A hand holding a large, white, 3D block letter "Y" from the left side of the page.

**Y**EARBOOK  
AAUW PENNSYLVANIA

*June 2022*

## From the President

COVID is manageable and it is 2022 (an even year) —which means AAUW Pennsylvania is holding an in-person state convention! I am thrilled for the opportunity to see everyone in person as opposed to the Zoom box.

This Yearbook, published annually, serves as an historic record of the work of the AAUW Pennsylvania affiliate and celebrates the achievements of members, branches, and community organizations. In a convention year, the Yearbook includes convention information. Not this year. For the 2022 State Convention on June 3-5, we created a separate convention booklet. Members attending the convention in person received printed versions of both the 2022 Yearbook and 2022 State Convention booklet. Links to each will be in the June Keystoner newsletter.

As in 2021, AAUW branches across Pennsylvania figured out a way to carry on and get through the pandemic. There were lows and highs. Some members didn't renew their membership and close to half the branches welcomed one or more new members. Three branches (Allentown, Makefield Area, Towanda) decided to disband and several branches innovated and tried something new. The theme of the 2022 State Convention is *Disruption as Opportunity...It's a Woman's World* because we wanted to acknowledge the realities for women of before and during the pandemic while also exploring the opportunities ahead.

As you read this Yearbook, marvel at the successes of the Pennsylvania AAUW affiliates and be inspired by the accomplishments of dedicated and persistent members recognized for their positive impact. And then look forward and renew your commitment to AAUW's gender equity mission and focus on Economic Security, Education, and Advocacy.

My two terms as AAUW Pennsylvania President end June 30, 2022. It has been an honor to be at the helm of this organization and work with talented, dedicated, and tenacious board members. As many of you know, AAUW is in my blood—so I am not disappearing. I'll be around and always looking forward.

Ann Pehle  
President  
AAUW Pennsylvania

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May 4, 2022



Dear AAUW Pennsylvania Member,



Welcome to the Pennsylvania State Convention! I hope this gathering finds you healthy, happy and ready to enjoy your time together after the difficult road we've all been traveling.

First, please accept my sincere gratitude for the great work you've done over the years to build a better future for women and girls. AAUW Pennsylvania has played such an important role and contributed so much throughout the organization's history, and I'm heartened to see you are as strong and vibrant as ever!

I also want to share my gratitude—and my excitement—about stepping up to lead AAUW at such a pivotal moment in American history. On a national level, this feels like a hopeful time for gender equity: The first Black woman has been nominated to the Supreme Court. Our federal government has created the first-ever national strategy on gender equity. And we're seeing wins for fair pay in states across country. The work that we've been doing collectively is having true impact!

Our organization is also thriving. We're reaching more people than ever with educational programs like STEMEd for Girls and our Empower and Money Smart webinar training series. AAUW Work Smart and Start Smart salary negotiation is still strong! Our fellowship's alumnae continue to impact the world! We're conducting powerful new research exposing inequities, and we're influencing the most important policy decisions for women and families at both national and state levels.

That's not to say we don't face ongoing challenges. Voting and reproductive rights are under assault all over the country, and bias and discrimination continue to keep women from excelling in lucrative STEM careers and ascending to top leadership roles. Systemic inequities to include crushing student loan debt and a stagnant gender pay gap are keeping millions of women from achieving financial security.

I am so inspired by all that we have accomplished—but our work is far from finished. So, I hope that this gathering will be a celebration of our victories, as well as a call to action for tackling the challenges we still face. By working together, with a unified voice, I am confident we will continue making progress.

Thank you again for being an active and dedicated AAUW member and a passionate advocate for women and girls. I'm happy you're here and I look forward to our journey together toward our common goal of equity for all.

Sincerely,

Gloria L. Blackwell, Chief Executive Officer  
AAUW

PENNSYLVANIA BRANCHES



Western District	Central District	Eastern District	
05 Beaver Valley	03 Lebanon Valley	02 Allentown	47 Pocono Area
09 Bradford	11 Carlisle	06 Bethlehem	50 Valley Forge
19 Erie	25 Harrisburg	15 Doylestown	52 West Chester-Chester County
20 Fox Chapel Area	27 Huntingdon	17 Easton	55 Lansdale
28 Indiana County	46 State College	23 Northeastern Montgomery County	61 Makefield Area
29 Johnstown	62 Lock Haven	26 Hazleton	71 Pottstown Area
41 Pittsburgh	68 York	31 Eastern Delaware County	
51 Washington		32 Lower Bucks	
64 North Hills Pittsburgh		42 Reading	
66 Murrysville Area		45 Scranton	



**Congratulations to Huntingdon Branch that achieved the criteria to be awarded two stars for Advancement and Public Policy & Research!**

The Five-Star Recognition Program celebrates the efforts of AAUW states, branches and other affiliated AAUW organizations as they continue to advance gender equity on the community, state, and national levels.

**Affiliates can earn national recognition through five major focus areas:**

**Advancement**  
by supporting the Greatest Needs Fund or one of the strategic plan's focus areas;

**Communications & External Relations**  
by using web and social media that feature Work Smart Online;

**Programs**  
that align with the strategic plan;

**Public Policy & Research**  
by moving AAUW's Public Policy agenda forward; and

**Governance & Sustainability**  
by ensuring effective leadership succession and strategic plan alignment.

**Significant Branch Anniversaries**  
July 1, 2021 to June 30, 2022

Murrysville Area	July 15, 1971	50 years
Huntingdon	October 12, 1926	95 years
Lebanon Valley	January 18, 1937	85 years
York	April 1, 1972	50 years

**AAUW-PA BOARD MEMBERS**

FY 2021	
President	Ann Pehle (Carlisle) <a href="mailto:aauwpa.president@gmail.com">aauwpa.president@gmail.com</a>
Program VP	Lee Wolfe (Lansdale) <a href="mailto:aauwpapvp@gmail.com">aauwpapvp@gmail.com</a>
Membership VP	Randi Blauth (Easton) <a href="mailto:aauwpamembership@gmail.com">aauwpamembership@gmail.com</a>
Secretary	Ajla Glavasevic Laussegger (National) <a href="mailto:aauwpasecretary@gmail.com">aauwpasecretary@gmail.com</a>
Finance Officer	Ann Echols (State College) <a href="mailto:aauwpafinance@gmail.com">aauwpafinance@gmail.com</a>
AAUW Funds Chair	Deb Roney (Huntingdon) <a href="mailto:aauwpaauwfunds@gmail.com">aauwpaauwfunds@gmail.com</a>
Administrative Director	Pat Byerly (Pittsburgh) <a href="mailto:aauwpaad@gmail.com">aauwpaad@gmail.com</a>
College/University Liaison	Peggy Schmiedecke (North Hills Pittsburgh) <a href="mailto:aauwpacu@gmail.com">aauwpacu@gmail.com</a>
District Coordinator (East)	Eva Kaufmann (West Chester-Chester County) <a href="mailto:aauwpaeast@gmail.com">aauwpaeast@gmail.com</a>
District Coordinator (Central)	Sue Johnston (State College) <a href="mailto:aauwpacentral@gmail.com">aauwpacentral@gmail.com</a>
District Coordinator (West)	Paula Tomko (Johnstown) <a href="mailto:aauwpawest@gmail.com">aauwpawest@gmail.com</a>
Keystoner Editor	Peggy Jennings (Carlisle) <a href="mailto:aauwpakeystoner@gmail.com">aauwpakeystoner@gmail.com</a>
Public Policy Co-Chair	Barbara Price (Lower Bucks) <a href="mailto:aauwpapp1@gmail.com">aauwpapp1@gmail.com</a>
Public Policy Co-Chair	Jacqui Rogers (Doylestown) <a href="mailto:aauwpapp2@gmail.com">aauwpapp2@gmail.com</a>
Nomination Chair	Deb Roney (Huntingdon) <a href="mailto:aauwpanominations@gmail.com">aauwpanominations@gmail.com</a>
Conference Coordinator	Barb Zaborowski (National) <a href="mailto:aauwpaconfcoord@gmail.com">aauwpaconfcoord@gmail.com</a>
Conference Registrar	Open
Diversity & Inclusion Chair	Jordan Glover (State College) <a href="mailto:aauwpadiversity@gmail.com">aauwpadiversity@gmail.com</a>
Bylaws Chair	Open <a href="mailto:aauwpabylaws@gmail.com">aauwpabylaws@gmail.com</a>
Archives Chair (Off Board)	Linda Robbins (Allentown) <a href="mailto:aauwpaarchives@gmail.com">aauwpaarchives@gmail.com</a>

# AAUW Membership Changes By Branch

Branch	2019	2020	2021	2022	3 yr	1 yr	New Members
Allentown	71	66	63	57	-19.72	-9.52	1
Beaver Valley	98	99	88	85	-13.27	-3.41	1
Bethlehem	101	98	94	85	-15.84	-9.57	1
Bradford	33	33	32	36	9.09	12.50	4
Carlisle	88	104	95	87	-1.14	-8.42	1
Doylestown	101	103	97	87	-13.86	-10.31	-
Eastern Delaware County	26	25	19	18	-30.77	-5.26	1
Easton	65	64	60	50	-23.08	-16.67	1
Erie	99	97	81	83	-16.16	2.47	5
Fox Chapel Area	64	64	58	57	-10.94	-1.72	1
Harrisburg	103	105	99	89	-13.59	-10.10	6
Hazleton	15	15	13	13	-13.33	0.00	-
Huntingdon	23	17	9	11	-52.17	22.22	1
Indiana County	37	46	41	33	-10.81	-19.51	2
Johnstown	81	79	78	70	-13.58	-10.26	10
Lansdale	111	120	104	95	-14.41	-8.65	2
Lebanon Valley	18	14	11	12	-33.33	9.09	-
Lock Haven	32	31	25	24	-25.00	-4.00	-
Lower Bucks	21	21	19	17	-19.05	-10.53	-
Makefield Area	47	43	41	33	-29.79	-19.51	-
Murrysville Area	41	43	40	38	-7.32	-5.00	-
North Hills Pittsburgh	78	78	79	76	-2.56	-3.80	5
Northeastern Montgomery Co	33	34	29	28	-15.15	-3.45	1
Pittsburgh	8	6	4	5	-37.50	25.00	1
Pocono Area	9	8	1	6	-33.33	500.00	-
Pottstown Area	8	3	3	3	-62.50	0.00	-
Reading	68	66	62	61	-10.29	-1.61	-
Scranton	2	2	2	2	0.00	0.00	-
State College	149	147	126	128	-14.09	1.59	17
Towanda	11	4	3	3	-72.73	0.00	-
Valley Forge	53	51	50	47	-11.32	-6.00	2
Washington	23	22	13	16	-30.43	23.08	-
West Chester-Chester County	80	87	91	93	16.25	2.20	12
York	96	89	78	70	-27.08	-10.26	2
Actual Total	1,934	1,903	1,724	1,623	-16.08	-5.86	77

# AAUW Funds Awards Fiscal Year 2021

Total Pennsylvania Contributions \$132,425.21

## Top 10 Branches Total Giving

York	\$70,787
Lansdale	\$11,120
Carlisle	\$7,856
State College	\$7,726
Allentown	\$6,949
Bethlehem	\$5,676
Lower Bucks	\$2,116
Erie	\$1,892
Johnstown	\$1,560
Harrisburg	\$1,541

Six additional branches raised more than \$1000 each: Beaver Valley, Easton, Fox Chapel Area, Indiana County, North Hills Pittsburgh, and West Chester-Chester County.

## Top 10 Branches Per Capita Giving

York	\$1,011.24
Pittsburgh	\$141.88
Lower Bucks	\$127.41
Allentown	\$121.91
Lansdale	\$117.05
Carlisle	\$90.30
Bethlehem	\$66.78
State College	\$60.37
Indiana County	\$42.42
Pottstown Area	\$41.67

Two additional branches were over \$30 per capita: Lock Haven (\$34.58) and Huntingdon (\$32.27).



## Top Giving by Fund

Fund	Branch	Amount
AAUW Greatest Needs Fund #9110	York	\$20,787
Economic Security #4449	York	\$50,000
Education & Training #4450	Fox Chapel Area	\$250
Governance & Sustainability #4451	Carlisle	\$500
Leadership #4452	Lock Haven	\$100
(Older Fund) American Fellowships #9130	Valley Forge	\$25
(Older Fund) Educational Opportunities #4336	Lock Haven	\$100
(Older Fund) Legal Advocacy Fund #3999	Lock Haven, Valley Forge	\$100 each

## Sue Zitnick

### AAUW Pennsylvania Special Honoree

Sue Zitnick walked into Buechel Lounge at York College two weeks after she had moved to York County in 1978. She knew nobody. As a member of the Eastern Delaware County Branch, Sue knew about AAUW, but not York Branch. Anne McFeely met Sue at the door and introduced her to other members; as she was warmly welcomed, Sue realized immediately that she had found a new home.



She was a key member of our Spring Market Faire kitchen tour scholarship fundraiser for many years since the first one in 1981. York Branch counted on Sue to make maps and signs for our Spring Market Faire. Some Kitchen Tours stretched for miles across York County from neighborhood to neighborhood. Sue was tasked with the problem of fitting all the houses onto one map that would fit onto a 7" by 8 1/2" space on the ticket. She developed this skill over many years as well as making signs that guided carloads of chatting ladies to the homes that were on the Tour.

Her creative skills were evident in the making of our York Branch Banner. As Women Chair she created a display at Martin Memorial Library in honor of Women's History Week. Sue served since 1987 on the BRANCH board as bylaws chair, keeping us up to date with the rules and helping us all to understand the importance of our branch, state, and national bylaws and policies. Additionally, Sue developed a Policy Sheet which goes into detail into how things are done in York Branch, eliminating confusion and hurt feelings. No one was more knowledgeable than Sue in this regard and we counted on her expertise to keep in compliance and our policies in line. Whenever we have a question, someone always said, "Ask Sue."

She attended many state conventions and worked on state conventions that were held here in York in 1988 and 2017. She was involved with Fall Focus for Pennsylvania Division in 1986. She was District Coordinator for the Central District for five years.

Her love of reading was evidenced by chairing the evening book group which focused on a variety of genres. She also organized an annual book sale to raise funds for attendees to the national AAUW Convention, collecting the books and organizing them by category. She attended almost all the national conventions since becoming a member.

In addition she held branch offices of President, Treasurer, and Assistant treasurer, and served as branch Banter Editor for several years. She was part of the committee that wrote and published *Legacies: Remembrances of York County Women*. She was also on the committee for the Non-Traditional Career Fairs held in the 80's. When the League of Women Voters no longer was active in York, Sue worked on the Voter Guide committee.

She was nominated for Woman of the Year, now Outstanding Woman Award in 1984 and was Member Making a Difference in 2017.

Sue was a graduate of Drexel University, a life member of AAUW, and a Legacy Circle member. She was a valued member of our York Branch who was dedicated to serving the mission of AAUW in every way she could.

Sadly, Sue lost her battle with cancer on May 2, 2022, at home. She is survived by her husband of 54 years, Chuck Zitnick, Jr.; as well as children Karen, Larry and wife Krista, and Dana and partner Robin. She had four grandchildren: Charlie, Nora, Sebastian, and Lachlan.

**Outstanding Woman is awarded to a member of the branch for meritorious service to the branch and to the community**

**B E AVER VALLEY**

**ROBERTA GOOD**

Roberta serves as Co-President and Program Vice-President which only an accomplished person could

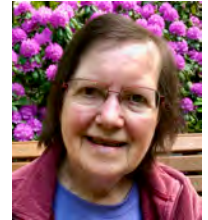


manage. She made successful contacts with homeowners for the 2019 Kitchen Tour. A new member, she joined interest groups to become acquainted with members. She holds leadership positions in community organizations. Dedication, persistence and organizational skills define her.

**E R I E**

**LORETTO BELLICINI**

Loretto has been a member since 1978, serving as Branch President 1987-88 and PA State Secretary 1988-89. As current Branch President, she is working to build public awareness of AAUW in the community and raise the profile of the branch at the state and national level.



**B E T H L E H E M**

**MYRA JONES**

Myra has served her branch as Finance Officer, a book fair volunteer since 1973, and is active in her church as member of the Board of Elders, Sacristan, and has participated in trips to Nepal.

**F O X C H A P E L A R E A**

**NANCY NEAL**

Membership VP since 2018 and dedicated board member, Nancy's done an excellent job during the pandemic maintaining contact with older members who are not connected to the internet by calling them and sending birthday cards from our branch. She has kept the membership constant over the past two years in spite of having only virtual meetings.



**B R A D F O R D**

**C H E R Y L L. L U T Z**

Cheryl was selected for her promotion and involvement in AAUW branch activities, as well as for her service to the Bradford community. Cheryl has been a volunteer for Meals on Wheels, American Red Cross, Tuna Valley Trail association, and a part of Big Brothers and Big Sisters. More recently, she served as the point person for AAUW's support of the Bradford YWCA by coordinating the annual Pack the Purses Project, which involves donations of gently used purses filled with personal hygiene items for individuals using the services of the YWCA.



**H A R R I S B U R G 100TH ANNIVERSARY COMMITTEE**

The 100th Anniversary Committee provided our branch with a wonderful array of informative, interesting, and entertaining programs that celebrated our past and laid the groundwork for our bright future. Members include Marcia Hajduk - Chair, Rosemary Cahill, Lee Johnson, Mary Kratzer, Carol Nechemias, Kathy Silks, Carol Stark, and Erica Voss-Meloy.



**C A R L I S L E**

**PATRICIA MARKOWSKI**

Pat is a vital link in the chain of branch volunteers. She chairs the Communications and Nominating



Committees, serves on the AAUW Funds Committee, and answers the call for help wherever needed. Pat is a consummate professional, deft wordsmith, ever dependable, wise, kind, and an all-around inspiring woman.

**H U N T I N G D O N**

**CHARLOTTE RIDGE**

As Huntingdon's public policy chair and finance officer, Charlotte has coordinated and taken part in several branch voter education events in conjunction with AAUW@Juniata College and arranged and led the branch's meeting with Senator Casey's staff at which we discussed voting rights legislation and the Paycheck Fairness Act.



**E A S T O N**

**KAROL D'HUYVETTERS**

Karol has been a positive driving force in the success of the Easton branch in ways too many to name, including but not limited to being Chairwoman of our Authors' Luncheon and Let's Read Math programs and serving as Co-President prior to her service on the branch Leadership Team.



**I N D I A N A**

**LYNNE ALVINE**

Lynne gave a presentation to the Indiana Branch on the "The Importance of Women in Politics," which included a rich history of women in American politics through the years. Lynne is a constant support to our branch both as a speaker and in her philanthropy to our scholarship fund.





## **J** OHNSTOWN

The quiet force for advancement in our branch, Georgia has consistently taken on challenges, engaging more and different members, and taking the lead on new fundraising opportunities. She serves as branch co-president, book sale co-chair, and was the prime mover in structuring and establishing the Finance Committee.



## **G** EORGIA YEAGER

## **R** EADING

Judith has served as Co-President and is a writer/participant in our Suffragist and STEM plays. She also is the Public Policy Chair, and is active with League of Women Voters in conducting candidate interviews and with the Jewish Federation (Violins of Hope).

## **J** UDITH KRAINES

## **L** ANSDALE

As Co-President of the Lansdale Branch, Suzan was selected as Outstanding Woman because of her leadership during COVID, her commitment to the community, and her fund raising efforts. As a Magisterial Judge, Suzan brings knowledge of public policy to the branch especially in attaining the fifth star for our Public Policy Forum on Educational Funding. As a former school board director, Suzan supports equity across all domains of society.



## **S** UZAN LEONARD

## **S** TATE COLLEGE

Having served as VP for Program for two separate terms, Naana currently is our Diversity and Inclusion Committee Chair. Her technical skills with Zoom enable the Branch to hold our meetings and offer programming to the community virtually. Naana is influential in the State College Community Diversity Group.



## **N** AANA NTI

## **L** OWER BUCKS

Dot is the editor of our newsletter and is a liaison for inter branch correspondence between Lower Bucks and our two sister branches in the area.

## **D** OT GABODA

## **V** ALLEY FORGE

As Program Chair Karen has arranged meetings peculiarly suited to our mission and generously chaired informative discussions following each of them. She is working on our long-range plans and supporting our interest groups in an enthusiastic and caring manner. She is also a former president of the chapter.

## **K** AREN WELLIN

## **M** AKEFIELD AREA

Long-time member Helen gave the Makefield Area AAUW Branch her gifts of time, effort, spirit, perspective, and financial support. For many years, the branch gave an award in her name to branch members who have contributed to the branch in the same generous way as Helen.



## **H** ELEN SUDHAUS

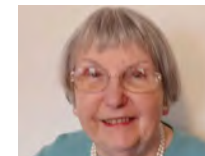
## **W** EST CHESTER CHESTER COUNTY

Anne has served our branch as an officer in several capacities, as Treasurer for several terms and, most recently, as co-president during the challenging time of the COVID-19 pandemic. She kept our branch running despite lock-downs and virtual meetings. In addition, Anne works outside the home and is active in community volunteering.

## **A** NNE ANDERKO

## **Y** ORK

Betty has served as president, chaired many committees including Archives, Get Out the Vote, Yearbook, and this year is co-ordinating our branch 50th anniversary celebration. She assisted with programming this year when our VP's were not available. For the community, she heads our collection of comfort products for the needy.



## **B** ETTY HOOKER

## **N** ORTH HILLS PITTSBURGH

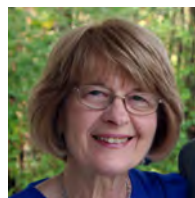
As a proactive Membership VP Janis' leadership increased branch membership over four years. She planned annual dinners and Shape the Future events, organized events with board members, met new members individually, and developed membership packets. As a strong women's rights advocate, she represents our branch very positively.



## **J** ANIS KAPADIA

## **B** ARBARA WOODMANSEE

Barbara has recently served as Co-President, has volunteered to cover programming this year when our program VP's were unavailable, and also is coordinating our branch 50th anniversary celebration and serving on our Diversity and Inclusion Committee. She previously led our co-mentoring project with Penn State York.



AAUW PA OUTSTANDING WOMAN

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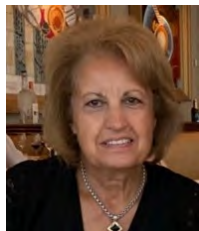
# AAUW PA Member Making a Difference

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Member Making a Difference is awarded to the member who has made a big difference in something important to the branch within the last year.

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## **B**eaver Valley **Mary Ann Falcone-Bolland**



As Chair of Public Information, Mary Ann has established a relationship with "The Times" newspaper providing publicity about AAUW's newsworthy endeavors giving extensive coverage to the Awards and Scholarships Programs.

## **E**rie **Claudia Mosso**



AAUW member since the 1980's. A retired journalist serving as reporter and editor at several newspapers. Served as financial secretary and editor of both the branch and state newsletters. For several years has published monthly editions of the EriePressible that are attractive, informative and always on time.

## **B**ethlehem **Joan Howe**

Joan accepted the position of Public Policy Chair, just in time for our Public Policy Star. She is active in local, state, and national politics and uses her knowledge for timely articles in our newsletter, making our members aware of important legislation and policies critical to the mission of AAUW..

## **F**ox Chapel Area **Our Membership**

We have chosen to recognize all of our members this year because of their exceptional support and their generous financial donations during a difficult time.

## **C**arlisle **Beth McKinley**

As the first DEIB (Diversity Equity Inclusion and Belonging) Chair in branch history, Beth is traveling uncharted territory negotiating a difficult and complicated subject.



## **H**arrisburg **Carol Nechemias**

In spite of a global pandemic, Carol provided an incredible array of interesting programs and dynamic speakers for our Branch.



## **E**aston **Jan Schwartz**



Jan has assisted the AAUW Easton branch by sharing her expertise on Pennsylvania education issues, publicity, and in the collection and distribution of books to local child care centers.

## **I**ndiana **Whitney Carmichael**

Whitney has performed meritorious service to our Executive Board in the position of financial officer this year and we are extremely grateful for her service.



## Johnstown

**Madeline Gyre  
Kenna Raymond**

Madeline and Kenna share this award, as relatively new branch members who took a leadership role in making our first Branch Golf Tournament a tremendous success.



## Lansdale

**Pam Schleif**

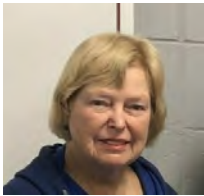
As a former branch President and membership Vice President, Pam continues her leadership by introducing and spearheading a Higher Education Scholarship Program designed to support non-traditional students who demonstrate need due to social, financial, and educational issues.



## Makefield Area

**Linda Lackpour**

Linda quietly makes a difference in a number of Makefield Area AAUW activities as Chair of the Mature Women Scholarships Committee, and managing the book inventory for Cops 'n' Kids Delaware Valley and volunteering at many events.



## North Hills Pittsburgh

**Frances Cech**

Frances works tirelessly and collaboratively for our branch. For several years, she identified and supported speakers for our Great Decisions programs. In 2021-2022, Frances' leadership is ensuring successful continuation of these community events, via ZOOM. She also co-chaired planning of a hybrid public policy forum in October 2021.



## Reading

**Ellie Hunt**

Ellie is always the first to raise her hand to volunteer when anything is needed.

## State College

**Estelle Stroup**

As the volunteer coordinator for our Used Book Sale, Estelle did an excellent job of recruiting, organizing, and training volunteers with a cheerful and relaxed can-do attitude. Positioned at the sale most of the time, her positive attitude and wonderful work ethic ensured that our full staffing of enthusiastic volunteers volunteering at the sale.



## West Chester Chester County

**Sandy Alexander**

As webmaster and Zoom manager, Sandy kept our branch alive and engaged during the COVID-19 pandemic.

## York

**Nancy Spataro**

As the chair of our Higher Education committee,

Nancy has worked to extend our scholarships to high school students who are enrolled in the Dual Enrollment program which allows them to take college courses while still completing their high school curriculum.



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# AAUW PA Member Making a Difference

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# 2021 Named Gift Honorees

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For each \$500 of total donations (individual and branch) to AAUW credited to the branch in a fiscal year, the branch is eligible to select one Named Gift Honoree.

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## ***ALLENTOWN***

Virginia Delph  
Linda Friscia-Oppe  
Cathy Kane  
Lesley Look  
Nancy Moffett  
Karen Peiffer  
Susan Nenstiel  
Beverly Tisdale  
Peggy Tyson  
Judith Trach

## ***BEAVER VALLEY***

Community Committee  
Patty Rock

## ***BETHLEHEM***

Book Fair Chairs 1962-2022

## ***CARLISLE***

Barbara Attivo  
Wendy Armour Dickinson  
Becky H. Morgenthal  
Katie Perkowski  
Cynthia Sutton

## ***EASTON***

Christine Zweifel

## ***ERIE***

Asuman Baskan  
Edie Cultu  
Michelle Knight

## ***FOX CHAPEL AREA***

Janis Johnson

## ***HARRISBURG***

Leigh Ann Chow  
Kathy Gates  
Beth Klein

## ***JOHNSTOWN***

In honor of all branch  
Honorary Life Members

## ***LANSDALE***

Donna Cusimano  
Frances D'Angelo  
Pam Daveler  
Amy Ryan Faga  
Laura Friedman  
Karen Holmes  
Suzan Leonard  
Karen Maglaty  
Eileen McDonald  
Deborah Neves  
Evelyn Kelly  
Diane Reckner  
Pam Schleif  
Lee Wolfe  
Connie Whitson  
Ellen DeRosa (posthumously)  
Elizabeth Klopp  
(posthumously)  
Marian Scattergood  
(posthumously)

## ***STATE COLLEGE***

*Program Committee*  
Christine Bishop  
Nina Cowart  
Susan Chyczewski  
Jordan Glover  
Epiphany Loux  
Jeannine Lozier  
Naana Nti

## ***WEST CHESTER***

## ***CHESTER COUNTY***

Deborah Lizcwek  
Fran Pierce

## ***YORK***

Sandra Cooley  
Linda Palmer  
Nancy Spataro  
Phyllis Sword  
Barbara Woodmansee  
Betty Bortner (posthumously)  
Shirlee J. Smolin  
(posthumously)

## AAUW Pennsylvania 2022 Gateway to Equity Award

AAUW PA is proud to honor the Pennsylvania Coalition Against Domestic Violence (PCADV) with our 2022 Gateway to Equity



Award. In May 2021, PCADV issued a report on pay equity which indicated that the wage gap has several negative impacts on women, both economically and on their health. Many of these negative impacts are also known risk factors for intimate partner violence (IPV).

The report stated that pay equity, in turn, can improve women's access to education and opportunities, which will increase the economic and social empowerment of women. Eliminating the wage gap will lead to women being viewed as more valuable in society, ultimately reducing the risk factors for IPV.

PCADV prevention and training staff sought to identify areas of collaboration with AAUW PA. Public Policy Chairs Jacqui Rogers and Barbara Price shared the report with branch public policy chairs as a way to change the conversation about pay equity. Legislators who support victims of domestic violence might be willing to support pay equity legislation. PCADV staff presented a webinar for AAUW PA members aimed at exploring the gender wage gap and how it impacts a person's likelihood of experiencing risk factors for IPV. The presentation also looked at potential action steps aimed at eliminating the gender wage gap and IPV. PCADV staff has also shared their findings at an event "Financial Security for Crime Survivors," focusing on economic abuse and pay equity. Their efforts show how the lack of pay equity can have dire consequences for women beyond its economic impact.

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# Gateway to Equity Awards

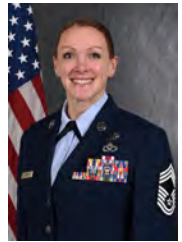
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The AAUW Pennsylvania Gateway to Equity Award honors an individual, group, or organization that has shown by action and philosophy the promotion of the AAUW mission to advance gender equity for women and girls through research education, and advocacy.

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## Beaver Valley Chief Master Sergeant Jessica E. Davis

Jessica has successfully set an example for women in her US Air Force military, civilian and community service roles. With more than 19 years of military experience, Jessica has been promoted to the highest ranks in her military career where she aspires to set an example for women so they can achieve it as well. Jessica is a team leader, providing motivation, training and setting standards by example. She chairs the construction of the "Footsteps of the Fallen" memorial in Beaver, PA with a goal of raising \$250,000. Jessica has been deployed and supported numerous campaigns in her career preserving freedom. She is the recipient of major military and civilian awards and decorations. Jessica epitomizes excellence for women serving in military and civilian careers.



## Bethlehem Lisa Ramos, Boys and Girls Club of Bethlehem



As Unit Director of the Boys and Girls Club of Bethlehem, Lisa has positively impacted disadvantaged children for over 32 years and serves as a mentor for young girls and leads the Smart Girls Program.

## Bradford Marie C. Troskosky

Marie is a longtime educator who taught secondary English in a rural school district in southwestern New York State. Upon her retirement, she was part of a team that developed and ran a GED preparation and adult reading program at the local public library. Her volunteer activities at the library grew when she established a teen book club that engaged teens and later expanded to include a book club for middle school children. The book clubs helped young people grow and experience new opportunities through discussions, guest authors, and trips to NYC to attend Broadway plays.



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# Gateway to Equity Awards

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## Carlisle Jeanna Som

Jeanna initiated a school year day program during the pandemic offering supervision and access to virtual schooling for children with working parents and transitioned SPY, an 8-week summer program for 50 at-risk youth, into a program that served 150 youth in 4 locations over the summer.

## Manal El Harrak

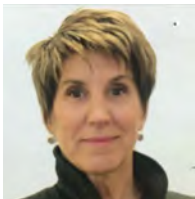
Manal leads a robust program at Sadler Health Center that proved successful in delivering positive patient outcomes and reducing health disparities, while expanding services and access to affordable, high quality health care for the community during a pandemic.

## Doylestown The African American Museum of Bucks County

This organization has made significant contributions to our local community through education and focus on diversity. The museum is currently expanding from a mobile unit to a permanent location where it will continue to educate residents of all ages.



## Easton Margie DeRenzis



Margie, organizer of the Easton COVID Vaccine Equity Project, is nominated for her efforts to organize community resources and groups to schedule COVID Vaccinations for historically underserved populations in the Easton neighborhoods of South Side and West Ward.

## Erie Edie Cultu & Niken Astari Carpenter

A huge team effort having a big effect on the Erie Community. 2003, Edie Cultu created the study Group Global Friends to include branch members and immigrant women. One of those women was Niken Astari Carpenter. She joined the Erie Branch in 2011 and served as Branch president in 2018-19. In 2015 Niken received a Career Development Grant to pursue a Masters Degree in Project Management at the Pennsylvania State University. She served as chair of the Pennsylvania Governor's Advisory Commission on Asian Pacific American Affairs. She was hired by mayor of the City of Erie, Joe Schember to be Executive Assistant to the Mayor and Refugee and Immigrant Liaison. In 2020 the position transformed into New American Liaison. In this role she chaired the City of Erie's successful effort toward certification as a "Welcoming City," one of only 11 in the US, two of which are in Pennsylvania.

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# Gateway to Equity Awards

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## Fox Chapel Area Refuge for Women

Refuge for Women is a non-profit, faith-based organization providing specialized long-term care for women who have escaped human trafficking or sexual exploitation. With multiple locations throughout the United States, they offer women a place to recover, heal and discover hope for a better tomorrow.



## Harrisburg Barbara Landis



Barbara Landis, from the Cumberland County Historical Society, researched and shared the story of the Native American children who were conscripted to the Carlisle Indian School from 1879 to 1918. Her work helped to publicize this sad chapter of American history and to assist present day ancestors of the children find some closure.

## Johnstown Sherri Rae

In addition to her duties with the Office of Equity and Inclusion and Title IX, Sherri currently serves as advisor to the Black Action Society on campus and has served as campus advisor for LGBTQ students. She is also a very active member in several and varied community organizations and local boards, including her current role as an Executive Committee Member of the Johnstown branch of the NAACP. Sherri is also the Board President of the Cambria-Somerset Outstanding Young Woman Scholarship Program, chair of the Board of Directors of Goodwill of the Southern Alleghenies, and the Coordinator of the Johnstown Cinderella Project. Her efforts on behalf of and, most importantly, in cooperation with, a wide spectrum of people exemplifies the true spirit of community.



## Lansdale Tina Stoll



Tina demonstrates her commitment to the North Penn community as North Penn School Board Director. As President of the School Board, Tina strongly supports diversity, equity and inclusion in the educational system. She states that these beliefs are “the cornerstone of her work in the district. Every child deserves to feel safe, welcome, heard, and represented and encouraged to reach their full potential.” Serving on the School Board, she has demonstrated a commitment to equity and diversity during a time of challenges to these principles. Tina, an AAUW branch member, strives to support women in top political positions and has been active in getting women elected to local and state positions. To Tina, gender equity continues to be a battle still being fought particularly with the pay equity and pro-choice issues. She also serves the community as Montgomery Township Democratic Person & Treasurer.



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# Gateway to Equity Awards

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## North Hills Pittsburgh Bonnie Joyce, RN MSN

We recognize Bonnie's valuable work as a professional nurse and nurse educator at the UPMC Shadyside Hospital School of Nursing. Her support, teaching, and mentoring of students in classes, clinical rotations, and community service projects helps them develop the attitudes, values, knowledge, and skills needed for compassionate patient care.



## Reading Berks Women's History Alliance

The Berks Women's History Alliance was originally established as The Berks County Commission For Women in 1993 as an outgrowth of a consortium of local women's organizations of which AAUW Reading, was a major leader. It was initially led by Courtney M. Stevens, former member and President of AAUW Reading. An important early project of the Commission was the Mammography Project and Publication. Recent contributions led by President of the Berks Women's Alliance, Penny Guido, were the The Berks Suffrage 2020 Centennial which included a play, written by several AAUW Reading and community members, DVDs distributed to Berks schools and libraries, and a community drive-up distribution of a commemorative tote bag. Currently BWA's emphasis is updating and adding filmed interviews of Berks Women who were first in community accomplishments.



## State College Ten Thousand Villages State College

Ten Thousand Villages is committed to economic equity that advances the status of women and their families, predominately in developing nations. When women are provided with the economic reins in poor nations, many NGO's have found that this benefits not only the family, but the development of the entire community. Locally, TTV partners with AAUW State College benefitting both our organizations.



## West Chester-Chester County Home of the Sparrow

Home of the Sparrow partners with women facing homelessness to secure housing, achieve long-term stability and financial self-sufficiency. Our branch believes that there is a synchronicity of mission between our two organizations and are delighted to be of support to the women served by Home of the Sparrow.



## York Crystal Perry

Crystal is the Advocacy Coordinator for the Human Trafficking Task Force at the York YWCA. As chair of the task force, which is a team of community leaders and victim advocates, she seeks to provide comprehensive, high-quality social services to all victims of human trafficking.



# Public Policy Priorities 2022–2024

*Adopted at the 93rd Annual Meeting on April 23, 2022*

AAUW PA's public policy goals are to educate citizens about the impact of public policies on women and girls and to advocate for policies that will advance equity for women and girls. In Pennsylvania, AAUW actively endorses the national [AAUW Public Policy Program](#). AAUW Pennsylvania supports good governance, an informed citizenry, and community dialogue on critical issues. Biennial priorities are intended to complement national priorities and to be a focus for active educational and advocacy efforts by members in the state.

To enable members and all citizens to participate fully in a representative democracy and self-governance, AAUW PA advocates

- Awareness of issues so that members may be fully informed and empowered voters
- Opposition to measures likely to suppress voting rights
- Support for efforts to increase civil discourse and compromise between those with opposing views
- Efforts to Get Out the Vote, including voter registration and use of social media to promote voting

To support a quality system of public education, AAUW PA advocates

- Opposition to the diversion of public funds to non-public elementary and secondary education, charter and cyber charter schools
- Support for a fair and adequately funded system of public education
- Strengthening secondary and post-secondary programs that provide women with education, vocational training, and support for success in the workforce, including non-traditional occupations
- Policies promoting inclusion, diversity, equity and justice in our schools

To improve the economic self-sufficiency of all women, AAUW PA advocates

- Pay equity and fairness in compensation and benefits
- Raising the minimum wage and tipped minimum wage to an amount that would provide a meaningful boost to family incomes in Pennsylvania and help grow the state's economy
- Vigorous enforcement of employment anti-discrimination statutes
- Creating family-friendly workplace environments, including flexible workplace policies, paid leave for personal and family illness, and quality child-care facilities available to all parents regardless of their circumstances
- Improving retirement security
- Reducing the unprecedented level of student debt and the record high cost of college

To improve the operation and transparency of government, AAUW PA advocates

- Measures to improve the efficiency and effectiveness of government that can improve the well-being of women
- Efforts to end the practice of partisan redistricting, gerrymandering in Pennsylvania

# AAUW PA Financial Statement

Category Description	2021-2022 Budget	2021-2022 Actual	2020-2021 Budget	2020-2021 Actual	2019-2020 Budget	2019-2020 Actual	2018-2019 Budget	2018-2019 Actual	2017-2018 Budget	Actual YTD 6/30/18	4-yr actual averages
<b>INCOME</b>											
Dues (a)	\$13,030	\$9,415	\$14,339	\$19,975	\$14,726	\$16,735	\$16,852	\$17,020	\$19,000	\$17,886	\$17,904
Branch Donations (b)		\$100									
Interest Inc	\$40		\$40	\$21	\$30	\$48	\$30	\$43	\$30	\$45	\$39
Donations Accepted for National's Greatest	\$0	\$1,848									
Silent Auction Income	\$0										
Member Meeting - July Registration	\$750	\$635	\$0		\$1,500	\$1,640					\$410
Convention Income	\$15,850		\$0	\$962	\$13,675	\$1,415					\$594
NCCWSL donations	\$0	\$150	\$1,755	\$2,910	\$1,755	\$2,595					\$1,376
Transfer from Reserves	\$0		\$0		\$4,996	\$4,996					\$1,249
<b>TOTAL INCOME</b>	<b>\$29,670</b>	<b>\$12,148</b>	<b>\$16,134</b>	<b>\$23,868</b>	<b>\$36,682</b>	<b>\$27,429</b>	<b>\$16,882</b>	<b>\$17,063</b>	<b>\$19,030</b>	<b>\$17,931</b>	<b>\$21,573</b>
<b>EXPENSES</b>											
AAUW Donations to Greatest Needs Funds	\$2,000	\$2,402	\$50	\$1,850	\$50	\$18					\$467
Administrative Director	\$50		\$50	\$18	\$50	\$0	\$0	\$0	\$20	\$0	\$5
Archives	\$0		\$0		\$0	\$98	\$100	\$9	\$100		\$27
Name Tags	\$50		\$50		\$30	\$0	\$50	\$95	\$30	\$30	\$31
Finance Officer	\$50	\$44	\$25	\$16	\$25	\$30	\$25	\$107	\$25	\$46	\$50
PayPal Fees	\$0	\$92									
Membership	\$300		\$150	\$177	\$150	\$48	\$150	\$50	\$100		\$69
District Coord's - phone, travel, etc.	\$150		\$150		\$150	\$0	\$300	\$0	\$50		\$0
Liability Insurance	\$350		\$325	\$350	\$300	\$325	\$300	\$300	\$300	\$300	\$319
SurveyMonkey	\$407	\$407	\$407	\$407	\$384	\$407	\$360	\$360	\$336	\$360	\$384
Website	\$120		\$120		\$120	\$120	\$120	\$120	\$120	\$120	\$90
Zoom	\$600	\$583	\$583		\$0	\$583					\$146
Keystoner *	\$2,000	\$1,346	\$1,995	\$2,294	\$2,100	\$1,992	\$2,400	\$2,074	\$2,400	\$2,403	\$2,191
Board Meetings	\$1,862		\$0	\$122	\$9,839	\$3,526	\$8,422	\$5,585	\$12,000	\$6,480	\$3,928
NCCWSL Scholars - 4 in person grants	\$2,000	\$165	\$4	\$2,350	\$4,095	\$2,910	\$2,400	\$1,321	\$5,000	\$2,340	\$2,230
NCCWSL - Branch Donations (tie to line 11)											
CU Liaison	\$100		\$100	\$25	\$100	\$0	\$100	\$0			\$6
SAC In-person Meeting (not coming back)	\$0	\$0	\$740	\$0	\$740	\$0	\$740	\$0	\$800		
Student Impact Mini-Grant	\$1,000			\$850							\$213
C/U Flexible Fund	\$0		\$800								
Public Policy - Lobby Day	\$500	\$0	\$500	\$0	\$500	\$0	\$500	\$577	\$800	\$611	\$297
Public Policy - General	\$500		\$500		\$500	\$17	\$500	\$115	\$300	\$302	\$108
District Meetings	\$0		\$300		\$300	\$56	\$600	\$154	\$0		\$53
Board Visits to Branches	\$150	\$0	\$150	\$0	\$150	\$0		\$175	\$0		\$44
State Program -- Draw the Lines	\$0	\$0	\$0	\$0	\$1,000	\$261	\$2,000	\$1,025	\$4,800	\$225	\$378
State Program -- Work Smart	\$361	\$0	\$0	\$0	\$574	\$506					\$127
Member Meeting - Convention Cost	\$12,540		\$0	\$220	\$17,461	\$179	\$0	\$0	\$3,249	\$4,024	\$1,106
Member Meeting - Convention Program	\$0		\$0		\$2,500	\$962	\$0	\$0	\$4,588	\$2,598	\$890
Member Meeting - Yearbook	\$500		\$0		\$600	\$0	\$0	\$0	\$400	\$424	
Member Meeting - July	\$1,300	\$1,185	\$0	\$2,247	\$4,151	\$3,846	\$0	\$0	\$1,593	\$1,353	\$1,861
Honorariums	\$500	\$500		\$0							
<b>TOTAL EXPENSES</b>	<b>\$26,890</b>	<b>\$6,725</b>	<b>\$6,999</b>	<b>\$10,925</b>	<b>\$45,869</b>	<b>\$15,884</b>	<b>\$19,067</b>	<b>\$12,067</b>	<b>\$37,011</b>	<b>\$21,616</b>	<b>\$15,123</b>
<b>OVERALL NET PROFIT (LOSS)</b>	<b>\$ 2,781</b>	<b>\$ 5,423</b>	<b>\$ 9,135</b>	<b>\$ 12,943</b>	<b>\$ (9,187)</b>	<b>\$ 11,545</b>	<b>\$ (2,185)</b>	<b>\$ 4,996</b>	<b>\$ (17,981)</b>	<b>\$ (3,685)</b>	<b>\$ 6,450</b>
*Keystoner includes payments made and deductions from prepaid usps bulk permit account											
(a) Dues shown as cash basis, not accrual. \$4750 in 2021-22 dues were collected prior to 7.1.21. \$4750 + \$9375 = \$14,125											
(b) Donation from Fox Chapel 10-12, 2021 in appreciation for Ann Pehle's presentation											
<b>TOTAL ASSETS:</b>											
As of 3.31.22											
Checking Account	\$30,224										
Money Market Account	\$11,584										
CD	\$41,183										
<b>SUM</b>	<b>\$82,991</b>										

PAST PRESIDENTS OF AAUW-PENNSYLVANIA

**AAUW PA members serving in National Positions**

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** **Barbara Price**  
**Chair** **(Lower Bucks)**

**Governance** **Paula Tomko**  
**(Johnstown)**

**Inclusion &** **Jordan Glover**  
**Equity** **(State College)**

- 1926 Fanny Morgan, Pittsburgh
- 1929-1930 Audrey Jacobosky, Wilkes-Barre
- 1930-1932 Quasita Drake, Wilmington, DE\*
- 1932-1934 Fay Stockwell, Philadelphia
- 1934-1936 Greta Parrish, Pittsburgh
- 1936-1938 Elizabeth Oliphant, Susquehanna Valley
- 1938-1940 Dorothy Weeks, Chambersburg
- 1940-1942 Helen K. Champlin, State College
- 1942-1944 Gertrude Williams, Wilkes-Barre
- 1944-1946 Eileen McCarthy, Erie
- 1946-1948 Elizabeth Matthews, Harrisburg
- 1948-1950 Alice Talmadge, Allentown
- 1950-1952 Pauline Evansha, Hazleton
- 1952-1956 Alice Anderson, Philadelphia
- 1956-1958 Jeanette Tongren, Erie
- 1958-1960 Lucille Crozier, Pittsburgh
- 1960-1962 Etta Engle, Harrisburg
- 1962-1964 Marion Ketchum, Philadelphia
- 1964-1966 Jean Trend, Bethlehem
- 1966-1968 Elizabeth Dunkelberger, Gettysburg
- 1968-1970 Mary Purcell, Eastern Delaware County
- 1970-1972 Virginia Palmer, Valley Forge
- 1972-1974 Marian Haller, Erie
- 1974-1978 Marjorie Dunaway, State College
- 1978-1980 Ann S. Keim, Easton
- 1980-1982 Martha Zeller, Susquehanna Valley
- 1982-1984 Anne Harker Dayton, Grove City-Slippery Rock
- 1984-1988 Janice McElroy, Allentown
- 1988-1990 Karen Holmes Gallagher, Lansdale
- 1990-1992 Barbara Price, Levittown-Lower Bucks
- 1992-1996 Susan K. Nenstiel, Hazleton
- 1996-1998 Dorothy F. Goodman, Anthracite
- 1998-2000 Wendy Armour Dickinson, Harrisburg & Carlisle
- 2000-2002 Karen Allen, Lebanon Valley
- 2002-2004 Linda Haigh Tozier, North Hills-McKnight
- 2004-2006 Karen Rowe, York
- 2006-2008 Dot McLane, Lansdale
- 2008-2010 Deb Roney, Huntingdon  
Kate Sweeney, Makefield Area
- 2010-2014 Margaret McGrath, Fox Chapel Area
- 2014-2018 Dot McLane, Lansdale
- 2018- Ann Pehle, Carlisle

\*Until 1940, Pennsylvania and Delaware were one division.

# AAUW PA Branch Presidents

Branch	Contact	Email	Phone
Beaver Valley	Roberta Good	<a href="mailto:ramgood@comcast.net">ramgood@comcast.net</a>	
Beaver Valley	Kim Litz	<a href="mailto:kim.litz@yahoo.com">kim.litz@yahoo.com</a>	724-777-6486
Bethlehem	Linda Robbins	<a href="mailto:lrob164832@aol.com">lrob164832@aol.com</a>	484-347-4416
Carlisle	Kathleen Gorak	<a href="mailto:aauwcarlisleinfo@gmail.com">aauwcarlisleinfo@gmail.com</a>	
Doylestown	Diane Bridi	<a href="mailto:drbridi@gmail.com">drbridi@gmail.com</a>	
Easton	Karol D'Huyvetters	<a href="mailto:geebee65pa@gmail.com">geebee65pa@gmail.com</a>	601-751-5047
Easton	Nancy Kinzli	<a href="mailto:nancykinzli@gmail.com">nancykinzli@gmail.com</a>	610-217-2671
Erie	Ellen DiPlacido	<a href="mailto:eldip@aol.com">eldip@aol.com</a>	814-602-6730
Fox Chapel Area	Barbara Johnstone	<a href="mailto:barbarajohnstone@gmail.com">barbarajohnstone@gmail.com</a>	412-482-2871
Harrisburg	Marcia Hajduk	<a href="mailto:mahajduk@hacc.edu">mahajduk@hacc.edu</a>	
Harrisburg	Erica Voss-Meloy	<a href="mailto:ericameloy@comcast.net">ericameloy@comcast.net</a>	
Huntingdon	Deb Roney	<a href="mailto:aauwpaaaauwfunds@gmail.com">aauwpaaaauwfunds@gmail.com</a>	
Indiana Co	Susan Wheatley	<a href="mailto:wheatleyse@gmail.com">wheatleyse@gmail.com</a>	724-840-2875
Johnstown	Kathy Howanek	<a href="mailto:khowanek@hotmail.com">khowanek@hotmail.com</a>	814-659-2928
Lansdale	Karen Holmes	<a href="mailto:karen.pathofazul@gmail.com">karen.pathofazul@gmail.com</a>	215-307-5407
Lebanon Valley	Cathy Wieland	<a href="mailto:cathywsix@gmail.com">cathywsix@gmail.com</a>	717-304-1193
Lower Bucks	Kathleen Barniskis	<a href="mailto:kathybarniskis@gmail.com">kathybarniskis@gmail.com</a>	215-943-0258
Makefield Area	Kathy Quinn	<a href="mailto:kathymquinn7511@gmail.com">kathymquinn7511@gmail.com</a>	215-753-2657
North Eastern Montgomery County	Paula Cosden	<a href="mailto:pcosden@gmail.com">pcosden@gmail.com</a>	
North Hills Pittsburgh	Kelly Clouser	<a href="mailto:kelleyclouseraaauw@gmail.com">kelleyclouseraaauw@gmail.com</a>	
Pittsburgh	Patricia Byerly	<a href="mailto:aauwpaad@gmail.com">aauwpaad@gmail.com</a>	412-482-4419
Reading	Karen Parish	<a href="mailto:parishfm@ptd.net">parishfm@ptd.net</a>	610-781-9706
State College	Linda Friend	<a href="mailto:lx5@psu.edu">lx5@psu.edu</a>	
State College	Cindy Hall	<a href="mailto:cindyhall07@gmail.com">cindyhall07@gmail.com</a>	814-571-6472
State College	Sally Kalin	<a href="mailto:sallywkalin@gmail.com">sallywkalin@gmail.com</a>	814-880-4885
Valley Forge	Susan Norris	<a href="mailto:Sue.norris@verizon.net">Sue.norris@verizon.net</a>	610-246-8496
West Chester-Chester County	Deborah L Liczwek	<a href="mailto:liczwek@gmail.com">liczwek@gmail.com</a>	
West Chester-Chester County	Nancy E Paist-Riches	<a href="mailto:nancy.paist-riches@gmail.com">nancy.paist-riches@gmail.com</a>	
York	Nancy Buckley	<a href="mailto:nancybuckley7@yahoo.com">nancybuckley7@yahoo.com</a>	717-767-5054
AAUW PA Finance Officer	Ann Echols	<a href="mailto:aauwpafinance@gmail.com">aauwpafinance@gmail.com</a>	

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# Minutes of the 2022 AAUW PA 93rd Business Meeting

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April 23, 2022, Held virtually on Zoom

**Registered:** 55 members.  
**In attendance:** 48 members.

**Call to Order and Welcome.** Ann Pehle called the meeting to order at 10:05am and welcomed the members to the 93rd Annual Meeting of AAUW-PA. Ann discussed the separation of the Annual Meeting and State Convention for timing purposes. Noted that all registrants received a link to Agenda, Rules of Order, 92nd Annual Meeting Minutes, proposed bylaw amendment, and proposed Public Policy Priorities. Zoom etiquette was reviewed.

**Introductions.** Ann made mention of Past Presidents on the call—Barbara Price, Deb Roney, and Linda Tozier. Members who are currently serving on the AAUW national committees and task forces: Advancement—Linda Tozier, North Hills Pittsburgh; Public Policy Chair—Barbara Price, Lower Bucks; Governance—Paula Tomko, Johnstown; Diversity Equity and Inclusion—Jordan Glover, State College; and Nominating Committee—Cindy Hall, State College. Ann thanked the AAUW Board Members for serving on the Board.

**Voting Procedures.** Deb Roney noted that only members of AAUW PA branches are eligible to participate or vote on AAUW PA business at the Annual Meeting. State officer candidate voting was held online and via paper ballots or branch events between March 2 and April 13, 2022. The results will be reported during this meeting. There will be no officer candidate voting during this annual meeting.

**Credentials Report.** Ajla Lausegger noted that each member of the State in good standing as the official notice of the meeting (March 23, 2022) is entitled to one vote. Ajla further elaborated that pursuant to Article XVI, Meetings of the Affiliate, Section 8, indicates “The quorum shall be a majority of the registered eligible voters at an election event who cast a vote.” As of April 22, 2022 at 12:00pm, there are 47 eligible members from 16 branches and 2 National/State members registered for the Annual Meeting. A quorum is considered to be 24 (51%) of these eligible voters. Ajla moved for the adoption of the credentials. Chris Zuzack (Harrisburg) seconded. All members voted in favor of the adoption of the Credentials Report. The presence of a quorum was declared.

**Adoption of Rules of Order and Agenda.** Deb Roney noted that AAUW PA bylaws (June 2020) Article XVI,

Section 5, indicates Affiliate annual business meeting rules shall be proposed by the Affiliate board of directors and considered by each Affiliate annual business meeting as its first order of business. Deb referenced that registrants to today’s meeting were sent a link to the Rules of Order and the Agenda. Deb moved for the adoption of the Rules of Order and Agenda. Sally Kalin (State College) seconded. There was no objection. The members voted in favor of accepting the Rules of Order and Agenda.

## **Minutes of the 2021 State Annual Business Meeting.**

Ajla indicated that the 2021 Annual Business Meeting minutes were reviewed by Sue Johnston (State College) and Eva Kaufmann (West Chester-Chester County) with a link to the minutes having been sent to registrants of today’s meeting. They will be included in the June Keystoner. Ajla moved for the acceptance of the 2021 Annual Meeting Minutes as written into the record. The members did not object to accepting the Minutes by general consensus. All agreed and accepted the 2021 Annual Meeting Minutes as written (by general consent).

## **Committee to Review the 93rd Annual Meeting Minutes.**

Ann noted that Deb Roney, AAUW Funds Chair (Huntingdon), and Sue Johnston, Central District Coordinator (State College), have been asked and have agreed to review the minutes for this year’s Annual Business Meeting.

## **Nominating and Elections Committee Report.**

Deb Roney presented the candidates for 2022-2024 term: Cindy Hall—President; Lori Woods—Program Vice President. Deb dispensed with the reading of the candidate bios, which members received during the election process. Ann indicated that the officer election was completed via online voting, paper ballots, and branch voting. Deb noted that votes were cast by members from 25 of 34 AAUW PA branches. The Nominating and Elections Committee received 131 votes online, results from 2 branch voting events with 19 total votes cast, and 3 paper ballots with signatures of members on the member identification box that is separated from the ballot after verification of eligibility. All paper ballots were opened by Deb Roney, as Nominating and Elections Chair. Tallies showed 152 votes for Cindy Hall for President and 153 votes for Lori Woods for Program VP. There was one write-in vote cast for President. Ann declared the

election of candidates Cindy Hall and Lori Woods and thanked the branches for promoting the AAUW PA Officer elections, as well as those who voted. Ann referenced that 73% of PA branches voted in this election and congratulated Cindy and Lori. The installation of new officers will take place on June 5, 2022 at the AAUW PA State Convention.

**AAUW Pennsylvania Board Office Reports.** Ann noted that the 2020-2021 individual board officer reports will be posted on the state website in July.

**AAUW Pennsylvania Bylaws Proposal.** Deb requested members to refer to the slide for the proposed bylaw amendment. The Bylaw proposal was in the March Keystoner and is on the 2022 Annual Meeting website. Deb read the bylaw amendment and changes being proposed:

CURRENT	PROPOSED
ARTICLE XI. AFFILIATE OFFICERS Section 1. Affiliate Officers	ARTICLE XI. AFFILIATE OFFICERS Section 1. Affiliate Officers
e. No elected officer shall hold more than one office at a time, and no officer shall be eligible to serve more than two consecutive terms in the same office. No officer with the exception of the president shall be eligible to serve on the board for more than eight consecutive years	e. No elected officer shall hold more than one office at a time, and no officer <b>except the administrative director</b> shall be eligible to serve more than two consecutive terms in the same office. No officer with the exception of the president <b>and the administrative director</b> shall be eligible to serve on the board for more than eight consecutive years

Deb moved the Proposed Amendment to the bylaw ARTICLE X.I AFFILIATE OFFICERS NOMINATIONS AND ELECTIONS; Section 1. Nominations; part e be adopted for the first sentence and the second sentence separately. Ajla Laussegger seconded both changes. There was no discussion. All members voted in favor of the proposed amendment.

**Public Policy Priorities Discussion.** Barbara Price introduced the Proposed Public Policy Priorities for 2022-2024. Barbara Price moved that the 2022-2024 Proposed Public Policy Priorities be adopted. Chris Zuzack (Harrisburg) seconded. There was no discussion. All members voted in favor of the aforementioned adoption.

**Unfinished Business.** Ann inquired if there was unfinished business to be discussed. No comments were provided.

**New Business.** Ann noted that for the 2023-2025 Officer Election the officer positions to fill are Membership VP, Finance Officer, and Secretary. A chair of the Nominating and Elections committee will be appointed by Cindy Hall at the July 2022 Board Meeting. Ann further clarified the next District meetings will be held at the June 2022 AAUW PA State Convention and a representative from each district to the Nominating and Elections Committee will be selected. Ann announced the disbandment of Clearfield Area, Towanda, and Makefield Area. Members of the

AAUW PA Board, especially Membership VP, DC (East) and DC (West) have been working with struggling branches to help problem solve and offer solutions, but the decision to disband is made by branch members. Ann reviewed Member Awards and noted that 20 branches awarded 21 Outstanding Woman and 16 branches awarded 17 Member Making a Difference and 61 members from 13 branches are Named Gift Honorees. AAUW PA created and mailed certificates and will highlight the recipients at the June State Convention and include their names and contribution in the Yearbook published in June. Ann announced the AAUW PA Special Honoree award received by Sue Zitnick of AAUW York. She presented the award to Sue at the AAUW York April branch meeting and the tribute to her will be in the Yearbook, which will also be shared at the June State Convention. Ann gave a shout out to all those members working at the branch level to achieve success, such as those serving in elected positions; those working steadfastly in their branches to earn recognition; those remaining dedicated to AAUW through and through for many years; those guiding branches to national recognition; and those sharing their talent.

**Announcements.** Pat Byerly indicated that AAUW PA moved to the format of one state meeting a year, starting in fiscal year 2019. The next AAUW PA State Convention will be June 3-5, 2022 at the Central Hotel and Conference Center in Harrisburg. Pat further outlined that the next Summer Retreat will be July 2023 and that the State Convention will be in April 2024. She also urged everyone to vote in the AAUW National election.

**Ann Pehle's Final Remarks.** Ann announced that June 30th marks the end of her second term as AAUW PA President and noted she has enjoyed the last 4 years and feels like many good things were accomplished in addition to overcoming the hurdles of COVID. Ann encouraged those who want to work at the State level to reach out to Cindy Hall, as she will be looking to fill many positions with the State Board. Ann made mention of Lee Wolfe's second term ending on June 30th as Program VP. Ann thanked Lee for taking the 2020 State Convention and 2021 Summer Retreat to Zoom so wonderful content could continue to be experienced by members.

**Adjournment.** Ann inquired whether there was any further business to be discussed. Deb Roney (Huntingdon) moved to adjourn. Kelley Clouser (North Hills – Pittsburgh) seconded. All members voted in favor of adjourning the meeting. The 93<sup>rd</sup> Annual Meeting was adjourned at 10:44am.



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**THE AAUW BOARD OF DIRECTORS  
WISHES TO ACKNOWLEDGE AND THANK THESE  
VISIONARY PENNSYLVANIA LEGACY CIRCLE MEMBERS**

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<b>Anonymous</b>	<b>Susan K. Nenstiel</b>
<b>Arlene K. Butts Umstead</b>	<b>Frances C. Nyce</b>
<b>Patricia Byerly</b>	<b>Ann K. Pehle</b>
<b>Ruth Damsker</b>	<b>Jo Ann Piotrowski</b>
<b>Kimberly S. Edgar</b>	<b>Linda L. Robbins</b>
<b>Dorothy McLane</b>	<b>Amber Summers</b>
<b>Marjorie M. Mowery</b>	<b>Elizabeth Summers</b>
<b>Sue A. Zitnick</b>	



*For more information about joining the AAUW Legacy Circle, please contact  
AAUW Senior Director of Institutional Advancement, Katrina Sun Breese at*

*[breesek@aauw.org](mailto:breesek@aauw.org) or (202) 785-7766*



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# AAUW PA Student Organizations

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## Student Mini-Impact Grant Fund Recipients

### PERIOD PROJECT - MENSTRUATION EQUALITY

Megan Curtis, (she/her/hers), Economics Major, Theory Track at Moravian University ('24), and AAUW Student Group Treasurer and MAC Representative, requested funds to continue the Period Project (\$250).

The goal of this project is to provide free period products in women's and gender-neutral bathrooms across campus to support those who menstruate and do not have adequate access to products due to financial insecurity or any other reason. This project is the result of collaboration efforts between Moravian AAUW Student Group, Spectrum—LGBTQ+ Organization, USG—Moravian United Student Government, and AAUW Bethlehem Branch.

These student groups work together weekly to restock the baskets in 15 bathrooms across campus. The goal is to also expand the reach of the program to stock more bathrooms including finding ways to have products in male bathrooms without them being vandalized or misused as they have unfortunately been in the past.

Period Project is interested in not just helping women, but trans and nonbinary students on campus as well by giving everyone who may not feel comfortable buying these products a safe space to access them. This is why having Spectrum, an LGBTQ+ organization on our campus, collaborate with us is so important. The grant was awarded to continue the volunteer work to offer free period products, to assist in creating menstruation equality in women's and gender-neutral bathrooms across campus.



Megan Curtis

### SISTER TO SISTER SUMMIT

Julia Wedeking, (she/her/hers) Social Work POE Major at Juniata College ('24), AAUW Vice President, and Fatou Barrow, International Business Major at Juniata College ('22), applied for a grant to assist in funding the annual Sister to Sister Summit (\$400). It is hosted at Juniata College by the AAUW @Juniata Student Organization, in collaboration with the Social Work Service Club, Community Engagement Office, Women in Physics, Instructors of the Future, PLEXUS, JC Menstrual Movement and the AAUW Huntingdon Branch.

The program is a daylong event for middle school girls/feminine-aligned identities. The middle school students apply using questions developed by AAUW National and are chosen by their school counselors. AAUW @Juniata chooses themes based on the girls' answers. After a theme is decided, the summit is designed using fun activities and facilitated conversation guides.



Julia Wedeking

The purpose of this event is to help girls/feminine-aligned participants with honing their academic, social, and personal skills. Facilitators have experience with similar problems or experiences that the participants will be going through. Participants will be holding conversations on topics such as, but not limited to, identities, relationships, how social issues affect academics, future goals, family, self-care, and more. AAUW also encourages conversations about gender equity and women-based

issues. Participants can gain a deeper understanding of the people around them and have new perspectives or advice on experiences/problems that they may be struggling with. Participants are also able to connect with different students across different schools and make new friends. Volunteers are also able to take on leadership/mentor roles that can further their career experiences and improve their characters.



Fatou Barrow

The Sister to Sister Summit hopes to provide an authentic life-changing experience for everyone involved. They hope to create healthy connections with participants and the local community. Girls can experience the strength of having support systems and being able to communicate with others.

**NCCWSL PA Grant Recipients**  
**For the 2022 National Conference for College Women Student Leaders**

<b>Undergraduate Students</b>		
Name	College	Major
Sofia Perrone	Dickinson College	Anthropology and German
Haleigh Keyser	University of Pittsburgh—Johnstown	Nursing

<b>AAUW Pennsylvania College &amp; University Members As of January 16, 2022</b>	<b>E-Student Affiliate Members</b>
Allegheny College	0
Bloomsburg University	0
Carnegie Mellon University	0
Community College of Beaver County	0
Delaware Valley University	0
Dickinson College	0
Indiana University of Pennsylvania	5
Juniata College	4
La Roche University	1
Lafayette College	0
Lehigh University	0
Lock Haven University	0
Moravian University	0
Penn State University - University Park	0
Penn State University - Beaver	0
Penn State World Campus	5
Pennsylvania College of Technology	0
Robert Morris University	0
Saint Francis University	3
Slippery Rock University	1
University of Scranton	0
Villanova University	0
West Chester University of Pennsylvania	0
<b>No School Affiliation/Student Resides in PA</b>	
Student Affiliate Branch	7
Student Affiliate National	2
<b>Total</b>	<b>28</b>

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# AAUW Pennsylvania Bylaws

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Adopted at the 93rd Annual Meeting on April 23, 2022

## ARTICLE I. NAME AND GOVERNANCE

Section 1. Name. The name of the organization shall be the American Association of University Women (AAUW) of Pennsylvania, hereinafter known as the "Affiliate."

Section 2. Affiliate. AAUW Pennsylvania is an Affiliate of AAUW as defined in Article V.

Section 3. Legal Compliance. The Affiliate shall comply with the requirements of AAUW and federal, state, and local law. The bylaws of the Affiliate shall in no way conflict with the AAUW Bylaws and/or policies.

## ARTICLE II. PURPOSE

Section 1. Purpose. The purpose of AAUW is to advance equity for women and girls through advocacy, education, philanthropy, and research. The purpose of the Affiliate is to further AAUW purposes and policies.

Section 2. Policies and Programs. In keeping with this purpose, the Affiliate shall promote equity, education, and development of opportunities for women and girls that enable them to realize their full potential.

## ARTICLE III. USE OF NAME

Section 1. Policies and Programs. The policies and programs of AAUW shall be binding on all members engaged in AAUW activities, and no member shall use the name of AAUW to oppose such policies or programs.

Section 2. Proper Use of Name and Logo. The name and logo of AAUW may be used only by members (as defined below at Article IV, Section 2) and Affiliates (as defined below at Article V, Section 1) only according to policies and procedures established by the AAUW Board of Directors; others may do so only according to written licenses.

Section 3. Individual Freedom of Speech. These bylaws shall not abridge the freedom of speech of any AAUW member to speak an opinion in the member's own name.

## ARTICLE IV. MEMBERSHIP AND DUES

Section 1. Composition. The members of AAUW at present consist of members ("Individual Members") and college/university members ("College/University Members").

Section 2. Basis of Membership.

a. Individual Members.

(1) Eligibility. An individual holding an associate's (or equivalent, e.g., RN), bachelor's, or higher degree from a higher education institution accredited by a regional

accrediting agency recognized by the U.S Department of Education (an "Accredited Higher Education Institution") or other qualified educational institution located outside of the United States, as determined by the AAUW Board of Directors, shall be eligible to receive admission to AAUW membership; such membership shall be granted upon payment of AAUW dues. The provisions set forth in this section are the sole requirement for eligibility and admissibility to AAUW membership except that the AAUW Board of Directors may establish a process to assess credentials that are submitted based on degree equivalence.

(2) Appeals of Refusals of Admission to Membership. Any potential Individual Member or College/University Member who claims qualification for membership in AAUW and who has been refused admission to membership may present credentials to the AAUW Board of Directors for review. The decision of the AAUW Board of Directors shall be final.

(3) Saving Clause. No Individual Member shall lose membership due to any change in the status of the higher education institution upon which original qualification for membership was based.

(4) Life Membership.

(a) Paid. An Individual Member may become a life member (a "Life Member") upon a one-time payment of twenty years' annual AAUW dues, based on the amount of annual AAUW dues the year the Member elects to become a Life Member. Thereafter, the Life Member shall be exempt from the payment of AAUW national dues.

(b) Fifty-Year Honorary. An Individual Member who has paid AAUW dues for fifty years shall become a Life Member and shall thereafter be exempt from the payment of AAUW national dues.

b. College/University Members. Any Accredited Higher Education Institution or other qualified higher education institution located outside the United

States, as determined by the AAUW Board of Directors, that pays annual dues to AAUW shall be eligible to be a College/University Member. Each College/University Member shall appoint one or two representatives who are eligible to be Individual Members and who shall each have the membership benefits of an Individual Member and any other benefits that accrue to representatives of College/University Members, as determined by the AAUW Board of Directors.

Section 3. Student Associates. The AAUW Board of Directors may permit undergraduate students enrolled in Accredited Higher Education Institutions or in other qualified educational institutions located outside the United States, as determined by the AAUW Board of Directors, to associate with AAUW, with fees (if any) and benefits as determined by the AAUW Board of Directors.

Section 4. Dues.

- a. Amount. The annual dues and Member benefits for any category of Member shall be established by a two-thirds votes of the AAUW Board of Directors. Members shall be notified of the intent to consider a change in the dues, the proposed amount, and the rationale for the change at least 60 days prior to the vote.
- b. Payment. Member dues shall be payable in accordance with procedures established by the AAUW Board of Directors.

Section 5. Severance of Membership. Any Member may be suspended or removed from membership for any conduct that tends to injure AAUW or to adversely affect its reputation or that is contrary to or destructive of its mission according to these bylaws, with action taken following policies and procedures adopted by the AAUW Board of Directors. In addition, a College/University Member that is no longer eligible for membership shall be removed from membership as soon as practicable after it loses its eligibility.

## Article V. AAUW AFFILIATES

Section 1. AAUW Affiliate Defined. An AAUW Affiliate (“Affiliate”) is an organization affiliated with AAUW for the purpose of supporting AAUW’s mission through Affiliate programs, fundraising, networking, and/or other activities. Affiliates are typically nonprofit membership organizations under state law and may also have been recognized as tax-exempt 501(c)(3) or 501(c)(4) organizations under the Internal Revenue Code. An Affiliate may use AAUW’s name and/or logo only if approved by the AAUW Board of Directors.

Section 2. Organization.

- a. Purpose. Affiliates shall promote the purposes, programs, and policies of AAUW.
- b. Bylaws. Affiliates shall develop bylaws as meet their needs. However, any such bylaws shall not conflict with AAUW Bylaws or with applicable law.
- c. Structure. Affiliates may create such leadership structures as meet their needs. Each Affiliate shall provide AAUW with designated contacts for administration and finance.

Section 3. Loss of Recognition of an Affiliate.

- a. The AAUW affiliation status of an Affiliate may be revoked for cause through affiliation review procedures specified by the AAUW Board of Directors.
- b. The Affiliate shall have the right to appeal to the AAUW Board of Directors within a designated period.

Section 4. Property and Assets. The title to all property, funds, and assets of an Affiliate is vested in the Affiliate. An Affiliate shall have complete control of its property and assets,

except that such property and assets shall not be used for any purpose contrary to AAUW’s purposes. In the event of the dissolution of an Affiliate or the termination of an Affiliate’s affiliation with AAUW, all assets of the Affiliate shall be transferred and delivered to AAUW or to another Affiliate designated by AAUW. AAUW may solicit and consider recommendations from local leaders before making a designation.

## ARTICLE VI. PARLIAMENTARY AUTHORITY

The rules contained in the most current edition of *Robert’s Rules of Order Newly Revised* shall govern the Affiliate in all instances in which they are applicable and in which they are not inconsistent with the AAUW Bylaws or with the requirements of AAUW or applicable laws.

## ARTICLE VII. AAUW-MANDATED AMENDMENTS TO THE BYLAWS

AAUW-mandated amendments shall be implemented by the Affiliate’s board of directors without a vote of the Affiliate’s membership and as prescribed by the AAUW Board of Directors.

## ARTICLE VIII. AFFILIATE USE OF NAME

Section 1. Affiliate Policy. The policies and program of the Affiliate on matters of statewide scope shall be binding on all members and branches, and no member or branch shall use the name of the Affiliate to oppose such policies and program. No action in the name of the Affiliate shall be taken on any matter of statewide scope on which the Affiliate has no policy.

Section 2. Affiliate Public Policy. The Public Policy chair(s) and Public Policy committee in consultation with the president shall determine whether

any particular state matter is one on which the Affiliate has a policy and whether any particular action is in accord with the Affiliate policies and principles. No action in the name of the Affiliate shall be taken on any matter until such determination has been made. Should either chair or the president so request, a matter may be referred to the Affiliate board of directors for final determination.

## ARTICLE IX. AFFILIATE MEMBERSHIP AND DUES

Section 1. AAUW National Members. An AAUW national member residing within Pennsylvania may become a member-at-large of the Affiliate upon payment of Affiliate dues.

Section 2. Dues.

- a. AAUW Branch Members. Individuals belonging to a branch in Pennsylvania are required to pay annual Affiliate dues. The annual Affiliate dues for individual branch members and members-at-large shall be determined by a two-thirds vote of those present and voting at the Affiliate Annual Business Meeting, provided that notice has been given to all the members.
- b. AAUW Paid Life Members. AAUW Paid Life Members who are branch members of the Affiliate are required to pay annual Affiliate dues.
- c. AAUW Fifty-Year Honorary Life Members. AAUW Fifty-Year Honorary Life Members who are branch members within the Affiliate are exempt from the payment of Affiliate dues.
- d. AAUW C/U Representatives. AAUW C/U Representatives are required to pay Affiliate dues. Branches may choose whether or not to charge branch dues to C/U representatives.
- e. Affiliate dues include the AAUW *Keystoner* publication distributed to all members electronically or by mail.

Section 3. Payment. Affiliate dues shall be forwarded by the branch treasurer or finance officer postmarked no later than August 10. A member whose dues remain unpaid after August 10 shall be dropped from membership.

- a. Reciprocity. A current paid member of a branch or comparable AAUW-affiliated entity may transfer membership to another branch or comparable AAUW-affiliated entity without payment of additional dues.
- b. New Members. New members may join the Affiliate at any time. Affiliate dues are payable upon joining.

## ARTICLE X. AFFILIATE NOMINATIONS AND ELECTIONS

Section 1. Nominations.

- a. There shall be a Nominating and Elections Committee composed of a Chair from the Affiliate board appointed by the president plus a representative from each district in the Affiliate. District representatives will be selected at district caucuses.
- b. Individual members or branches may nominate a candidate for election provided they acquire the written consent of the candidate and forward the information on the form provided to the Nominating and Elections Committee by the designated due date.
- c. The Nominating and Elections Committee shall present a slate of nominees to the membership at least one month prior to the Affiliate annual business meeting. (NOTE: This may be done through the KEYSTONER.)
- d. If no candidate is identified for an office in time to be included on the ballot, the Executive Committee will appoint someone at the first meeting of the newly elected board.

Section 2. Elections.

- a. All elections shall be held annually. All elections shall be conducted under the oversight of the Nominating and Elections Committee.
- b. All members are encouraged to vote in all elections of the Affiliate. To facilitate voting by members, voting by mail, electronic means or other long-distance methods may be utilized, as they become feasible. Any voting method must be approved by the Board of Directors and functional at least 2 months prior to any meeting at which it will be used.
- c. Elections shall be by secret ballot, show of hands or voice (at an in-person meeting). Election shall be by a majority vote of voting either in person or by other approved methods, or by plurality if there are three (3) or more candidates for a position.

## ARTICLE XI. AFFILIATE OFFICERS

Section 1. Affiliate Officers.

- a. The elected officers or co-officers shall be president, program vice president, membership vice president, secretary, and finance officer.
- b. The appointed officers shall include officers fulfilling the functions of administrative director and public policy and such other functions as deemed necessary by the Affiliate board of directors.
- c. The above-mentioned elected and appointed officers shall be members of AAUW and the Affiliate and shall have qualifications necessary to execute the duties of the respective offices.

- d. Officers shall serve for a term of two year(s) or until their successors have been elected or appointed and assume office. The term of each officer shall begin on July 1.
- e. No elected officer shall hold more than one office at a time, and no officer except the administrative director shall be eligible to serve more than two consecutive terms in the same office. No officer with the exception of the president and the administrative director shall be eligible to serve on the board for more than eight consecutive years.
- f. The incoming president may call a meeting of the incoming officers prior to July 1.
- g. All vacancies in office, except that of president, shall be filled for the unexpired term by the executive committee. Any officer so appointed shall hold office until the next Affiliate annual business meeting, at which time the unexpired terms, if any, shall be filled by election. A vacancy in the office of president shall be filled by the following method: the program vice president shall move to the presidency.
- h. The president and program vice president shall be elected in even-numbered years. The membership vice president, secretary, and finance officer shall be elected in odd-numbered years.

**Section 2. Affiliate Officer Duties.**

- a. Affiliate Officers shall perform the duties prescribed by these bylaws, by the rules of procedure and policy adopted by the board of directors, by the current edition of Robert's Rules of Order, Newly Revised and by the Affiliate policy manual. The elected and appointed directors shall facilitate and promote the purpose and mission of AAUW.
- b. The president shall be the official spokesperson and representative for the Affiliate, shall be responsible for submitting such reports and forms as required by AAUW, and shall be the designated contact from the Affiliate to AAUW.
- c. The vice presidents shall perform such duties as the president and board shall direct.
- d. The secretary shall record and keep minutes of all business, board, and special meetings, and is the member designated to record and make available upon request, the minutes of each meeting and board meeting. The secretary shall perform such other duties as the president and board shall direct.
- e. The finance officer shall be responsible for collecting, distributing, and accounting for the funds of the Affiliate and for meeting specific deadlines. The finance officer shall serve as custodian of all funds and securities, and as the designated contact for finance to AAUW.
- f. All elected officers may submit an annual written report to the president, board of directors, and members at the end of the fiscal year.

## **ARTICLE XII. AFFILIATE BOARD OF DIRECTORS**

**Section 1. Composition.** The board of directors shall include the elected and appointed officers of the Affiliate. The Affiliate must have a minimum of two separate officers, one responsible for the management of the Affiliate and one responsible for the financial affairs. In addition, the Affiliate shall designate a member other than the contacts for administration and finance to record and make available upon request the minutes of each noticed Affiliate or multi-Affiliate meeting and board meeting.

**Section 2. Administrative Responsibilities.**

- a. The board shall have the general power to administer the affairs of the Affiliate and to initiate and carry out its programs and policies.
- b. The board may adopt rules to govern its proceedings.
- c. The board shall have fiscal responsibilities as outlined in Article XVI, Financial Administration, Section 2.
- d. It shall approve the programs for Affiliate meetings.
- e. It shall approve the establishment of special committees, working groups, and task forces.

**Section 3. Branch Recommendations.** The board shall recommend to AAUW action to be taken in regard to the admittance of new branches or the discontinuance of current branches.

**Section 4. Meetings.** Meetings of the board shall be held at least two times per year.

**Section 5. Special Meetings.** Special meetings may be called by the president and shall be called upon written request of five board members, provided that at least five days notice of such meeting and its agenda have been given to the board members.

**Section 6. Quorum.** The quorum for a meeting of the board shall be a majority of the voting members. Co-officers shall be considered as one voting member of the board.

**Section 7. Voting Between Meetings.** Between meetings of the Affiliate board, a vote may be taken at the request of the president on any question submitted in writing, conference call, or any electronic means to all members of the board. Deadline for responses shall be ten days after the question has been submitted. Board members shall send their vote to the secretary. A majority of responses shall be required for the

vote to be counted and when the vote is counted it shall have the same effect as if cast at a meeting of the board. The board shall be immediately notified of the result.

Section 8. Delegation of Authority. The board may delegate such authority as it deems necessary to the executive committee.

Section 9. Removal from Office. A member of the board of directors may be removed for any reason by a two-thirds vote of the board in accordance with policies and procedures adopted by AAUW and the Affiliate.

### ARTICLE XIII. AFFILIATE EXECUTIVE COMMITTEE

Section 1. Composition. The executive committee shall be composed of the elected officers. The administrative director shall be a non-voting member of the committee.

Section 2. Duties. The executive committee may act for the board of directors between board meetings and shall have such power and duties as may be delegated to it by the board. The executive committee shall:

- a. Make recommendations to the board of directors.
- b. Report to the board of directors on its activities and action taken.
- c. Fill a vacancy in any office except that of the president.
- d. Accept and request resignations of board members.

Section 3. Meetings. The executive committee shall meet at the call of the president; and at other times at the written request of two members of the committee, provided at least five days' notice has been given to the members together with the agenda.

Section 4. Quorum. The quorum shall be a majority of the voting members of the executive committee. Co-officers shall be considered as one voting member of the executive committee.

Section 5. Voting Between Meetings. A written, conference-call, or electronic vote may be taken at the request of the president on any question submitted in writing, by the previously mentioned means, to all members of the executive committee. Voting shall close ten days after the question has been submitted. If a majority shall vote on a question, the vote shall be counted and shall have the same effect as if cast at a meeting of the executive committee. Votes of the committee members shall be sent to the secretary of the Affiliate.

### ARTICLE XIV. AFFILIATE COMMITTEES

Section 1. Establishing Committees. The president may establish standing and special committees as needed with consent of the board.

Section 2. Composition. Committee chairs shall be members of AAUW and the Affiliate and shall be appointed by the president and confirmed by the Affiliate board of directors. Committee chairs may serve on the Affiliate board of directors as determined by the president and confirmed by the board at the time of appointment and confirmation.

Section 3. Purpose.

- a. With the approval of the board, each committee shall formulate programs and activities to carry forward the mission of AAUW within the Affiliate.
- b. When required by the board of directors, the chair of each committee shall report to the Affiliate president.

### ARTICLE XV. FINANCIAL ADMINISTRATION

Section 1. The fiscal year shall correspond with that of AAUW and shall begin on July 1.

Section 2. Financial Policies. The Affiliate shall set and maintain policies and procedures to control financial records consistent with generally accepted accounting principles and federal, state, and local laws, including an annual financial review.

### ARTICLE XVI. MEETINGS OF THE AFFILIATE

Section 1. Annual Meeting. The Affiliate shall hold an annual business meeting. The purpose of the annual business meeting will be to conduct the business of the Affiliate. The exact date, time, and place of the Affiliate annual business meeting shall be determined by the board of directors.

Section 2. Special Meetings. Special meetings may be called by the president, or shall be called by the president on the written request of two-thirds of the members of the board of directors or two-thirds of the members of the Affiliate.

Section 3. Meetings Notice. Notice of meetings shall be sent to all branches, members of the Affiliate board of directors, AAUW, C/U members' representatives, and Affiliate members-at-large at least 30 days prior to the meeting.

Section 4. Voting.

- a. Each member of the Affiliate in good standing as of the official notice of the meeting is entitled to one vote at any annual or special meeting of

members.

- b. Votes for candidates for office in the Affiliate may be cast by approved methods as described in ARTICLE X., Section 2. b and c, of these Bylaws.
- c. Votes on amendments to these Bylaws may be cast by approved methods as described in ARTICLE X, Section 2b and c, of these Bylaws.

Section 5. Meeting Rules. Affiliate annual business meeting rules shall be proposed by the Affiliate board of directors and considered by each Affiliate annual business meeting as its first order of business.

Section 6. Meeting Attendance. All Affiliate meetings, including meetings of the board of directors, shall be open and may be attended by any member of the Affiliate.

Section 7. Special Circumstances. If circumstances prevent the holding of an Affiliate meeting, the board of directors shall provide for the conduct of necessary business.

Section 8. Quorum. The quorum shall be a majority of the registered eligible voters at an election event (branch meeting, electronic voting, paper ballot voting, or other Board of Directors approved method of voting) who cast a vote.

### ARTICLE XVII. AFFILIATE PARLIAMENTARY AUTHORITY

The rules contained in the most current edition of *Robert's Rules of Order Newly Revised* shall govern the Affiliate in all instances in which they are applicable and in which they are not inconsistent with these bylaws or with the requirements of AAUW or the laws of the Commonwealth of Pennsylvania.

### ARTICLE XVIII. AFFILIATE INDEMNIFICATION

Every board or committee member may be indemnified by the Affiliate against all expenses and liabilities, including counsel fees, reasonably incurred or imposed upon such members of the board or committee in connection with any threatened, pending or completed action, suit or proceeding to which the board or committee member may become involved by reason of being or having been a member of the Affiliate, or any settlement thereof, unless adjudged therein to be liable for negligence or misconduct in the performance of duties. In the event of a settlement the indemnification herein shall apply only when the Affiliate board approves such settlement and reimbursement as being in the best interest of the Affiliate. The foregoing right of indemnification shall be in addition to and not exclusive of all other rights to which the member of the board or committee is entitled.

### ARTICLE XIX. AMENDMENTS TO AFFILIATE BYLAWS

Section 1. Non-AAUW-mandated Amendments Member Vote. Provisions of these bylaws not governed by the bylaws of AAUW may be amended at the Affiliate annual business meeting by a two-thirds vote of those voting, either in person or by other approved methods as described in ARTICLE X, Section 2, c, of these bylaws, provided that written notice shall have been sent to the members at least six weeks prior to the meeting or, if the previous notice has not been given, by unanimous vote of the Affiliate annual business meeting.

Section 2. Branch Compliance. An amendment to the bylaws of the Affiliate shall become effective and binding on all branches within the Affiliate.

Section 3. Final Approval. The Bylaws of the Affiliate and all subsequent amendments thereto shall be forwarded to the chair of the AAUW Governance Committee for approval.

### ARTICLE XX. AFFILIATE PROPERTY

Section 1. Title. The title for all property, funds, and assets of the Affiliate, whether incorporated or not, shall at all times be vested in the Affiliate for the joint use of members, and no member or group of members shall have any severable right to all or any part of such property. The Affiliate shall have complete control over the acquisition, administration and disposition of its property without consent of AAUW, except that such property shall not be used for any purposes contrary to those of AAUW.

Section 2. Dissolution. In the event of the dissolution of the Affiliate or the termination of its affiliation with AAUW, all assets of the Affiliate shall be transferred and delivered to AAUW or to an AAUW affiliated entity designated by AAUW.

Bylaws Modifications Adopted on the following dates:

November 1977	December 1985	April 2016	May 2007	April 2012
November 1979	June 1986	May 2000	April 2008	January 2017
September 1981	September 1987	May 2001	January 2009	April 2018
December 1982	May 1992	April 2002	October 2009	June 2020
December 1983	January 1998	December 2005	April 2010	April 2022