the Pennsylvania Commission for Women. Click [here](#) to watch the [recording](#). Watch for emails from [aauwpainfo@gmail.com](mailto:aauwpainfo@gmail.com) with information on future webinars.

# THE AAUW PROGRAM

**CONGRATULATIONS to the seven Pennsylvania branches that achieved the criteria required to be awarded stars between July 1, 2019 and June 30, 2020.**

## **Five Stars**

### **State College**

Program  
Advancement  
Communication & External Relations  
Public Policy & Research  
Governance & Sustainability

## **Four Stars**

### **North Hills Pittsburgh**

Program  
Advancement  
Communications & External Relations  
Public Policy & Research

## **Three Stars**

### **Carlisle**

Program  
Advancement  
Communication & External Relations

### **Indiana County**

Program  
Advancement  
Public Policy & Research

### **Lansdale**

Program  
Advancement  
Communications & External Relations

## **One Star**

### **Easton**

Communication & External Relations

### **Harrisburg**

Communication & External Relations

The Five Star National Recognition Program rewards affiliates (states, branches, other organizations) for aligning their work with the AAUW strategic plan and other initiatives that foster the organization's mission of advancing gender equity for women and girls. Your dedication to the AAUW mission and the vision and persistence required to achieve national recognition is admirable.

Learn more about the program [here](#). Hear from [two branches](#), AAUW Marin (CA) and AAUW Northeast Tarrant County (TX), that achieved Five Stars, about their experiences with Five Star and how it has impacted their work in gender equity.



# Communication Channels

## [aauwpainfo@gmail.com](mailto:aauwpainfo@gmail.com)

Last year we began emailing directly to members of branches and AAUW national members in Pennsylvania launched via [aauwpainfo@gmail.com](mailto:aauwpainfo@gmail.com).

The most frequent concern is that not all members were receiving the emails. This is because their email address in the MSD is not accurate. Our distribution list comes from the MSD. Sometimes members change email addresses directly with branch membership or finance and forget to change their record with AAUW. Please make sure the email addresses for your members are accurate in the MSD.

Another culprit might be the SPAM filter on .edu email addresses. Please advise members with .edu addresses to add [aauwpainfo@gmail.com](mailto:aauwpainfo@gmail.com) to the approved sender list.

## Keystoner

We will continue to mail paper copies of the Keystoner to members without email. You can help reduce printing and mailing costs by updating the list of members needing a paper copy. Contact Pat Byerly ([aauwpaad@gmail.com](mailto:aauwpaad@gmail.com)) with changes.

The AAUW Pennsylvania Board decided to discontinue mailing a paper copy to Branch Presidents.

## District Meetings

Eva, Susan, and Paula are planning district meetings sometime in the Fall. Stay tuned. And, if you have an idea or request, contact them directly.

## Summer Retreat

2021

Date and Place TBD

## President Conference Calls

The President Conference Calls were launched in 2018 to promote two-way communication. This year, we are upgrading to Zoom!

### Monday, August 31 at 7:00pm

Registration required at <https://uso2web.zoom.us/meeting/register/tZAvdOqrpjgqHNWiws-nql419B7au-CIYWzq>. After registering, you will receive a confirmation email containing information about joining the meeting. The meeting will be recorded.

Topics for discussion will be coping with the COVID pandemic and Five Star Recognition.

## Counterparts

Definition – members in same role at the state and branch level.

When you enter your officers and appointed chairs into the MSD, Pat Byerly is able to create Counterpart lists for the following roles.

AAUW Funds  
Diversity & Inclusion  
Finance Officers  
Membership  
Program  
President  
Public Policy

One responsibility of the state occupant of the role is to provide information and assistance to the branch occupant of the role. If there isn't a branch occupant, the President receives the communication.

Some branch counterparts receive emails directly from AAUW—AAUW Funds, Finance Officer, Membership, President, Public Policy. The state counterpart is a terrific resource when there is a concern or question. They are your link between you and AAUW national.

## Nominations and Election Committee

As a member of the state board, I have been appointed as chair of the 2021-23 Nominating Committee. The positions for election in spring 2021 for two-year terms 2021-23 are Membership Vice President, Secretary, and Finance Officer.

Our current state bylaws require that **one member from each district** serve with the chair on this committee. The committee is responsible for seeking qualified candidates for the three open positions. To do so, there will be two or three meetings over the next several months, none in person. We will confer by Zoom, phone, and/or email.

Because our 2020 state convention had to be canceled, our districts did not have caucuses to elect members to the committee. If there is a member of your branch who would be a valuable addition to the Nominating Committee (*past* membership on the state board or otherwise knowing AAUW members across the state is very helpful), please recommend that person (or volunteer yourself). To do so, **contact your district coordinator** by **September 10**.

Further information on the positions and on how to apply or nominate candidates will be posted at <https://aauw-pa.aauw.net/about/nominations/> in August.

**Deb Roney**  
*Nominations and Election Committee Chair*

### Does your branch conduct a Girls' Recognition Program and/or award scholarships to high school seniors?

Please make sure you are following the guidelines in [Girls' Recognition and High School Scholarship Program](#).

## Public Policy UPDATE

**Barbara Price and Jacqui Rogers**  
**Public Policy Chairs**

The [August Highlights](#) is focused on GOTV (Get Out The Vote) information and resources.

### Vote November 3

Pennsylvania law allows vote by mail without an excuse. Here are the steps and dates for voting this fall.

Step one - [Check your registration](#)

October 19: Last day to register to vote or update your voter registration. [Register to vote](#)

October 27: Last day to apply for a mail-in-ballot. However, don't wait. Do it now! [Apply for absentee or mail in ballot](#)

November 2: [Find your polling place](#) If you prefer to vote in person, be sure to check your polling place. Many were moved in the primary because of Covid-19.

November 3, 8pm: Deadline to return your voted mail-in-ballot. Complete your ballot and send it back in the postage paid return envelope as soon as you get it to avoid mail delays.



# AAUW Funds

## Deb Roney, AAUW Funds Chair

### *What Are AAUW Funds? Why Should We Give?*

AAUW Funds support all of AAUW's work. AAUW's Fundraising Policy Guidelines say: "AAUW-affiliated entities should consider financial support of AAUW's charitable work to be their primary philanthropic priority." Contributions to AAUW at the national level are fully tax-deductible.

### *To Which Fund Should We Give?*

AAUW has five active funds for you to choose from:

**THE AAUW FUND (#9110)--Unrestricted support** for where it is most needed. Contributions to this fund help all of AAUW's work continue. This fund supports such initiatives as our research program, Start Smart, the Legal Advocacy Fund, and much, much more.

Alternatively, you can choose a specific fund, each aimed at one of our strategic priorities:

- Economic Security for Women (#4449)
- Education and Training for Women (#4450)
- Leadership Initiatives for Women (#4452)

### *When Can Branches or Individuals Contribute?*

You or your branch can contribute any amount at any time. ALL donations, large and small, are very much appreciated. AAUW donations are recorded by calendar year, so get your annual donations in before December 31. All branch members who contribute individually will have their donations credited toward the overall total of branch giving for the calendar year.

### *How Can Branches or Individuals Contribute?*

There are several easy ways to make donations to AAUW, both as individuals and at the branch level:

1. **Individuals:** Online through the AAUW Donate button at the top of the home page:  
<https://www.aauw.org>
2. **Individuals:** Online through the AAUW Member Services Database (MSD): Log in to your Make your check payable to **AAUW Funds**. Note the specific fund name or number in the memo section of your check. Then mail your check to: AAUW Development Department, P.O. Box 98045, Washington, DC 20090-8045.
3. **Branches:** Download the Contribution Report Form (CRF) from  
<https://www.aauw.org/resources/member/contribution-report-form/>. Follow the six easy steps on that page.

Send the completed form along with your payment (one check or multiple checks totaling the amount on the CRF to: **AAUW Development Department, P.O. Box 98045, Washington, DC 20090-8045.**

*How Can Contributions to AAUW Funds Help Your Branch in the AAUW Five-Star Program?*

The **Advancement Star** is where branches are recognized for their contributions to AAUW. To earn this star, branches need to meet two criteria, one of which is focused on AAUW Funds and has two parts: 1) Donating a minimum of \$30 per member to the Greatest Needs Fund through branch and branch-member donations, and 2) shifting the focus of the branch donations by 50% to the Greatest Needs Fund or strategic plan focus areas from fellowships and grants/LAF.

Urge your membership and your branch to make contributions to AAUW Funds, and thank you in advance for any and all donation

## From the Desk of

### Linda Tozier, Membership VP

The new fiscal year began on July 1<sup>st</sup>. Thank you to those branch affiliates which already have paid dues to national (\$59) and AAUW-PA (\$10). Please continue to send in dues as members renew. Also continue to check the MSD to make sure the listing for each branch member is correct.

While honorary life members do not pay state dues, paid life members and C/U liaisons do owe state dues. All student members (both undergraduate and graduate) do not owe state dues for the entire time they are in college. New members joining at a branch Shape the Future event pay half price national (\$29.50) and half price state (\$5) dues. I am assuming that virtual meetings open to the public will be accepted by national AAUW as valid Shape the Future events. And finally, I am sad to report that AAUW discontinued the Give a Grad a Gift program, effective June 30, 2020.

State dues should be sent to Mary Jo Buckwalter, Finance Officer [aauwpafinance@gmail.com](mailto:aauwpafinance@gmail.com). For assistance with any questions and with membership issues in the MSD, please contact me at [aauwpamembership@gmail.com](mailto:aauwpamembership@gmail.com).

AAUW-PA will be continuing both state member awards in 2021. Once again I will be handling the Outstanding Woman and Member Making a Difference applications. The new application forms will be available on the state website by November 1<sup>st</sup>. February 15<sup>th</sup> remains as the application deadline for both awards. Early submissions will be most appreciated. Winners will be recognized in a special electronic awards booklet next spring. Also recognized will be branches celebrating significant anniversaries and branches that increase and maintain their membership numbers between February 1, 2020 and February 1, 2021.

## Reminder on Tax Filing

### Mary Jo Buckwalter, Finance Officer

Now is the time for your branch Finance Officer to file your IRS tax form 990-N for each branch. This will be for calendar year 2019, which for AAUW branches ends on June 30, 2020.

The 990-N can be filed through the Member Services Database (MSD) accessible through the AAUW National website. To use it you will need your AAUW member ID and you will need to create a password to login.

When you enter the MSD, it will open to 'Your Contact Information'. The column to the left lists the other activities to which you have access. The MSD will only allow the member who is designated as the branch Finance Officer to file the 990-N. In the column on the left there should be a box labelled 'File IRS Form 990-N'. Click the line beneath for 'Branch file IRS Form 990-N'. Read the directions carefully. Verify that they have your branch EIN correct. Check the correct box below and submit. You should receive a confirmation email from EONSupport, and eventually an email with an IRS confirmation that the filing was accepted. Save this for your records as your bank may sometimes ask for it.

There is at least one branch with annual assets too large (over \$50,000) to file a 990-N. They are aware and file in a different way.

Any questions fell free to contact me, Mary Jo Buckwalter at [aauwpafinance@gmail.com](mailto:aauwpafinance@gmail.com).



## AAUW Pennsylvania Board

### Have a question?

**Branch Handbook has the answer.**  
<https://aauw-pa.aauw.net/aauw-pa-branch-handbook/>

### Governance Resources

There are four documents that AAUW Pennsylvania and its branches are bound and guided by. Make sure you are familiar with them.  
 (https://aauw-pa.aauw.net/governance/)

- AAUW Board of Directors Policy Book**
- AAUW Pennsylvania Bylaws**
- AAUW-PA Board Handbook**
- AAUW-PA Policy Manual**

### SIGNIFICANT BRANCH ANNIVERSARIES

**July 1, 2020 to June 30, 2021**

### Congratulations!

*AAUW Pennsylvania Board members are available to attend your celebration event.*

<b>Harrisburg</b>	1921	<b>100 years</b>
<b>NEMCO</b>	November 13, 1945	<b>75 years</b>
<b>North Hills Pittsburgh</b>	November 19, 1970	<b>50 years</b>
<b>Washington</b>	December 14, 1925	<b>95 years</b>
<b>Pocono Area</b>	April 2, 1926	<b>95 years</b>
<b>Bradford</b>	April 16, 1921	<b>100 years</b>
<b>State College</b>	April 22, 1916	<b>105 years</b>
<b>Indiana County</b>	May 5, 1936	<b>85 years</b>
<b>Easton</b>	June 22, 1926	<b>95 years</b>

<b>President</b>	<b>Ann Pehle</b> (Carlisle) <a href="mailto:aauwpa.president@gmail.com">aauwpa.president@gmail.com</a>
<b>Program VP</b>	<b>Lee Wolfe</b> (Lansdale) <a href="mailto:aauwpapvp@gmail.com">aauwpapvp@gmail.com</a>
<b>Membership VP</b>	<b>Linda Tozier</b> (North Hills Pittsburgh) <a href="mailto:aauwpamembership@gmail.com">aauwpamembership@gmail.com</a>
<b>Secretary</b>	<b>Ajla Glavasevic Laussegger</b> <a href="mailto:aauwpasecretary@gmail.com">aauwpasecretary@gmail.com</a>
<b>Finance Officer</b>	<b>Mary Jo Buckwalter</b> (Doylestown) <a href="mailto:aauwpafinance@gmail.com">aauwpafinance@gmail.com</a>
<b>AAUW Funds Chair</b>	<b>Deb Roney</b> (Huntington) <a href="mailto:aauwpaauwfunds@gmail.com">aauwpaauwfunds@gmail.com</a>
<b>Administrative Director</b>	<b>Pat Byerly</b> (Pittsburgh) <a href="mailto:aauwpaad@gmail.com">aauwpaad@gmail.com</a>
<b>Bylaws Chair</b>	<b>Susan Nenstiel</b> (Allentown) <a href="mailto:aauwpabylaws@gmail.com">aauwpabylaws@gmail.com</a>
<b>College/University Liaison</b>	<b>Peggy Schmiedecke</b> (North Hills Pittsburgh) <a href="mailto:aauwpacu@gmail.com">aauwpacu@gmail.com</a>
<b>District Coordinator (East)</b>	<b>Eva Kaufmann</b> (West Chester/Chester County) <a href="mailto:aauwpaeast@gmail.com">aauwpaeast@gmail.com</a>
<b>District Coordinator (Central)</b>	<b>Sue Johnston</b> (State College) <a href="mailto:aauwpacentral@gmail.com">aauwpacentral@gmail.com</a>
<b>District Coordinator (West)</b>	<b>Paula Tomko</b> (Johnstown) <a href="mailto:aauwpawest@gmail.com">aauwpawest@gmail.com</a>
<b>Diversity and Inclusion Chair</b>	<b>Jordan Glover</b> (State College) <a href="mailto:aauwpadiversity@gmail.com">aauwpadiversity@gmail.com</a>
<b>KEYSTONER Editor</b>	<b>Peggy Jennings</b> (Carlisle) <a href="mailto:aauwpakeystoner@gmail.com">aauwpakeystoner@gmail.com</a>
<b>Public Policy Chair</b>	<b>Barbara Price</b> (Lower Bucks) <a href="mailto:aauwpapp1@gmail.com">aauwpapp1@gmail.com</a>
<b>Public Policy Chair</b>	<b>Jacqui Rogers</b> (Doylestown) <a href="mailto:aauwpapp2@gmail.com">aauwpapp2@gmail.com</a>
<b>Convention Coordinator</b>	<b>Barb Zaborowski</b> (Johnstown) <a href="mailto:aauwpaconfcoord@gmail.com">aauwpaconfcoord@gmail.com</a>
<b>Convention Registrar</b>	To be filled in 2021
<b>Archives Chair (off Board)</b>	<b>Linda Robbins</b> (Allentown) <a href="mailto:aauwpaarchives@gmail.com">aauwpaarchives@gmail.com</a>

### AAUW Pennsylvania Board Meetings

July 19 & July 25, 2020	Zoom
October 17, 2020	Harrisburg or Zoom
January 13 & January 25, 2021	Zoom
April TBD, 2021	TBD
July TBD, 2021	TBD



FYI is written (unless otherwise noted) and edited by Ann Pehle, President. Published after every AAUW Pennsylvania Board meeting.  
[aauwpa.president@gmail.com](mailto:aauwpa.president@gmail.com)  
 401-644-6488



Dear State and Branch Presidents,

A recent article in the Washington Post's The Lily, an online publication on gender equity, raised some important questions about racism in women's organizations, including AAUW. As an organization that is almost 140 years old, AAUW has a lot of work to do to address the structural racism that pervades our society.

On behalf of the AAUW board, we are committed to continuing our own growth, while leading AAUW to become more equitable and inclusive.

At the same time, we want to remind you of the progress we've made together in the following areas:

- Among our 2019-20 AAUW Fellows and grantees, 66% are women of color. Our largest and oldest program has funded more than 13,000 women to pursue graduate school education, many of whom are luminaries in studies of gender, race and intersectionality.
- Our Work Smart and Start Smart salary negotiation programs also serve diverse audiences. We have a wide range of partners and programs, including a robust career initiative with Historically Black Colleges and Universities (HBCUs) students, faculty and alumni, thanks to our Coca-Cola Foundation support.
- Fifty-two percent of our staff and 30% of our leadership are people of color. Our member-elected national board has three women of color currently. AAUW places great value in having diverse perspectives in prioritizing our projects.

Yet there is more we must do. That's why I'm challenging you to reflect on what you can do as AAUW members — individually and collectively — to make a difference. **For example, you have the power to reimagine what it means to be an AAUW member, beginning with our educational degree requirement.** As we strive to be inclusive of **all** women's lives and experiences, the time has more than come to let go of this unnecessary prerequisite while continuing to embrace education as a central and lasting part of our mission.

It's not enough for AAUW to denounce racism; we must take real, sustained and measurable actions to be the change we want to see in the world. And I know we all want a world where every voice is heard and every person is valued.

Sincerely,



A handwritten signature in black ink, appearing to read 'Julia T. Brown'.

Julia T. Brown, Esq.  
Board Chair



A handwritten signature in black ink, appearing to read 'Malinda Gaul'.

Malinda Gaul  
Board Vice Chair