



PROGRAM

Friday, July 28th
Wyndham Gettysburg
Saturday, July 29th
Gettysburg College

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MESSAGE FROM THE PRESIDENT



Welcome to the AAUW PA Summer Retreat . . .

What a special weekend—to be able to come together in Gettysburg where history was made. You may have been here before or even more than once, but today your visit is framed beyond tourism. We have come with the expectation of learning from each other and capturing sparks of inspiration to take back to our members and our communities. Among us are teachers, engineers, accountants, artists, writers, scholars, and students. All with a common desire to create a better world for women and girls. We know that when we join forces under the AAUW vision, we are a formidable force—and today we will do just that.

The three-day Battle of Gettysburg in July 1863 has been described as the bloodiest battle of the Civil War, with over 51,000 casualties. Because women were so significantly involved in it, the War changed society's expectations for women, how women themselves perceived equality, and how they participated in society as a whole.

That was 160 years ago. Consider that AAUW has been fighting the battle for equal rights for women for over 140 years. History provides perspective.

This afternoon we are fortunate to have the opportunity to hear directly from AAUW CEO Gloria Blackwell. We hope you will leave today reenergized and ready to continue to move the AAUW equity vision forward long into the future.

I would like to extend a special thanks to the Summer Retreat Planning Committee:

Susan Wheatley, Conference Coordinator
Lori Woods, Program Vice President
Pat Byerly, Administrative Director
Ann Echols, Finance Officer
Rebecca Gardner, Marketing & Communications Vice President

To today's attendees, thank you for all you do to advocate for women and girls across Pennsylvania.

Cindy Hall, Ph.D.
President, AAUW PA

FRIDAY JULY 28
Wyndham Gettysburg
95 Presidential Circle, Gettysburg, PA, 17325

5:00 p.m. Wyndham Hotel – “Cocktail Music Women Composers – Embracing America’s Feminist Voice” – Host: Sarah Cisney

American women composers have long been innovative on the frontline of cultural issues in our landscape. This ‘cocktail-hour’ honors those piano-jazz women demonstrating how feminist voices have enhanced social justice and cultural diversity. Adaline-Shepherd’s 1908 “Pickles & Peppers Rag” spearheaded political action for a presidential campaign long before women could vote. Black composer, Florence Price’s “Silk Hat and Walking Cane” satirized the antebellum-south. Marian McPartland’s “Piano Jazz”, broadcast from 1978-2011 highlighted both black and white women jazzers. Listeners will enjoy McPartland’s “Twilight World,” and her arrangement of “My Funny Valentine,” Pittsburgher Mary Lou Williams’ “Twinklin,” Alice Coltrane’s, “Turiya”, and Valerie Capers “Portraits in Jazz.”

Susan Wheatley, Indiana County Branch

Susan Wheatley, pianist, has an active interest in women’s music and has performed at music conferences world-wide. She holds a Ph.D. from the University of Michigan and has served on the faculties of Oakland University (Michigan) and Indiana University of Pennsylvania. She is a member of Indiana County’s AAUW Branch.

5:30 p.m. – 7:00 p.m. Dinner with the board at the Wyndham (Optional)

7:30 p.m. – 8:30 p.m. Shriver House Tour (Optional)

"The Aftermath"

Travel back in time with a guide in period attire as you walk through the Shriver’s meticulously restored 1860 home to learn the other side of the story - the civilian side of the Battle of Gettysburg. Connect to the past while you listen to the story of George, Hettie, Sadie (7) and Mollie (5) unfold as you move from room to room to appreciate what life was like before, during, and after the Civil War.

Artist Janice Trusky
Decorus Regnum Collection

Janice Trusky is offering paintings from her Decorus Regnum collection as a fundraiser for AAUW PA’s retreat. Her collection emphasizes the beautiful and feminine realm of Pennsylvania nature, friendly environments that can enhance the well-being of women. Each piece is hand-signed and will have a label commemorating AAUW PA’s Retreat. Janice is an Indiana County Branch member and has her own art studio in Indiana, PA. Her collection will be on display throughout the retreat in the Atrium."

SATURDAY JULY 29
Gettysburg College Campus • 300 N. Washington St., Gettysburg

- 7:30 a.m. – 9:00 a.m. (Optional) Breakfast with the board at the Wyndham
- 9:00 a.m. – 9:30 a.m. Retreat Registration
- 9:30 a.m. – 10:30 Opening Session and Welcome
- 10:45 a.m. Choice of Break-out Sessions
- A. Atrium in Servo – “It Takes a Village: Celebrating Collaborations that Engage K-College Women in STEM”
 - B. College Union Building 260 – “Impacting Community Action on Education through a Town Hall Meeting”
 - C. College Union Building 230 – “Programming for Branch Meetings and a Fundraising Suggestion”
- 11:15 a.m. Choice of Break-out Sessions
- A. Atrium in Servo “Civics 9-1-1 Series: Programs to Promote Informed, Engaged Citizens”
 - B. College Union Building 260 “Boots on the Ground for Diversity, Equity, and Inclusion”
 - C. College Union Building 230 “Violet Oakley: Her Brush in Government”
- 12:00 p.m. Luncheon Buffet – The Atrium in Servo Dining Hall
- 1:00 p.m. Keynote Speaker – Donna Bullock, Pennsylvania House of Representatives
- 1:45 p.m. Choice of Break-out Sessions
- A. Atrium in Servo “PANEL: Scholarships for Women with Financial Need”
 - B. College Union Building “Social Media and Celebrations”
 - C. College Union Building 230 “Invited Student Affiliates Present Their Research”
- 2:15 p.m. Town Hall Meeting – Gloria L. Blackwell, CEO AAUW
- 3:00 p.m. – 4:00 p.m. Atrium in Servo - Afternoon Plenary Presentation and Reception: 2023 AAUW Pennsylvania Gateway to Equity Award Winners “The Path to Our Economic Security White Paper: What We Learned”

Summer Retreat Break-out Sessions: Abstracts and Presenters

Saturday, July 29 Sessions

10:45 a.m. Atrium – “It Takes a Village: Celebrating Collaborations that Engage K-College Women in Stem” - Host: Ann Echols

In this session, we will present models of inclusive, accessible STEM engagement that have been successful amongst our STEM committee members. We'll focus on collaborations within the STEM committee, at a major university, and across our county's schools and businesses. Then, we'll invite attendees to share their models. Whether you have a lot to share or a lot to learn, this session will lift all boots by helping our imaginations rise to the challenges that are often presented to us in this work.

Michele Crawl, State College Branch

Michele Crawl is the executive director of Discovery Space and The Rivet, a children's science center and teen/adult makerspace located in State College. She has been growing STEM opportunities for females through the organization since 2011. She currently is the co-chair of the State College Branch STEM Committee.

Candace Davison, State College Branch

Candace Davison has been facilitating STEM opportunities for females for more than three decades. She recently retired from her role as Assistant Director for Education and Outreach at the Breazeale Nuclear Reactor on Penn State's University Park Campus and remains an active part of the State College Branch STEM Committee.

10:45 a.m. College Union Building (CUB) 260 – “Impacting Community Action on Education through a Town Hall Meeting” - Host: Liz Cambron-Kopco

Our Branch sponsored a Town Hall Meeting on the State of Rural Education in our county, on Tuesday April 18, 7:00-8:30 pm in our Area Junior High Auditorium, with community partners LWV and NAACP. We were concerned by the recent court decision declaring PA's school funding system unconstitutional. The purpose of the event was to involve the whole community in dialogue in order to create ideas at the grassroots level for a new fair funding system that does not leave rural and economically disadvantaged communities behind.

Janice Trusky, Indiana Co Branch

Janice Trusky is a professional artist with a studio in Indiana, PA, and an active AAUW member. She is involved in community development in the arts in downtown Indiana and focuses on portraying the beauty of Pennsylvania nature in her art. She has an MFA degree from IUP and teaches art at Penn State and Montgomery County College.

10:45 a.m. College Union Building (CUB) 230 – “Programming for Branch Meetings and a Fundraising Suggestion” - Host: Georgia Yeager

This presentation describes how we achieved a year of balanced offerings for our branch meetings. Some programming relates directly to the mission of AAUW. A concrete example is a branch meeting about our long-standing association with the Women’s Resource Center (WRC). We endeavor to keep it current, despite changing WRC staffing. Some of our branch meetings are cultural, some entertaining or community building, and some are charitable. This presentation includes suggestions for coordinating selected meetings with the sale of live plants. It explains how they are obtained and how much profit they bring to the branch.

Karen Allen, Valley Forge Branch

Karen Wellin has been a member of AAUW for over twenty years. She has served her Valley Forge PA branch as President and VP Programs and is now taking on a new challenge as the incoming PA State VP Membership. Karen is retired from a 30-year career at the Franklin Institute in Philadelphia where she was at the very heart of STEM learning. Karen also has a background working in test kitchens, technical sales, and elementary education. Her passion at any job was being the mentor for all the young women that she hired, trained, and with whom she worked. Today, Karen is living in western Chester Co. with her husband and toy poodle and loves to garden

Eleanor Erskine, Valley Forge Branch

Eleanor Erskine has been a member of Valley Forge Branch since 1990. A retired librarian, she lives in Audubon PA. Eleanor holds an A.B. from Cornell University and an M.L.S. from Rutgers University. She has served as branch president, and is currently co-vice president for programs for Valley Forge Branch. She enjoys planning programs to interest branch members and reflect AAUW’s mission.

Erlis Wickersham, Valley Forge Branch

Erlis Wickersham, is a Valley Forge Branch member and a retired Humanities professor. She is active in several organizations, including a volunteer committee for the Philadelphia Orchestra, church book club, adult formation, vestry and local garden club. A lifelong amateur musician, Professor Wickersham plays and performs duets with several partners.

11:15 a.m. Atrium in Servo – “Civics 9-1-1 Series: Programs to Promote Informed, Engaged Citizens” - Host: Karen Parish

What values do Americans cherish and how can we listen to and learn from each other? AAUW Carlisle’s answer to partisan bickering, gridlock, disinformation and a lack of civil discourse was a 3-part Civics 9-1-1 series, in which we explored our Constitutional foundations and long-held democratic norms, discussed how to constructively share ideas and separate facts from disinformation, and talked about our election system and how we can become engaged in our community.

Learn about how to educate and engage your community from the team behind this series.

Marybeth Ulrich, Carlisle Branch

Dr. Marybeth P. Ulrich is Professor and Chair, Strategy and Policy Department, U.S. War College. Dr. Ulrich is a distinguished graduate of the US Air Force Academy and earned her PhD in Political Science from the University of Illinois. She served in Prague, Moscow, and Athens and her research interests include national security democratization issues.

Kate Elkins, Carlisle Branch

Kate Elkins earned a BA in Sociology/Social Work from the University of Notre Dame. She worked for several years in Austria. A part-time job led to managing lamp stores in Texas and Florida. She started her business, Lamp Doktor, last year. She has chaired the Carlisle Public Policy Committee and currently manages social media for the branch.

Nancy Sigrist, Carlisle Branch

Nancy Sigrist received her BS degree from the University of West Georgia. She retired from the casualty insurance industry and relocated to Central Pennsylvania in 2015. Becoming active with AAUW Carlisle, she currently serves on the Public Policy and Diversity, Equity, Inclusion, and Belonging (DEIB) Committees and as co-editor of the branch newsletter *Branching Out*.

Mary D. France, Carlisle Branch

Mary D. France retired as a U.S. Bankruptcy Judge in 2013. She obtained a JD from Dickinson School of Law, an MA (American Studies) from Florida State University, and a BA from Wake Forest University. Mary joined the Carlisle Branch in 2017. Currently, she is on the Public Policy Committee and serves as the Branch's Co-Finance Officer.

11:15 a.m. College Union Building (CUB) 260 – “Boots on the Ground for Diversity, Equity, and Inclusion” - Host: Nancy Paist-Riches

This session demonstrates our commitment to DEI (Diversity, Equity, and Inclusion). Our State College branch has many "boots on the ground" and has made it part of our strategic plan. The DEI committee has a column in our monthly newsletter, listing community diversity programs. Our book group selects books with diversity themes. The committee promoted the National Day of Racial Healing this year with the State College mayor's proclamation. We help fund the Cultural Empowerment for Women lunch program with the Community Diversity Group. Our Program Committee holds International Perspectives on Women in Society annually and partners with Ten Thousand Villages.

Naana Nti, State College Branch

Naana Nti is a long-time resident of State College Pennsylvania. She earned her PhD in Agricultural Education at Penn State where she also conducted research to support

outreach and online education programs. Currently retired, she has been involved in diversity activities at work and within the community for over a decade.

Sophie Penney, State College Branch

A first-gen student, Sophie earned bachelor's and master's degrees from Indiana University of Pennsylvania and a PhD from Bowling Green State University. She's spent most of her career serving high education institutions as an administrator. Sophie is Penn State's Director of Foundation Relations and is the founder/president of i5 Fundraising.

11:15 a.m. College Union Building (CUB) 230 – “Violet Oakley: Her Brush in Government” - Host: Kerry Smith

This PowerPoint presentation tells the story of Philadelphia's 28-year-old Violet Oakley who was invited to paint murals in 1902 for a Governor's Reception Room in Pennsylvania's new capitol. As the first female artist to be commissioned to decorate a PUBLIC building, Violet had no idea her gender, historical perspective, and sexual orientation would cause PUBLIC controversy. In spite of controversy, her 43 murals in the Governor's Reception Room, Senate, and State Supreme Court make her the first woman to have a voice in Pennsylvania's executive, legislative, and judicial branches of government . . . if only with her paintbrush.

Cindy Dlugolecki, Harrisburg Branch

Central Pennsylvania playwright Cindy Dlugolecki has been entertaining audiences in the capital region for 25 years. Her one-woman play, VIOLET OAKLEY UNVEILED, has been performed in theatres, art galleries, and at a Germantown mansion. Her latest work, THE HAND THAT HOLDS THE QUILL, is a musical about the Constitutional Convention.

1:00 p.m. Atrium in Servo – Keynote Speaker

Keynote Speaker – Donna Bullock, Pennsylvania House of Representatives



State Rep. Donna Bullock is a member of the Pennsylvania House of Representatives representing the 195th Legislative District in north Philadelphia and the greater art museum area. She won the seat in a special election held Aug. 11, 2015.

A lawyer and Temple alumna, she previously served as special assistant to Philadelphia City Council President Darrell L. Clarke and as the City Council research fellowship director. She joined Clarke's office in January 2011 as his community and economic development coordinator. Before her work for the city, Bullock worked at a private law firm and for Philadelphia Community Legal Services, where she formed and advised nonprofit organizations, small businesses, and community groups.

Rep. Bullock's public service precedes her work in government. She has volunteered and served on several boards, task forces, and coalitions, including the Smith Memorial

Playground, the Columbia North YMCA Advisory Board, West Philadelphia Child Care Network, and the Mayor's Office of Community Service Advisory Board.

Currently, she serves as chair of the Pennsylvania Legislative Black Caucus as well as serves on the House committees of appropriations, consumer affairs, professional licensure, and urban affairs.

She and her husband, Otis Bullock, a lawyer, and Temple alum as well, live a life of service in Strawberry Mansion, a community they are proud to call home.

**1:45 p.m. Atrium in Servo – “PANEL: Scholarships for Women with Financial Need”
– Host: Lee Wolfe**

This panel discussion is offered jointly by the York and Doylestown Branches. York had a presentation recently on the roots of racism beginning very early in human history, and they pondered how to raise community awareness through scholarships and perhaps enhance Branch growth. The Doylestown branch also has discussed a possible panel discussion about awarding scholarships to a minority population. This panel presentation will consider how we might raise scholarship funds and raise community awareness for minority women and women with financial need.

Susan Shenberger, Doylestown Branch

As members of the Doylestown Branch, Co-Presidents Susan Shenberger and Ardith Talbott are interested in enhancing branch growth through grass roots advocacy for women's issues, specifically on projects which address AAUW's mission for Diversity, Equity, and Inclusion. In this collaborative session, she is joined by Ardith Talbott and York Branch member leaders Carol Anderson, and Nancy Buckley.

**1:45 p.m. College Union Building (CUB) 260 – “Social Media and Celebrations” -
Host: Megan Hausler**

Like most branches, the Johnstown Branch has celebrated Women's History Month for years. Last year we decided that in addition to honoring women from history, we would celebrate today's women who are doing the hard work of growing businesses in our local community. During the month of March, we featured Women Business Enterprises on our Facebook page. We received inquiries from other branches on the process. In this session we will share the details and results of setting up this project. We also will present some ideas that we are using for our Branch's 100th Anniversary.

Georgia Yeager, Johnstown Branch

Working with AAUW Johnstown Branch has been Georgia's passion for the last 23 years during which time she has served as Co-President, Education Chair, Membership VP, and Book Sale Co-chair. Georgia is a retired English teacher, school principal, and vocational school director who enjoys traveling and spending time with her husband, sons and their families.

1:45 p.m. College Union Building (CUB) 230 – “Invited Student Affiliates Present Their Research” - Host: Sophie Penney Leach

Sarah Cisney, Student Affiliate

Sarah is a music education and trumpet major at Indiana University of Pennsylvania. Her research focuses on diverse repertoire for the trumpet composed by women composers. She plans to create a database of these musical titles, scores, and recordings. Her articles published in the International Trumpet Guild Journal include “Chloe Swindler lecture recital – Five Works for Trumpet by Black Female Composers”; and a review of the “Female and Non-Binary Identifying Trumpet Summit.”

Colette Costlow, Student Affiliate

Colette is a Saint Francis University student pursuing a degree in Literature with a minor in Women Studies. Her goal is to better understand the power struggle women have faced throughout history and today. At SFU, she has served as a Dramaturg, conducting background research for historical productions to accurately portray historical time periods on stage, specifically studying the social cultural struggles of women through history.

Jasmine Jasmine, Student Affiliate

Jasmine is a PhD Candidate in English Literature at Indiana University of Pennsylvania. Her study of Mary Wollstonecraft and Simone de Beauvoir awakened her passion for women’s empowerment motivating her to bring reform to Indian societies. She has worked in 7 villages focusing on women’s empowerment and demanded justice for rape victims in front of the India Parliament. Her career goal is to use her degree to promote gender equality and women’s empowerment globally, especially through digital media.

2:15 p.m. Atrium in Servo – Town Hall Meeting with Gloria Blackwell

Gloria L. Blackwell



Gloria L. Blackwell is the Chief Executive Officer of the highly esteemed American Association of University Women (AAUW) in Washington, D.C.—a 140-year advocate and leader for gender equity. AAUW is a nonpartisan, nonprofit organization with more than 170,000 members, donor and supporters, 1,000 local branches and 800 college and university partners. Its mission is to advance gender equity for women and girls through research, education, and advocacy.

Blackwell, a leader in the nonprofit, global education and gender equity sectors, has more than 30 years of nonprofit, international and government experience. Among her many accomplishments is the 17-year management of AAUW’s highly-esteemed fellowships and grants programs—during her tenure awarding more than \$70 million in funding to women scholars and community programs globally. Media engagement includes the Washington

Post, Miami Herald, MSNBC, the Chronicle of Higher Education, ABC News, Market Watch, Yahoo! Finance and Politico.

She was the driving force behind AAUW's signature programs, including the award-winning salary negotiation training, which has reached over 190,000 participants. She also initiated and built partnerships with major funders and launched pay equity initiatives with state and municipal partners including Washington D.C., New York City, Boston, and Pittsburgh. Blackwell also led AAUW's National Science Foundation grant efforts to increase girls' participation in STEM and significantly expanded AAUW's outreach to girls and women of color across all programmatic initiatives, including partnerships with Historically Black Colleges and Universities and the National Conference for College Women Student Leaders (NCCWSL).

Prior to joining AAUW, Blackwell worked at the Institute of International Education (IIE) in Washington D.C., leading and managing girl's education programs in Africa, and mid-career fellowships for global professionals. Her lifelong desire to make a difference through international education and gender equity was inspired by her service as a U.S. Peace Corps volunteer in Cameroon.

Blackwell is the recipient of multiple honors and awards and has led and served on numerous boards and advisory groups, including the UNA-USA Council of Organizations Executive Committee, the International Book Bank, Latina SciGirls and the Canadian Organization for Development Through Education (CODE). She holds a master's degree in education and human development from The George Washington University, and bachelor's degree in Foreign Service from the Walsh School at Georgetown University in Washington, D.C., and also studied at the American University in Paris, France.

3:00 p.m. Atrium in Servo – Afternoon Plenary Presentation and Reception

2023 AAUW Pennsylvania Gateway to Equity Award Winners Kate Elkins, Nancy Sigrist, and Mary D. France, Carlisle Branch. **“The Path to Our Economic Security White Paper: What We Learned”**



We are “Women Together – Fighting on the Front Line!” From our women's economic security forum “Beyond Suffrage: Reclaiming the Future,” came the promise to share what we heard, discussed and learned. We accomplished this with a white paper intended to provide insights with a focus on Childcare, Paid Family Leave, Pay Equity and Living Wage. That paper was delivered to PA lawmakers, local leaders and community partners. Our presentation speaks to our process,

objectives and experiences during this journey. We also will have tips and suggestions on how other branches might leverage our ideas and product.

2023 Honorary Lifetime Members

The following AAUW PA members have achieved Honorary Life Member status as of July 1, 2023.

<p>PA2003-Lebanon Valley Wieland, Cathy</p> <p>PA2005-Beaver Valley Schutte, June Wise, Janet</p> <p>PA2006-Bethlehem Achey, Marilyn Barnette, Loris Joanne Boltz, Marie Daluisio, Shirley Disario, Nancy Frederiksen, Janice Horn, Jo-Anne Jensen, Virginia Jones, Myra Knoebel, Beverley Kolchin, Barbara Lojko, Lesley Mahoney, Margaret Robertson, Linda Terres, Ruth Utley, Sandra Warzeski, Joan White, Constance</p> <p>PA2009-Bradford Branch, Anne Cavallero, Ann Danias, Rebecca Hurley, Kay Matto, Jeanette Neidich, Patricia Pionzio, Phyllis Ryan, Rebecca Sanderson, Jane Zinsner, Emily</p>	<p>PA2011-Carlisle Carson, Mary Watson Sharp, Carol</p> <p>PA2015-Doylestown Bitzer, Patricia Dowling, Christina Heath, Louise Hoffman, Mariana McCaw, Mary McClintock, Lois Page, Joanne Powers, Becky Richardson, Shirley Smith, Linda Victor, Constance</p> <p>PA2017-Easton Bradt, Patricia Butow, Nancy Couglin, Margaret Heffner, Janet Jordan, Marie Keim, Ann Pitoni, Mildred Reed, Gretchen Wildrick, Lois</p> <p>PA2019-Erie Amidon, Gloria Atkin, Margaret Enterline, Jo Anne Gallivan, Marion Klima, Doreen Lorah, Linda McGarvey, Virginia Podolsky, Marjorie Schaaf, Mary</p>	<p>PA2019-Erie (continued) Tellers, Rosalie Wellington, Lorraine</p> <p>PA2020-Fox Chapel Area Edelman, Nancy Eisenman, Elizabeth Hahn, Norma Hartsock, Marjorie Kreitzer, Lois Miller, Lynn Swarts, Rachel</p> <p>PA2023-Northeastern Montgomery Co Frassenei, Jane Gutekunst, Beryl McIlhenny, Pataricia Rawley, Dorothy</p> <p>PA2025-Harrisburg Byron, Carolyn Chamberlain, Sally D'Alessio, Jacqueline Ensign, Joyce Faries, Mary Linn Johnson, Lee Krausse, Kathleen Kriebel, Barbara Nelson, Katherine Packer, Elizabeth Reinhardt, Janet Riker, Patricia Swetz, Joan</p> <p>PA2029-Johnstown Ashman, Sara Barron, Margaret Brice, Heather Fattman, Anne</p>
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<p>PA2029-Johnstown (continued) Glass, Dorothy Minahan, Maryann Picking, Adelle Rager, Leora Warfel, Dr. Florence</p> <p>PA2031-Eastern Delaware Co Belk, Phyllis Christ, Carolyn Marlino, Batty</p> <p>PA2032-Lower Bucks Clements, Ann Gentile, Mary Zetterberg, Carol</p> <p>PA2042-Reading Batdorf, Carol Boyer, Byrle Cook, Joan Druckenmiller, Judith Eckton, Mary Gassert, Jean Gouger Miller, Regina Hawk, Delite Hill, Dorothy Hoh, Mary Hummel, Patricia Kirk, Suzanne Malick, Sydney Moretz, Cheryl Ryan, Nancee Scheirer, Anne Schlegel, Janet Seidel, Carolyn Smith, Kathryn Trexler, Evelyn Troutman, Victoria Turkes, Doris Weiss, Karen Wenrich, Ann</p>	<p>PA2045-Scranton Bonczar, Elizabeth</p> <p>PA2046-State College Bube, Della Dupuis, Mary Finley, Gertrude Frantz, Lurene Higginson, Linda Hodes, Carol Leibowitz, Eileen Tukey, Louise</p> <p>PA2047-Pocono Area Strickland, Anne</p> <p>PA2050-Valley Forge Allen, Patricia Burstein, Rena Erskine, Eleanor Morris, Margaret Odenweller, Ann Rockefeller, Marian Roden, Carol Tepper, Lamonte Warren, Elinor Winther, Norma Zimmerman, Nancy</p> <p>PA2051-Washington Beels, Sue Bull, Betty Dunlevy, Sandra</p> <p>PA2052-West Chester-Chester Co Grot, Carla Naeve, Nancy Ossman, Martina Palmquist, Catherine Philipps, Katharine</p>	<p>PA2055-Lansdale Lipa, Marianne Mellon, Nancy Steelhammer, Debra Strohecker, Juanita Westcott, Janet</p> <p>PA2064-North Hills Pittsburgh Anderson, Maryann Depee, Jane Joy, Linda Lynn, Sylvia</p> <p>PA2066-Murrysville Area Johnson, Judith Miller, Alice Veyo, Nancy</p> <p>PA2068-York Conaway, Lois Filius, Joyce Heintzelman, Carol Kulp, Lois McFeely, Anne Sword, Phyllis</p> <p>PA2071-Pottstown Area Butts Umstead, Arlene</p>
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AAUW-PA BOARD OF DIRECTORS

2023-2024 (July 1, 2023)

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2023-2024 NOMINATING COMMITTEE CHAIR

Susan Norris, Bylaws Chair, Valley Forge
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Convention Registrar OPEN

You can also contact your state board members from the AAUW PA website at <https://aauw-pa.aauw.net/about/board/>

What does the AAUW PA board do?

Activities and accomplishments undertaken by the board from July 2022-July 2023.

Intermediary Role

State board members serve as resources for AAUW PA branch officers and members. They are the intermediaries between branches and national and because many board members serve or have served in leadership positions in their branches, they understand and can communicate branch needs and perspectives.

2023-2024 AAUW PA Strategic Plan

A brief plan was developed for AAUW PA with five goals, and accompanying strategies and evaluation identified. The plan is intended to move the state forward supporting the branches in a time of change. This is a one-year plan acknowledging the expectation for change.

2023 Summer Retreat

The July retreat in Gettysburg was planned by Susan Wheatley and Lori Woods with support from Ann Echols and Pat Byerly. Their goal was to share individual branch programming and initiatives across the state as well as provide an opportunity to hear from Pennsylvania State Representative Donna Bullock who shares our mission.

Planning for 2024 Conference

Best Western Premier, the Central Hotel has been selected for the AAUW PA conference which will be held on April 5-7, 2024. Programming ideas can be directed to Lori Woods.

Zoom Programs and Webinars

Statewide Webinars were developed and offered on different topics as well as those labeled "Mission Critical Programs." Lori Woods is seeking to work with branches to share their online programs more broadly to maximize the reach of programs developed by branch program committees. Example of program offered this year include How to Engage with Elected Officials, the New Pennsylvania Project, War on Ukraine, Bias of AI (Artificial Intelligence) in Hiring, News Savvy, Communicating Across Generations, Where Do Your State Legislators Stand on AAUW Issues?, and Pennsylvania Reproductive Rights After Dobbs.

Numerous recordings of AAUW PA programs can be found on the AAUW PA website under Virtual Events: <https://aauw-pa.aauw.net/aauw-aauw-pa-webinars/>

Impact Analysis of Adding a 501(c)(3) to the State Org

Significant time was spent by Ajla Laussegger and a small committee in consideration of the positive and negatives of adding a 501(c)(3) organization to AAUW PA. Consultation with nonprofit attorneys was managed by Ajla.

2023 Branch Awards Distributed

More than 100 branch award certificates were produced by Pat Byerly and mailed to branch presidents as well as organized for the 2023 Yearbook.

2023 State Gateway to Equity Award

The AAUW PA Gateway to Equity Award was managed by Sandra Miller and the Public Policy Committee. The recipients are from the Carlisle branch and are presenting at the Summer Retreat Plenary Session.

Coordination and Oversight for AAUW and AAUW PA Donations by Branches

Sally Kalin, Funds Chair, interpreted AAUW fund-raising guidelines for branches, provided guidance on donations, bequests and Legacy Circle membership, and conducted a survey of branches on their fund-raising activities.

Recruit and Fund AAUW PA NCCWSL Student Attendees and Mini-Grants

*Four impressive students were awarded funding to attend the NCCWSL conference in Maryland this year. The Carlisle branch provided additional financial support to the state to support the state's efforts. Barbara Johnstone also awarded two **mini-impact grants of \$500 each to college students.***

Reviewed and Signed Advocacy Petitions and Letters in Support of Pennsylvania Non-profit organizations

Sandra Miller and members of the Public Policy Committee continue to review all requests for signatures of support on petitions and letters from other non-profit organizations in the state. Typically, the AAUW PA President's signature is provided after a thorough review.

Officers Spoke at Several Advocacy Rallies in Harrisburg

State Board officers spoke at rallies in Harrisburg when organizations requested a speaker or presence from AAUW. Requests are channeled through Sandra Miller to ensure the requesting organization and topic match AAUW's mission and stance. Sandra Miller, Ann Pehle, and Barbara Price have filled these speaking roles on behalf of AAUW PA.

In addition, AAUW PA participates in statewide initiatives: The Campaign for Women's Health and the FIX Harrisburg organization's monthly meeting, as well as Education Voters of PA. Sandra Miller also attends the League of Women Voters' Government Relations Committee meetings as an AAUW representative and statewide member.

Keystoner Redesigned

Rebecca Gardner, redesigned the Keystoner to update our image as we moved to a completely online publication. An abbreviated format is available for branches who choose to print for some of their members. The Marketing and Communications position is now an elected vice president position on the Board due to the growing importance of marketing and communication planning and activities.

Keystoner Published

To date, six issues of the Keystoner have been published online overviewing public policy and advocacy initiatives, programs, and events.

AAUW Pennsylvania 2023 Yearbook Published

The annual AAUW PA yearbook was published online in early May before the annual business meeting and can be accessed on the state website. The yearbook features all branch and state award winners as well as information on public policy initiatives, advancement activities, membership, and the state budget.

AAUW PA Instagram Account and Linked In Account Added to Online Marketing Efforts

Rebecca Gardner created a Linked In account as well as updated the AAUW PA Instagram account. Linked In reaches professional women and men; Instagram differs from Facebook since it skews younger.

AAUW PA Board Handbook with Revised Position Descriptions Updated

Pat Byerly and Deb Roney, Huntingdon, with input from state officers, updated the AAUW PA Board Handbook and all position descriptions in the handbook. The handbook was last updated in 2014.

Nominating Committee Recommended Nominees and Oversaw 2023 Election including the Bylaws Revision

Susan Norris and the Nominating Committee secured a new Membership Vice president for the AAUW PA Board (Karen Wellin) as well as oversaw the election of Ann Echols for a second term as Finance Officer. Susan and the Nominations Committee advised on the appointment of Paula Tomko as Secretary as this nomination was late in the cycle. In addition, they managed the proposed bylaws change for the election.

Ongoing Updates to the AAUW PA Website

The website requires constant updating with new programs, events, recordings, and membership information. The website is a template developed by national, the banner and logo are part of the template. AAUW PA Board Members are responsible for updating the website text that pertains to their responsibilities. Pat Byerly manages the updates to the site with additional support from Ann Pehle.

Annual Business Meeting for Membership held May 9, 2023

The membership meeting provides the opportunity for the full membership to certify the election of incoming AAUW PA board officers and Bylaws revisions. Parliamentary procedure guides the meeting.

Bi-Monthly Branch Counterparts meetings – Membership VPs and Presidents

Counterparts meet bi-monthly on Zoom. Meetings are scheduled in advance and agendas are set and distributed prior to the meetings. The meetings provide an opportunity for branch officers to share ideas, provide input, and discuss areas of concern.

AAUW Community Hub Launch

Randi Blauth, Membership VP, registered approximately 100 Problem-Solving Contacts with national and branch Membership Officers.

Coordination and Guidance for Disbanding Branches

Randi Blauth worked extensively with National to understand and advise on procedures to disband branches. Linda Robbins worked with disbanded branches to add their

documents to the AAUW PA archives. In the last year, six branches have disbanded due to lack of leadership and membership.

Oversight for AAUW PA Archives and Relocation

Linda Robbins is working to move the AAUW PA archives to a new location. She will be providing additional information and guidance to the branches as we seek to ensure that branch records are properly preserved.

Finance Committee Created to Develop 2023-2024 Zero-Based Budget

Ann Echols has undertaken an effort to review how AAUW PA spends its funds and consider if the budget reflects the state's role to serve as an intermediary with national and as a resource for branches. The state's focus is on public policy and mission-specific programming and the budget should reflect these priorities.

Ongoing National Committee Commitments

AAUW PA officers and members spend significant amounts of time as members of national committees: Cindy Hall, Nominations; Ann Pehle and Deb Roney, Advancement; Barbara Price, Public Policy (chair); Paula Tomko, Governance; Susan Nenstiel, Audit.

If you have an interest in being involved with the AAUW PA Board, please contact Cindy Hall, President (aauwpapresident@gmail.com) or Susan Norris, Nominating Committee Chair (aauwpanominations@gmail.com). We would be delighted to hear from you.

AAUW PA Strategic Plan 2023-2024

Successful organizations understand the past and plan for the future. The foundation of our work is the AAUW mission, vision, and values:

Mission: To advance gender equity for women and girls through research, education, and advocacy.

Vision: Equity for all.

Values: Non-partisan, fact-based, integrity, inclusion and intersectionality.

AAUW Pennsylvania branch members, national members in Pennsylvania, college and university members, and student associates will work locally to achieve national goals. Together, AAUW Pennsylvania will be a welcoming and inclusive organization that serves as a significant resource and power

Goal: Increase current AAUW PA membership with an emphasis on diversity, equity, and inclusion.

Strategy: Initiate the development of a virtual branch to recruit new members not inclined or unable to join physical branches; Members-at-Large (MALs); and members of disbanded Pennsylvania branches.

Assessment:

Virtual branch viability determined.

Goal: Recruit and develop new state leadership

Strategy: Frame the volunteer experience as part of a meaningful life by creating fulfillment (providing leadership opportunities which may not be offered through work or other experiences).and may substitute for work experience to create career opportunities.

Assessment: Nominations Committee puts forward nominees who are qualified to serve in open positions and honored to accept their nominations.

Goal: Increase Visibility of AAUW across the state

Strategy: Utilize applicable social media platforms to promote the goals, accomplishments, and activities of AAUW through coordinated campaigns that highlight branch programming and achievements with the goal of increasing membership engagement.

Assessment: Monthly e-newsletter distributed highlighting branch events open to all members.

Funds established in 2023 budget to boost social media posts.

Goal: Put AAUW PA on sound financial footing

Strategy: Create a Finance Committee to build a 2023 budget that recognizes new pressures and changing opportunities impacting AAUW PA.

Develop guidelines for AAUW PA reserves.

Appoint a Finance Committee chaired by the Finance Officer and staffed by the Administrative Director.

Assessment: Finance Committee active and 2023 AAUW PA budget developed and approved by the Board. Decisions about guidelines for AAUW PA reserves reviewed and voted on by the board.

Goal: Improve coordination with and support for branches

Strategy: Secure input from branches about the need and desire for district programming. Reconsider District Coordinator positions with increased focus on programming. Explore developing a program guide with Program Vice President focusing on Mission Critical programs and branch -based programs.

Assessment: Branches surveyed by District Coordinators about district-specific programs and shared with Board. Program guide developed and distributed at the 2023 Summer Retreat. Increased attendance and participation in AAUW PA developed programs. Increased partnership with branches in developing and sharing programs across the state.

