



2024-25 Yearbook

June 2025

TABLE OF CONTENTS	
AAUW PA PRESIDENT’S MESSAGE	3
AAUW PA BOARD MEMBERS 2024-2025	4
AAUW PA MEMBERS SERVING IN NATIONAL POSITIONS	4
2025 AAUW PA SPECIAL HONOREE	5
2025 PRESIDENT’S AWARD FOR EXEMPLARY SERVICE	6
2025 AAUW PA GATEWAY TO EQUITY HONOREE	7
PENNSYLVANIA BRANCHES	8
BRANCH FOUNDING DATES	9
FIVE-STAR RECOGNITION PROGRAM	10
2024-25 BRANCH MEMBERSHIP INFORMATION	11
OUTSTANDING WOMAN HONOREES	13
MEMBER MAKING A DIFFERENCE HONOREES	16
2025 AAUW PENNSYLVANIA GATEWAY TO EQUITY AWARDS	18
NAMED GIFT HONOREES 2024-2025	22
2024-2025 AAUW PA FINANCIAL STATEMENT	23
AAUW PA PAST PRESIDENTS	24
AAUW PA BRANCH PRESIDENTS/ADMINISTRATORS	25
MINUTES OF THE 2025 BUSINESS MEETING	26
LEGACY CIRCLE MEMBERS	30
NCCWSL PA GRANT RECIPIENTS/2024-2025 STUDENT IMPACT GRANTS	31
AAUW PA BYLAWS	32

AAUW PA PRESIDENT'S MESSAGE



Despite all that has happened this year, AAUW PA grows stronger and more determined. We are laser-focused on ensuring our alignment is firm with the AAUW mission and values. We join AAUW CEO Gloria Blackwell and the leadership team in standing strong for women and girls, and we will continue to fight for their advancement and security.

As we move forward into the new fiscal year, we do so with the reminder that our work is unfinished. We knew this was hardly the end of the battle, but our efforts to publish the ERA (Equal Rights Amendment) underscored our solidarity and preparedness for the fight. Thank you AAUW Pennsylvania members for mailing hundreds of postcards to the White

House and submitting passionate letters to your newspapers.

We determined that our 2025 Summer Retreat, held in State College on June 28, should be focused on recharging ourselves to continue to stand steady against the turmoil. Our neighbors, friends, and family may be looking for ways to contribute their efforts to our mission. We have always been the type of organization that welcomes new members and supports their development. We are on the hunt for new leaders for our branches as well as the state. We offer an outlet for members wishing to strengthen their leadership skills. The Summer Retreat addressed leadership as well as mission-based advocacy using creative yet insightful techniques.

We took on our advocacy efforts with renewed vigor this past year while also putting together the membership retreat; and we went a step further by agreeing to host the 2026 Atlantic States Regional Conference in Lancaster, June 25-27, 2026. Clearly, AAUW members don't rest on their laurels. If we can make a difference, we are ready to sign on.

It is all too appealing (and often necessary) to protect ourselves by tuning out the unsettling news coming rapid-fire from the new Administration. AAUW offers members an outlet to advocate on issues identified by our organization as priorities. All of us want to be a part of change, this desire is deeply embedded in our souls. This is our time to stand and to protect the victories of those who did the same before us.

Thank you for all you have done to make this past year a success for AAUW PA. I know you will do the same as we move into the new year. Every AAUW member is a leader. You keep us moving forward.

This takes all of us.

Cindy Hall
President
AAUW Pennsylvania

AAUW PA BOARD MEMBERS 2024-2025

President	Cindy Hall (State College)
Program VP	Lori Woods (Indiana Co)
Membership VP	Karen Wellin (Valley Forge)
Finance Officer	Ann Echols (State College)
Secretary	Charlotte Ridge (Huntingdon)
Public Policy Chair	Sandra Miller (Easton/Bethlehem)
Administrative Director	Patricia Byerly (Pittsburgh)
Diversity and Inclusion Chair	Ajla Glavasevic-Laussegger (National)
College/University Liaison	Ann Pehle (Carlisle)
Marketing & Communications VP	Rebecca Gardner (National)
Social Media Coordinator	Debe Mack (Johnstown)
AAUW Funds Chair	Sally Kalin (State College)
Bylaws Chair	Deb Roney (Huntingdon)
Nominating and Elections Committee Co-Chairs	Deb Roney (Huntingdon) Ann Pehle (Carlisle)
Off-Board Positions	
Archives Chair, Website Coordinator	Barbara Zaborowski
College Intern	Colette Costlow (St. Francis University)

AAUW PA MEMBERS SERVING IN NATIONAL POSITIONS

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

- Deb Roney (Huntingdon), Advancement
- Ajla Laussegger (National), Governance
- Cindy Hall (State College), Co-Chair Nominating

2025 AAUW PA SPECIAL HONOREE

ANN PEHLE

President's script from the AAUW PA Summer Retreat:

“Ann Pehle led the state board and our membership during the Covid years as the state president. Figuring out how to keep the state membership active and committed to the mission during that very difficult time. While she served four years as state president, she also served an additional year as the immediate past president, providing senior advice to me and others on the state board.

Prior to her role as president, she served for many years as public policy co-chair with Barbara Price, our outstanding public policy expert. And, of course, for the last ten years, she has served the Carlisle branch in many capacities as an active member.

Ann had an impactful career as a corporate HR professional. She served as VP of Human Resources for Jacobsen in Charlotte, NC, an international manufacturer of turf equipment; VP for HR at Marine & Land Systems, New Orleans. She also served as Director of Human Resources for a number of other companies in Illinois and Ohio.



AAUW continues to focus on recruiting new members as well as retention of our current members. Maybe Ann is the answer. She is an experienced recruiter, serving as director of Global Talent Development for Textron in Rhode Island, plus she is a Certified Career Coach. Who better to serve as Co-Chair for Nominating and Elections on the state board than Ann Pehle? As a matter of fact, I challenge any one of us to turn Ann down when she comes calling.

Ann is always ready to step up, sideways, whatever the need. These days she also has taken on the role of college/university liaison—a role that is dear to her heart. She is committed to supporting and helping to advance women students.

She also has served as a public policy officer for the Carlisle branch and I believe she has taken on writing the history of the branch Kate.

These days while Ann is retired, you can see that she is not really.

Now all this critical experience aside, there is one thing about Ann that many of us know. She is the most rabid athletics fan I know and this is Penn State country. Ann holds a BA in Communications from the University of Wisconsin—home of her wonderful badgers. Absolutely do not schedule a meeting during a game! She also holds an MBA in the Executive Leadership Program from Northwestern Kellogg School of Management.

Thank you, Ann for all you do for AAUW and those we serve and for being such a dear friend to many of us.”

2025 PRESIDENT'S AWARD FOR EXEMPLARY SERVICE

DEB RONEY

President's script from the AAUW PA Summer Retreat:

“Deb first joined AAUW Huntingdon in 1989 and became president of the branch from 1996-2000 and again from 2015-2024 (serving as president for a total of 13 years). Throughout her years with the Huntingdon branch she has served in numerous positions, including Webmaster, and received the branch's Outstanding Woman Award twice.

During her tenure with the AAUW Pennsylvania Board, Deb also has worn many hats. She served as South-Central district coordinator in 1992-96, co-president with Kate Sweney from 2008-2010, and college/university liaison from 2010-2016. She currently serves as co-chair of the nominating and elections committee and as bylaws chair.



Speaking of Bylaws: many of you know Deb from her attention to state and branch Bylaws. She is highly knowledgeable and meticulous when it comes to bylaws and this serves all of us well.

Never being satisfied to sit on the state board and a branch board, Deb also is a member of the Carlisle and Washington, DC branches. When Deb and her husband moved to DC, she was quick to join the DC branch and raised her hand to manage their bylaws. In addition, she signed up for the Lobby Corps. While this was all new to her, she decided it also would be a good learning experience, focusing her to stand for our mission with federal legislators and their staffers.

Deb currently serves on the AAUW National Advancement Committee, representing Pennsylvania (the 4th largest AAUW membership state). In July, she will serve as Vice Chair of the committee.

Professionally, Deb was Assistant Professor of English and Director of the Language in Motion Program at Juniata College through 2023. She holds an MA and Ph.D. in Slavic Languages and Literature from Ohio State. I am pretty confident she speaks fluent Russian which gives us all an idea of her excellence in language.

Deb continues her very strong commitment to students, reviewing mini-grant proposals and applications for NCCWSL. She clearly has been a wonderful mentor to many students over the years.

Deb's mother, Ann Ward, also is a proud member of AAUW Huntingdon. She lives in New York but occasionally jumps on a Zoom meeting and certainly attended our May 3 Business Meeting.

Thank you, Deb for your commitment to AAUW and to all we serve.”

2025 AAUW PA GATEWAY TO EQUITY HONOREE DONNA BULLOCK

“A BEACON OF PUBLIC SERVICE AND ADVOCACY”

Donna Bullock, the recipient of this year’s Gateway to Equity Award, embodies the true spirit of public service. Her career journey began as a Youth Advocate after college, where she focused on supporting children facing the same challenges she once did—living in unstable housing and grappling with food insecurity. After earning her law degree, Donna continued her mission to help those in need, joining the Community Legal Services’ Child Care Law Project within the Economic Development Unit. Her work would go on to significantly impact the lives of Pennsylvania’s women and children.



Throughout her career, particularly in her role as Special Assistant to Council President Darrell L. Clark in Philadelphia, Ms. Bullock has exemplified how to effectively serve and uplift our communities.

In August 2015, Donna Bullock was elected to represent the 195th Legislative District in a special election, where she has since become a strong advocate for working families. In the 2023-2024 Legislative Session, she served as the Majority Chair of both the Children and Youth Committee and the Ethics Committee. Additionally, she held the distinguished position of Chair of the Black Legislative Caucus. Representative Bullock’s leadership has been marked by a steadfast commitment to advancing legislative initiatives that fund public education, create jobs, and build healthy, sustainable communities. Her advocacy extends to championing equal pay, increasing the minimum wage, promoting clean energy and environmental justice, ensuring quality public schools and pre-K education, and fostering sustainable community development.

Representative Bullock holds a BS in Administration of Justice from Rutgers University and a JD from Temple University’s Beasley School of Law.

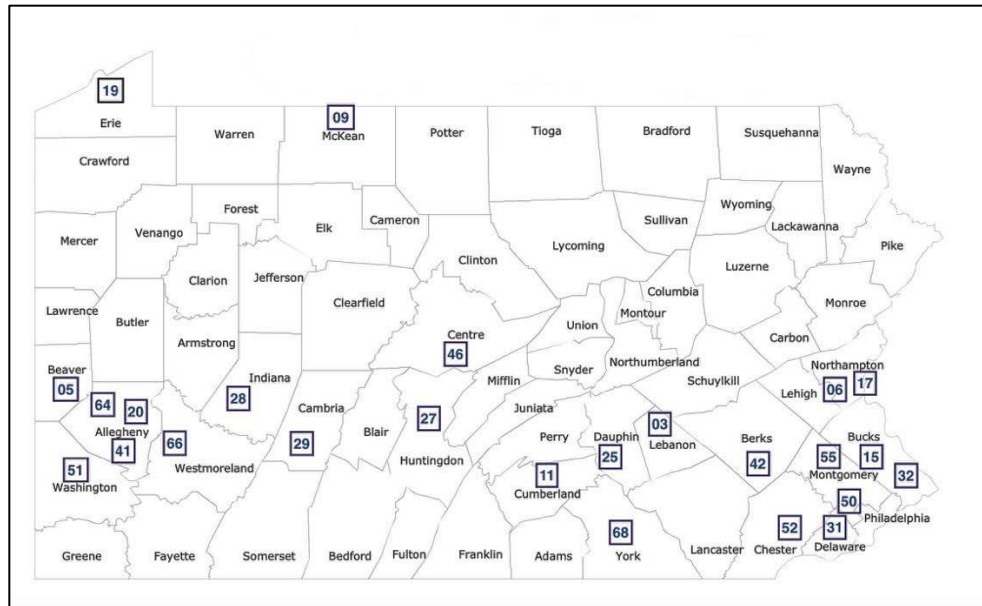
For the American Association of University Women (AAUW) of Pennsylvania, Rep. Bullock’s support has been unwavering. She has spoken at every pay equity rally hosted by AAUW PA at the state capital. In her final legislative session, she introduced HB 98, the Equal Pay Bill, which passed the House of Representatives on May 6, 2024.

Currently, Donna Bullock serves as the CEO of Project HOME, an organization dedicated to empowering individuals and families to break the cycle of homelessness and poverty. Through its mission, Project HOME, works to address the root causes of poverty and help all people realize their fullest potential, both as individuals and as active members of society.

Founder Sister Mary Scullion stated on Ms. Bullock’s appointment: “Donna is compassionate, servant-minded and mission-driven,” Scullion said via press release. “She’s spent her career advocating for the underserved, fighting to ensure everyone has a voice. I’m certain she’ll bring that same fighting spirit to her work at Project HOME, and I look forward to supporting her as we strive to make our vision a reality: None of us are home until all of us are home.”

We are honored to have Ms. Donna Bullock as our champion and recipient of the Gateway to Equity Award.

PENNSYLVANIA BRANCHES

Western District

05 – Beaver Valley
09 – Bradford
19 – Erie
20 – Fox Chapel Area
28 – Indiana Co
29 – Johnstown
41 – Pittsburgh
51 – Washington
64 – North Hills Pittsburgh
66 – Murrys ville Area

Central District

03 – Lebanon Valley
11 – Carlisle
25 – Harrisburg
27 – Huntingdon
46 – State College
68 – York

Eastern District

06 – Bethlehem
15 – Doylestown
17 – Easton
31 – Eastern Delaware County
32 – Lower Bucks
42 – Reading
50 – Valley Forge
52 – West Chester-Chester County
55 – Lansdale

BRANCH FOUNDING DATES

Pittsburgh (Feb. 24, 1895)
Erie (Nov. 29, 1902)
State College (April 22, 1916)
Harrisburg (1921)
Bradford (April 16, 1921)
Johnstown (Oct. 18, 1923)
Reading (Dec. 1923)
Carlisle (May 10, 1924)
Easton (June 22, 1926)
Huntingdon (Oct. 12, 1926)
Bethlehem (April 4, 1929)
Beaver Valley (April 16, 1930)
Eastern Delaware County (May 3, 1933)
Indiana County (May 5, 1936)
Lebanon Valley (Jan. 18, 1937)
Lower Bucks (Oct. 20, 1953)
Valley Forge (Sept. 12, 1956)
Doylestown (May 20, 1958)
Fox Chapel May 26, 1959)
West Chester (Dec. 1959)
Lansdale (Jan. 9, 1963)
North Hills-Pittsburgh (Nov. 19, 1970)
Murrysville Area (July 15, 1971)
York (April 1, 1972)

FIVE-STAR RECOGNITION PROGRAM

The AAUW Five Star National Recognition Program is designed to help branches like yours align with AAUW's strategic priorities and advance our mission of achieving gender equity for women and girls. By participating in this program, your branch contributes to a strong network of advocates, elevating both your local impact and our collective efforts nationwide. The 2025 Five Star criteria were:

Advancement Star (meet three of the five criteria): support the Greatest Needs Fund (\$30/member or increase amount 15%), retain at least 80% of branch membership, contribute to or support a student at NCCWSL, or recruit a Legacy Circle member from the branch;

Public Policy and Advocacy Star (meet three of the six criteria): appoint a public policy chair; conduct a meeting on an AAUW public policy position with an elected official; participate in a state lobby day; hold a program on economic security, or civil rights policy; conduct a voter registration or voter education event; encourage sign-ups for Two-Minute Activist at branch events or social media;

Governance and Sustainability Star (meet three of the five criteria): create or review a succession plan for leadership identification; develop and implement a plan to participate in the Five Star Program; appoint a diversity officer; hold a program on a justice, equity, diversity, or inclusion topic; participate in an affiliate survey;

Programming: Hold four mission-aligned programs

Communications and External Relations (meet three of the five criteria): designate a communications officer and follow AAUW on all social media platforms it uses; share 3-5 posts aligned with AAUW's mission per quarter on social media; include information from AAUW National in branch newsletters at least quarterly; include information about Equal Pay Days in branch communications, including social media; ensure all branch leaders subscribe to AAUW emails and share the email re-subscribe link with members quarterly.

5 Stars

Beaver Valley

3 Stars

Huntingdon

Lansdale

North Hills Pittsburgh

State College

2 Stars

Bethlehem

Erie

Harrisburg

Johnstown

York

1 Star

Bradford

Fox Chapel Area

Indiana County

Murrysville Area

Pittsburgh

Reading

West Chester-Chester County

Congratulations to the Pennsylvania branches that have achieved the criteria to be awarded stars. We celebrate every star earned!

2024-25 BRANCH MEMBERSHIP INFORMATION

American Association of University Women
February 1 Count for Fiscal Year 2025
 (Sorted by Branch Code)

Branch Name	Affiliation Count
PA2003-Lebanon Valley	7
PA2005-Beaver Valley	79
PA2006-Bethlehem	86
PA2009-Bradford	36
PA2011-Carlisle	90
PA2015-Doylestown	73
PA2017-Easton	41
PA2019-Erie	80
PA2020-Fox Chapel Area	53
PA2025-Harrisburg	89
PA2027-Huntingdon	16
PA2028-Indiana County Branch of AAUW	27
PA2029-Johnstown	71
PA2031-Eastern Delaware County	12
PA2032-Lower Bucks	18
PA2041-Pittsburgh	15
PA2042-Reading	50
PA2045-Scranton	1
PA2046-State College	148
PA2050-Valley Forge	34
PA2051-Washington	11

2024-25 BRANCH MEMBERSHIP INFORMATION (Continued)

PA2052-West Chester-Chester County	86
PA2055-Lansdale	88
PA2064-North Hills Pittsburgh	105
PA2066-Murrysville Area	46
PA2068-York	64
Total Affiliations:	1426

Note: The February 1 Count is a count of current members under the categories of national, lifetime, honorary lifetime, dual and students as of January 31st of the current fiscal year.

OUTSTANDING WOMAN HONOREES

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

Beaver Valley

Mary Beth Quinn



History defines Mary Beth as a member of nearly 50 years who served as Co-President twice, serves a Membership Co-Chair refining procedures to recruit and retain members, communicates branch information to members as

Circulation Chair and is a resource for by laws, policies and branch history.

Bethlehem

Kathy Kahler

Kathy served two terms as MVP and did an outstanding job of recruiting new members at the annual book fair and hosting a new member reception. Kathy has also been a volunteer at book fair for many years. she has been an asset to board and branch.

Bradford

Katherine Nussbaum

Katherine was named Woman of the Year because of her contributions to our branch, her workplace, and the Bradford community. Since joining AAUW, she has worked tirelessly on creating a new website and expanding our social media efforts.

As a librarian at the University of Pittsburgh at Bradford, she supervises 18 student workers and often serves as a mentor to many of them. In short, Katherine is a dedicated and talented member of the Bradford Branch.

Carlisle

Lillian Wong

Lillian has chaired our Scholarship Committee for many years. Her extraordinary work has resulted Higher Education Scholarships for many young women over the years. She is also Co-Chair of the Carlisle Branch STEM Committee and the Jr. Achievement Program.



Lillian is consistently involved in many other programs, committee activities, outings and community events, always bringing a positive spirit to all that she does. She is truly a woman who contributes willingly and well. Our Woman of the Year!

Erie

Asuman Baskan



She has served as President twice within the last decade and worked tirelessly to recruit new members and keep our branch informed of all opportunities.

OUTSTANDING WOMAN HONOREES (continued)

Fox Chapel Area

Career Launching Awards Committee Members

The committee spent about 18 months reevaluating the branch's Career Launching Awards and restructured the program to update it for the times and to align more with the mission.



Barbara Johnstone, Fran Dice, Lindsay Totten (Chair), Cheryl Towers.



Judith Matheny

Harrisburg

Carol Stark



Carol is the committee chair for our newsletter and does an outstanding job of putting together an informative newsletter. She also stands ready to help with any other function and is at all of our events.

Indiana

Kate Geiger

Kate has made a significant impact by creating dynamic programs that engage the wider community.

Johnstown

Dr. Debe Mack

Debe is being recognized for her steady leadership this past year, taking on presidential duties while simultaneously developing creative and engaging solutions on multiple branch issues, increasing membership, fundraising, and securing our book sale facility.

Lansdale

Karen Maglaty

Karen is key for the success of our online auction. She handles everything for Auctria, managing the IT and is well versed in all areas of our fundraiser so it runs efficiently. Karen is always willing to take on new opportunities. She is part of our Website Committee and brought vision to the website's development. Karen also agreed to be the facilitator for our Strategic Plan. Because of Karen's experience working with and facilitating Strategic Plans in the past, it was a smooth, interesting process and we now have a refreshed workable Strategic Plan to present to membership as a result.

North Hills Pittsburgh

Francie Cech

Francie Cech has shown deep commitment to advancement of membership in AAUW. She consistently sends personal notes to each of our new branch members. Francie is also the chairperson for the 7-week Great Decisions program sponsored by the North Hills-Pittsburgh branch. She arranges expert speakers for each week of the program.

Reading

Carolyn Smith

Carolyn Smith is recognized for her contribution to the Branch including Membership Chair, Webmaster and email monitor and as a member of the League, Carolyn attends the Naturalization ceremonies held by the county.



OUTSTANDING WOMAN HONOREES (continued)

State College

Michele Crowl

Michele has served as co-chair of the AAUW STEM Committee for more than 6 years offering programming that empowers and encourages young women to be leaders in the STEM fields.

These AAUW sponsored programs spark creativity, curiosity, and imagination in the girls and young women who attend them.



York

Carol Anderson



Carol led our Branch through a dramatic change in the times and location of our membership meetings. She enlisted a Penn State intern to assist with some of our membership tasks. Her recommendation that leadership

roles be changed to one-year terms resulted in some members more willing to accept leadership positions.

Valley Forge

Susan Norris

Susan Norris has been a very effective two-term president of Valley Forge Branch, with a focus on the AAUW mission; she has also done a fine job of redesigning our website.



MEMBER MAKING A DIFFERENCE HONOREES

The 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.

Beaver Valley

Kacie Kirkpatrick

As a leader, Kacie became a member of the Nominations Election Committee for the PA State Board, created and gave an outstanding presentation to recruit State Board Members, recruited three friends to join AAUW, organized and chaired the "After Hours" Interest Group.



Bethlehem

Kristina Hollingsworth

Kristina has served two terms as PVP and brought many diverse and interesting programs to the branch.

Carlisle

Peggy Jennings



Despite having relocated from Carlisle to Lebanon a while back, Peggy continued to make a huge difference for the Carlisle Branch with her outstanding and creative work on the newsletter, which included designing a

new and more professional look, and, among other things, by designing graphics for our 100th Anniversary promotional materials and multiple flyers for many committees and events.

Erie

Anne Marie Kumher

Anne Marie has begun a new study group and worked to support our house-bound members by becoming Corresponding Secretary.

Fox Chapel Area

Kitty Hollerman

This year, we recognize long-time key member Kitty Hollerman who always steps up when help is needed, whether it involves "herding cats" for a fundraising event, hosting meetings, providing snacks, or strategizing our future.



Harrisburg

Barb Warfel

She is the chair of our Cultures Vultures special Interest group and over the years has donated thousands to our branch as a result of these trips.



Indiana County

Jasmine Bishnoi

Jasmine has made significant contributions by serving on the Scholarship Committee, both as an Administrative Assistant and an active member of the evaluation team.

Johnstown

Eileen Tweed

Eileen is being recognized for her continuing support of AAUW's mission and her wide-ranging and unceasing service to both the branch and the local community.

MEMBER MAKING A DIFFERENCE HONOREES (continued)

Lansdale

Laura Slugg

Laura is an important part of the success of our auction. She assists Karen Maglaty with IT issues and is also the point person for non-restaurant solicitations. Keeping all the non-restaurant auction items straight is a job in itself! When we were considering updating our website and forming a Website Committee, Laura Slugg was the first person Megan contacted. Laura not only said “yes” but she jumped in with both feet! She has been key to providing the necessary research for our website platform, providing important insight, and building the site. We couldn’t do this without Laura’s expertise.

Murrysville Area

Janet Sutton

Janet Sutton provided exceptional guidance in keeping our Branch together during Covid. Thanks to the strength of her leadership, our Branch is still a flourishing organization, serving our community in many ways.

North Hills Pittsburgh

Jennifer Schwoebel

Jennifer Schwoebel assumes the role of co-Vice President of Membership. Before many branch meetings, Jennifer has spent some 30 hours calling members to confirm their attendance at meetings. At each meeting, Jennifer creates a themed, gift bag to be awarded to a member. At the close of the meeting, a member's name is drawn as the winner.

Reading

Denise Meister



Denise Meister has revived the Senior Girls Recognition Breakfast and re-branded it as the Women’s’ Recognition Breakfast honoring the highest ranked High School Senior girl at our 19 school districts as well as our Scholarship

recipients and the High School Science Fair winner.

State College

Sherry Lonsdale

Sherry is an integral leader of our branch's IT team, contributing her technical expertise, informed and systematic approach to solving our IT challenges. Her leadership has lead to our Branch's non-profit status with Google, converted personal emails to generic position ones, helping our web team to develop skills needed to update our website ourselves, and investigating our website IT problems.



Valley Forge

Jean Givey

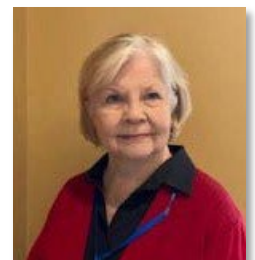


We are grateful to Jean who is a fairly new member yet took on the Finance Officer position which had been shared by two other members for the past 20 years.

York

Martha Fleischer and Joan Beekey

As membership Co-VP's Martha revised the branch membership form and Joan has been busy recruiting new members at our daytime meeting location.



Martha Fleischer

2025 AAUW PENNSYLVANIA GATEWAY TO EQUITY AWARDS

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.

Beaver Valley

Chloe Goehring, Community College of Beaver County

Chloe is the liaison at Community College of Beaver County for Girls' Recognition Night. Through her leadership the college provided refreshments and a conference room gratis. She arranged for a speaker who introduces the girls to opportunities to further their education at CCBC during high school and beyond. CCBC has hosted GRN since 2011.

Bethlehem

Representative Susan Wild

Susan Wild served three terms as the representative in Pennsylvania's 7th District. She has been a voice for women both in the state and in her community, supporting abortion and reproductive rights and advocating for LGBT rights.

Bradford

Debbie L. Price

The Bradford Branch is proud to name Debbie Price as the recipient of this award. Debbie has lived a lifetime of service as a CEO of a social service organization, a Vice President of the Bradford Regional Medical Center, and as a nurse. As an employee and volunteer, she has helped make Bradford and the region a better place because of her integrity, compassion and her history of standing up for the rights of all individuals, especially those in need of an advocate.

Carlisle

YWCA Carlisle & Cumberland County and Cumberland County Commission for Women

YWCA Carlisle & Cumberland County works tirelessly to improve the lives of people, and in particular women and children, in our area. Maddie Young, Executive Director and her staff advance our mission of equity for women in almost everything they do. Some of their programs include Sexual Assault and Rape Crisis Services, Educational Programming for both children and adults, Little Wonders Preschool and Pad Pantry to address period poverty by distributing feminine hygiene products. They work with other community organizations on issues like racial justice and bringing different neighborhoods together. Recently, the YWCA rolled out their "Persimmon Awards" to honor diverse achievements of women in Cumberland County who exemplify peace, justice and dignity for all. This organization truly lives up to their logo by-line, "eliminating racism and empowering women"!

AAUW PENNSYLVANIA GATEWAY TO EQUITY AWARD (continued)

The **Cumberland County Commission for Women** was first organized in 1999 and is currently made up of 25 volunteer members. The principal goal of the Commission is to increase opportunities for Cumberland County women and girls by identifying and promoting awareness of pertinent issues. In 2024, Cumberland County PA Commission for Women organized a town hall that focused on barriers and access to affordable child-care and possible solutions. Topics included the challenges that providers are facing along with the economic impact the high cost has on parents and children. This well attended event put an additional spotlight on an issue that our community identified as a primary barrier for economic equity for women during the Beyond Suffrage Forum staged by the Carlisle Branch and subsequent white paper that we delivered to the State Assembly a couple of years ago. Going forward, the Commission plans an additional event in 2025 to further explore the childcare issue along with other events to help women and girls navigate the complexities of housing and healthcare systems.

Erie

Sharmin Khundker

Sharmin is being recognized for her work bringing diverse members into our branch, and her past work with the Asian community in Erie.

Fox Chapel

Kristina Zuccarelli, Manager of Scholarships and Alumni Affairs, CCAC Educational Foundation

Once the Career Launching Awards Committee began to look at partnering with CCAC, Kristina Zuccarelli became deeply involved in the process, giving time and attention to this effort above and beyond the call of duty, all the while demonstrating her respect and encouragement for CCAC's older women students.

Harrisburg

Bobbi Carmitchell

Local folksinger-songwriter Bobbi Carmitchell educates many through her folk songs of and from the Women's Movement. Bobbi has played an active role in the women's community of Central PA for over 45 years. Starting out in 1980, Bobbi was a member of the popular musical trio Wind and Wood, which had the honor of being the area's first all women musical group. They developed a large, loyal following which has deep roots in local social activism working to raise the consciousness of the struggles women face every day.

Indiana

Dr. Lingyan Yang

Dr. Yang is an Associate Professor at Indiana University of Pennsylvania and serves as the Director of Women's and Gender Studies Program. She has made a profound impact by empowering future generations of leaders in women's and gender studies.

Johnstown

Dr. Christine Dahlin

A full-professor of Biology at Pitt-Johnstown and 2024 winner of the Pitt Chancellor's Public Service Award, Christine is a highly engaged community organizer in Johnstown, working with Hope4Johnstown, Unity Coalition of Southern Alleghenies, CommuniTEAMS, and Johnstown Animal Welfare Society, among others.

AAUW PENNSYLVANIA GATEWAY TO EQUITY AWARD (continued)

Lansdale

Suzan Neiger Gould - Executive Director, Manna on Main Street

Suzan has served as the Executive Director of Manna on Main Street since 2012. Under her leadership, Manna has expanded its reach and deepened its impact on the community. When Manna relocated to North Penn Commons in the fall of 2016, Suzan envisioned even greater possibilities to serve those facing economic instability. Manna already offered vital services, yet Suzan saw an opportunity to do more, particularly by addressing joblessness, a root cause of instability.

Inspired by the Catalyst Kitchens model, which is a national network of social enterprises and nonprofit teaching kitchens—Suzan proposed a bold initiative to Manna’s Board of Directors (which was approved), to provide a workforce development program providing free, hands-on culinary training and employment readiness, coupled with individualized social services.

Manna named the initiative the Common Grounds Training Program, which is an 8-week course designed to equip participants with food service and employment skills, preparing them for meaningful, sustainable careers. Through this innovative program, Manna transforms lives and fosters lasting change.

For many women raising children on their own while facing economic hardship, access to job training and stable employment is nothing short of life changing. Suzan’s vision and leadership continue to open doors of opportunity, which truly embodies the spirit of the Gateway to Equity Award.

Reading

Girls on the Run

Girls on the Run of Berks County was established in 2013 offering fun, evidence-based programs designed to inspire girls of all abilities to recognize and embrace their inner strength and to make meaningful connections with others. Focused on girls in 3rd – 8th grades, our programs inspire participants to recognize their inner strength, increase their level of physical activity, imagine their possibilities and confidently stand up for themselves and others.

Over 6000 girls in over 80 schools & community sites across Berks & Schuylkill counties have participated in Girls on the Run programming. Our programs (Girls on the Run for 3rd - 5th grades and Heart & Sole for 6th – 8th grades) take place over 8-10 weeks in Fall and in Spring, with teams meeting twice weekly throughout the season. Teams are led by trained, volunteer “coaches” who deliver lessons that blend physical activity with life skills such as managing emotions, forming friendships and giving back to our communities. Each season culminates in a celebratory 5K that gives participants a tangible sense of accomplishment.

State College

Strawberry Fields

"Empowering People, Enriching Lives" - This non-profit organization enables our fellow citizens with intellectual and mental disabilities to become part of the larger community through its services and advocacy. Through its entrepreneurial initiatives, Strawberry Fields has brought marginalized individuals into the workplace, allowing them to earn a living, enhancing their economic self-sufficiency and helping them to integrate into the community at large.

<https://www.sfionline.org/>

AAUW PENNSYLVANIA GATEWAY TO EQUITY AWARD (continued)

Valley Forge

Fair Districts PA

Fair Districts continues to advocate for an independent redistricting process and accountable legislature that represents all Pennsylvanians well.

York

York County Confronting Racism Coalition (CRC)

The CRC is an organization whose mission is to create sustainable change by breaking down systemic racial barriers and by promoting healing, equity and inclusion. Its vision is a place where differences are valued and equity prevails. Through their actions and philosophy, the CRC advances equity for women and girls through advocacy and education.

NAMED GIFT HONOREES 2024-2025

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.

BEAVER VALLEY

Joann Lecrone
Linda Lobozzo

CARLISLE

Wendy Armour Dickinson
Barbara Attivo
Gail D'Urso
Kate Elkins
Mary France
Jean Foschi
Sharon Heller
Jenifer Johnson
Janet Kacsur
Pat Markowski
Becky Morgenthal
Theresa Rice
Molly Shane
Nancy Sigrist
Kelly Spasic
Jeanna Som
Patty Stibitz
Cindy Sutton
Deborah Sweaney
Marina Young

EASTON

In Memoriam:
Janet Heffner
Rev. Helen Pearson
Mildren McFadden Pitoni

ERIE

Matasha Murrell Jones
Loretta Seigley

FOX CHAPEL

Nancy Weinstein

HARRISBURG

Eileen Carson
Mary Kratzer

Carol Buskirk

Joan Swetz

JOHNSTOWN

Claire Montoya

LANSDALE

Mary Brock
Becky White
Kendall Martin
Karen Maglaty
Megan Hausler
Laura Slugg

MURRYSVILLE AREA

Diane Eldridge

READING

Suzanne Kirk

STATE COLLEGE

Ad Hoc Task Force for the Implementation of the
Strategic Plan:
Ann Echols
Jackie Esposito
Lee Carpenter
Linda Higginson
Grace Hampton

WEST CHESTER-CHESTER COUNTY

Kay Phillips

YORK

Carol Anderson
Lois R. Conway
Carol A. Heintzelman
Betty K. Hooker
Judy Pena
In Memory of Marguerite Bernstine
In Memory of Audrey Futer Eigenrauch

2024-2025 AAUW PA FINANCIAL STATEMENT

AAUW PA July 1, 2024 to June 30, 2025 CASH BASIS ONLY

No In-Kind
Reported
Within (i)

Category Description	2024-2025 Budget	2024-2025 Actual
INCOME		
Dues - net of STF refunds	10,000	11718
Branch Donations (honoriums for President's visits/speeches)		
Interest Inc		1048
Donations - State		11000
Donations - pass through to National		
PayPal fees that we incurred on donations passed on to National		
Silent Auction Income to State		
Convention/Retreat/Conference Income		1050
NCCWSL donation		585
TOTAL INCOME	10,000	25401
EXPENSES		
AAUW Donations Paid to National Funds (pass-through)		
Presidents' Budget (gifts to branch anniversaries)	100	
Administrative Director	25	
Name Tags	50	42
Postage / Stamps		29
Membership (includes awards)		
General Liability and Officers & Directors Insurance	400	1098
Survey Monkey	450	407
MailChimp - electronic newsletters (added 2.11.23 \$41.87/month)	500	572
Zoom	625	678
Social Media and Communications	0	
Board Meetings (not assoc. with event)	3000	3728
NCCWSL Scholars	2000	2925
Student Impact Mini-Grant max \$500 each	1500	1838
C/U Flexible Fund	100	
Public Policy - Lobby Day	250	
Public Policy - General	250	
Board Visits to Branches		759
Conference/Retreat PayPal Fees		
Conference/Retreat Cost (banquet, board hotel rooms, room rental)	0	
Conference/Retreat gifts	0	483
Conference/Retreat - printing, supplies, etc.	0	225

AAUW PA PAST PRESIDENTS

2022-	Cynthia Hall, State College
2018-2022	Ann Pehle, Carlisle
2014-2018	Dr. Dot McLane, Lansdale
2010-2014	Margaret McGrath, Fox Chapel Area
2008-2010	Dr. Deb Roney, Huntingdon and Kate Sweeney, Makefield Area
2006-2008	Dr. Dot McLane, Lansdale
2004-2006	Karen Rowe, York
2002-2004	Linda Haigh Tozier, North Hills-McKnight
2000-2002	Karen Allen, Lebanon Valley
1998-2000	Wendy Armour Dickinson, Harrisburg and Carlisle
1996-1998	Dorothy F. Goodman, Anthracite
1992-1996	Susan K. Nenstiel, Hazleton
1990-1992	Barbara Price, Levittown-Lower Bucks
1988-1990	Karen Holmes Gallagher, Lansdale
1984-1988	Dr. Janice McElroy, Allentown
1982-1984	Anne Harker Dayton, Grove City-Slippery Rock
1980-1982	Martha Zeller, Susquehanna Valley
1978-1980	Dr. Ann S. Keim, Easton
1974-1978	Marjorie Dunaway, State College
1972-1974	Marian Haller, Erie
1970-1972	Virginia Palmer, Valley Forge
1968-1970	Mary Purcell, Easter Delaware County
1966-1968	Elizabeth Dunkelberger, Gettysburg
1964-1966	Jean Trend, Bethlehem
1962-1964	Marion Ketchum, Philadelphia
1960-1962	Etta Engle, Harrisburg
1958-1960	Lucille Crozier, Pittsburgh
1956-1958	Jeannette Tongren, Erie
1952-1956	Alice Anderson, Philadelphia
1950-1952	Pauline Evansha, Hazleton
1948-1950	Alice Talmadge, Allentown
1946-1948	Elizabeth Matthews, Harrisburg
1944-1946	Eileen McCarthy, Erie
1942-1944	Gertrude Williams, Wilkes Barre
1940-1942	Helen K. Champlin, State College
1938-1940	Dr. Dorothy Weeks, Chambersburg
1936-1938	Elizabeth Oliphant, Susquehanna Valley
1934-1936	Greta Parrish, Pittsburgh
1932-1934	Fay Stockwell, Philadelphia
1930-1932	Quasita Drake, Wilmington, DE*
1929-1930	Audrey Jacobosky, Wilkes-Barre
1926	Fanny Morgan, Pittsburgh

*Until 1940, Pennsylvania and Delaware were one division.

AAUW PA BRANCH PRESIDENTS/ADMINISTRATORS

Beaver Valley: Roberta Good and Deborah Newton
Bethlehem: Linda Robbins
Bradford: Julia Morgan and Isabelle Champlin
Carlisle: Kate Elkins
Doylestown: Ardith Talbott
Eastern Delaware County: Margaret Hofberg
Easton: Lisa Spitale and Frances Kennedey
Erie: Asuman Baskan and Sharmin Khundker
Fox Chapel: Nancy Weinstein and Cheryl Towers
Harrisburg: Katherine Seidl and Mary Ann Daniels
Huntingdon: Charlotte Ridge and April Feagley
Indiana County: Lori Woods
Johnstown: Valerie Grash, Debe Mack, and Georgia Yeager
Lansdale: Megan Hausler and Paula McDaniel
Lebanon Valley: Cathy Wieland
Lower Bucks: Dorothy Gaboda
Murrysville Area: Diane Kaufmann
North Hills Pittsburgh: Deborah Rosenfelder
Pittsburgh: Kuei-Nuan Lin
Reading: Karen Parish
State College: Sally Kalin and Molly Kunkel
Valley Forge: Susan Norris
Washington: Belina Attwood
West Chester-Chester Couty: Nancy Paist-Riches and Beryl Goldman
York: Barbara Woodmansee

AAUW PA Annual Business Meeting

96th Edition, May 3, 2025

Minutes

Registered: 159 members

In attendance: 27 members

AAUW Pennsylvania President Cindy Hall called the 96th Annual Business Meeting to order at 9:05 am. Attendees were reminded via email announcements of this virtual meeting to all members of branches on April 8 and April 27, and to Branch Presidents on March 31, 2025.

Introductions

Cindy Hall introduced AAUW Pennsylvania Past Presidents in attendance: Ann Pehle, Barbara Price and Deborah Roney

Members serving on AAUW national committees were recognized including:

Advancement: Deb Roney (Huntingdon)

Governance: Ajla Laussegger

Co-Chair Nominating: Cindy Hall (State College)

AAUW Pennsylvania State Board members in attendance were introduced: Ann Echols, Rebecca Gardner, Sally Kalin, Sandra Miller, Ann Pehle, Charlotte Ridge, Deb Roney, Karen Wellin, and Lori Woods

Credentials Report

Secretary Charlotte Ridge presented the Credentials report (below.)

Each member of the State in good standing as of the official notice of this meeting is entitled to one vote.

ARTICLE XVI. MEETINGS OF THE AFFILIATE. Section 8. states “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.”

As of April 27, 2025, there were 1,426 eligible voters from 26 branches and 26 National and State members. Of these, 159 registered for this meeting either by voting in one or both of our online elections and/or by attending today.

Secretary Charlotte Ridge made a motion for the adoption of the Credentials and Bylaws Chair Deb Roney seconded. Prior to attendees voting electronically on the adoption of the Credentials report, President Cindy Hall asked members if there was any discussion. There was no discussion, and attendees were asked to vote electronically on the adoption of the Credentials report with a yes vote if in favor and a no vote if opposed. The vote was unanimous in favor. *President Cindy Hall declared the presence of a quorum.*

Adoption of Rules of Order and Agenda

President Cindy Hall introduced Bylaws Chair Deb Roney to speak to the adoption of the Annual Meeting Rules of Order and Agenda (below.) Registrants were given access to the Rules of Order along with the agenda.

“Pursuant to AAUW Pennsylvania bylaws (May 2024), Article XVI. Section 7. 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.”

Bylaws Chair Deb Roney moved for the adoption of the Annual Meeting Rules of Order and Cheryl Towers, Fox Chapel seconded.

Prior to attendees voting electronically on the adoption of the Annual Meeting Rules of Order President Cindy Hall asked attendees if any items should be discussed. Attendees had no discussion topics and were asked to vote electronically on the adoption of the Annual Meeting Rules of Order with a yes vote if in favor and a no vote if opposed. Secretary Charlotte Ridge recorded 22 yes votes and 0 no votes.

President Cindy Hall announced the Rules of Order were adopted.

Bylaws Chair Deb Roney moved for the adoption of the agenda for the Business Meeting as it appears in the linked materials and Public Policy Chair Sandra Miller seconded.

Prior to attendees voting electronically on the adoption of the agenda President Cindy Hall asked members if there was any discussion. Attendees who were in favor of the adoption of the Annual Meeting Rules of Order and Agenda as amended were instructed to vote yes if in favor and no if opposed.

Secretary Charlotte Ridge recorded 23 yes votes and 0 no votes. President Cindy Hall announced the agenda was adopted.

Minutes of the 2024 State Annual Business Meeting

President Cindy Hall asked Secretary Charlotte Ridge to report on the Minutes of the 95th AAUW Pennsylvania Annual Business Meeting held on May 4, 2024. Secretary Charlotte Ridge reported the minutes of the last annual business meeting were reviewed by Pat Byerly (Pittsburgh and Indiana County Branches) and Sally Kalin (State College Branch). Meeting attendees were reminded that a link to the minutes was included in the agenda with a link sent to registrants of today's meeting.

President Cindy Hall proposed dispensing with the reading of the minutes if there were no objections. Hearing no objections from attendees, members were asked if there were additions or corrections to the minutes. There were two corrections from Bylaws Chair Deb Roney:

- Under the Bylaws proposals on p. 12 of the Business Meeting yearbook quoted here, the "11" should instead be the word "all": "Bylaws Chair Deb Roney indicated 11 proposed changes to the AAUW Pennsylvania bylaws were approved" [...]
- On p. 13 under Adjournment, there is a typo in the branch name "Huntingdon."

President Cindy Hall asked if there were any objections to approving the minutes as amended by general consent. President Cindy Hall announced the minutes as written were approved by general consent.

Committee to Review the 96th Annual Meeting Minutes

President Cindy Hall indicated the following members have been asked and have agreed to review the minutes of this year's Annual Business Meeting and present them to the AAUW Pennsylvania Board for endorsement and subsequent member ratification: Deb Roney, Huntingdon and Carlisle, and Sally Kalin, State College.

Old Business

Bylaws Chair Deb Roney reminded those present of the voting procedures of AAUW Pennsylvania. Then, as chair of the Nominating and Elections Committee, she gave the following report:

“The following are the candidates presented by the Nominating and Elections Committee for the 2025-2027 term.

- Karen Wellin (Valley Forge), Membership Vice President
- Charlotte Ridge (Huntingdon), Secretary
- Pam Fuller (State College), Finance Officer

I will dispense with the reading of the candidate bios, which were provided to members during the election process. Because this meeting is not being held in person, the officer election was completed with online voting, paper ballots, and branch voting. Votes were cast by members from 22 of the 26 AAUW Pennsylvania branches. The Nominating and Elections Committee received 112 votes online, 21 votes from 1 branch voting event, and 3 paper ballots.

Tallies showed 135 votes for Karen Wellin for Membership Vice President, 136 votes for Charlotte Ridge for Secretary, and 135 votes for Pam Fuller for Finance Officer. One write-in vote was cast for the office of membership VP and one for the office of finance officer.

Given that report of the votes cast by online, branch voting events, and paper ballot, I declare the election of candidates Karen Wellin, Charlotte Ridge, Pam Fuller.”

AAUW Pennsylvania Bylaws Proposals

President Cindy Hall again called on Bylaws Chair Deb Roney to introduce proposed changes to the AAUW Pennsylvania bylaws. All proposed changes to the AAUW Pennsylvania bylaws were approved by the AAUW PA board at their meeting on February 1 and presented to the membership for commentary from February 20 to March 15. The comments were reviewed by the bylaws committee. No changes were necessary, and the final proposals were noticed to the membership on March 31 on the AAUW PA website and on April 1 via email to all members.

On behalf of AAUW PA Bylaws committee, Deb Roney moved both the acceptance of the proposed substantive changes to the bylaws and the acceptance of the proposed technical changes to the bylaws.

President Cindy Hall proposed dispensing with the reading of the proposed amendments. There were no objections. Bylaws Chair Deb Roney announced the results of the online vote (April 1 to April 30, 2025). There were 96 votes cast; including 1 national/state member and 95 members from 20 of the 26 AAUW Pennsylvania branches. *All the proposed bylaws amendments were passed unanimously.*

With the passage of the bylaws changes, Deb Roney announced that “a clean copy of the bylaws with all approved changes made will be provided on the AAUW PA website and emailed to all branch presidents no later than May 15, and a breakdown of the vote by Article will be included in the next *Keystoner*.”

New Business

President Cindy Hall asked those present to declare any new business. Hearing none, she proceeded to the announcements.

Announcements

President Cindy Hall shared a few announcements for the good of the order.

- AAUW PA branch awards can be found in the 2024-25 Yearbook, which will be posted on the AAUW Pennsylvania website. President Cindy Hall congratulated all the winners.
- Program Vice President Lori Woods reminded everyone of the dates of the 2025 summer retreat: June 27th (evening reception) and June 28th. She announced that the retreat would be facilitated by Spud Marshall and feature several storytellers to inspire attendees.
- Membership Vice President Karen Wellin reminded members of the Shape the Future program and noted that Pennsylvania is the fourth largest state for membership this year.
- President Cindy Hall called for volunteers for the AAUW Atlantic Conference and reminded members of AAUW National webinars and elections.
- President Cindy Hall concluded the meeting by encouraging members to donate to AAUW PA, since there will be no dues increase this year at the state level.

Adjournment

President Cindy Hall asked if there was any further business, and hearing none, asked for a motion to adjourn the business meeting by acclamation. Bylaws Chair Deb Roney moved the adjournment OR made the motion. Randi Blauth, Easton, seconded, and the business meeting was declared adjourned at 10:42 AM.

AAUW'S LEGACY CIRCLE

The AAUW Board of Directors sincerely thanks our Legacy Circle Members for their generosity and lasting commitment to our mission. Your unwavering support and vision inspire us, and we are deeply grateful for your dedication.

ANONYMOUS	SUSAN NENSTIEL
ANONYMOUS	ANN PEHLE
PATRICIA BYERLY	JO ANN PIOTROWSKI
RUTH DAMSKER	LINDA ROBBINS
DOROTHY MCLANE	AMBER SUMMERS
MARJORIE MOWERY	ELIZABETH SUMMERS



For questions and information about becoming a Legacy Circle member, please contact Susan Barley, Legacy Circle liaison for Pennsylvania, at barley702@gmail.com.

2025 NCCWSL PA GRANT RECIPIENTS

- **Sylvia Mukusa** -- graduate student attending Indiana University Pennsylvania; AAUW Student Associate member
- **Brenna Haggerty**, 2025 graduate of Juniata College
- **Colette Costlow**—undergraduate student attending St. Frances University; AAUW Student Associate member and AAUW Pennsylvania intern
- **Heather Small** -- undergraduate student attending Juniata College; AAUW Student Associate member and President AAUW Juniata College Student Organization

2024-2025 STUDENT IMPACT GRANTS

- Respect Head Covers; Stop Stereotyping--*Lamia Dawood, graduate student and AAUW student member at Indiana University Pennsylvania.*
- Equal access to period products in Huntingdon Area School District schools--*Heather Small, undergraduate, AAUW student member at Juniata College and President of the AAUW Juniata College student organization.*
- Women in STEM Careers--*Monjeana Henderson, undergraduate, AAUW student member, and President of AAUW Penn State Greater Allegheny Student Organization.*
- Honoring Women's History Month --*Colette Costlow, undergraduate, AAUW student member at Saint Francis University and AAUW Pennsylvania intern during her junior and senior years. And President of the Saint Francis University Literary Club.*

AAUW PA PROPOSED BYLAWS PROPOSALS

BYLAWS OF THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN OF PENNSYLVANIA

ARTICLE I. NAME AND GOVERNANCE

Section 1. Name. The name of the organization shall be the American Association of University Women (AAUW) 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. This Affiliate shall comply with the requirements of AAUW and federal, state, and local law. The bylaws of this Affiliate shall in no way conflict with the AAUW Bylaws and/or policies.

ARTICLE II. PURPOSE

Section 1. Purpose. As described below in Article V setting out the Affiliate purpose, each Affiliate supports AAUW’s purpose which is set forth in the AAUW bylaws as follows:

The general purposes of the Association shall be in accordance with the requirements of the Internal Revenue Code of 1986, as amended, Section 501(c)(3) such that the Association shall be at all times "organized and operated exclusively for religious, charitable, scientific, literary, or educational purposes" as described in the Code and any corresponding provision of any future United States Internal Revenue Law. In service of the purposes set out in the Articles of Incorporation, the Association’s specific purpose is to advance equity for women and girls. In keeping with this purpose, AAUW may:

- a. promote equity, education, and development of opportunities for women and girls that enable them to realize their full potential;
- b. provide fellowships and grants to women and girls;
- c. cooperate with other organizations having mutual interests;
- d. take such other actions as are permitted to a District of Columbia nonprofit corporation consistent with its purpose, the Articles and these Bylaws.

ARTICLE III. USE OF NAME

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

Section 2. Proper Use of Name and Logo. The name and logos of AAUW and this AAUW Affiliate may be used only by Members and Affiliates only according to policies and procedures established by the AAUW Board of Directors.

Section 3. Individual Freedom of Speech. These bylaws governing use of the name of AAUW shall not abridge the freedom of speech of any AAUW member to speak an opinion in the Member's own name except that this Article shall govern whether the Member may identify AAUW in conjunction with that opinion.

ARTICLE IV. MEMBERS OF THE ASSOCIATION

Section 1. Membership. The membership of this Affiliate shall consist of individual AAUW members ("Individual Members") and college/university members ("College/University Members"), as well as other membership categories as determined by AAUW.

Section 2. Member Qualification.

a. Individual Members.

(i.) **Eligibility.** An individual holding an associate (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 institution located outside of the United States, as determined by the 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 Board of Directors may establish a process to assess credentials that are submitted based on degree equivalence.

(ii.) **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.

b. College/University Members. Any Accredited Higher Education Institution or other qualified higher educational institutions located outside the United States, as determined by the 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 Board of Directors.

c. Other Organizational Members. The Board of Directors may set forth criteria for other organizations ("Organizational Members") to join AAUW.

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 of Members.

a. Amount. The annual dues and member benefits for any category of member shall be established by a two-thirds vote of the AAUW Board of Directors and dues shall be payable in accordance with the procedures established by the Board of Directors. Members shall be notified at least thirty (30) days in advance of the intent to consider a change in the dues, the proposed amount, and the rationale for the change.

b. Life Membership.

(i.) Paid. An Individual Member may become a life member (a “Life Member”) upon a one-time payment of twenty years’ annual AAUW national dues, based on the amount of annual AAUW dues set the year the Member elects to become a Life Member, but without credit for AAUW dues paid in prior years. Thereafter, the Life Member shall be exempt from the payment of AAUW national dues.

(ii.) Fifty-Year Honorary. An Individual Member who has paid AAUW dues for 50 years shall become a Life Member and shall thereafter be exempt from the payment of AAUW national dues.

Section 5. Membership Decisions.

a. Appeals. Any potential Member that has been refused admission to membership may appeal to the Board of Directors for review. The decision of the Board of Directors shall be final.

b. Removal. 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 purpose according to these Bylaws, with action taken following policies and procedures adopted by the 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. An AAUW Affiliate has no member status but is an independent local organization (incorporated or not) consisting of AAUW individual members who support AAUW’s purpose at a state or local level and which has been given the right to use AAUW’s name and has executed, and continues to comply with, the AAUW Affiliate Agreement approved by the AAUW Board and any other requirements established by the Board from time to time. Use of the AAUW name or logo by the AAUW Affiliate is subject to the Affiliate Agreement and approval of the AAUW Board of Directors.

Section 2. Organization.

- a. Purpose. Affiliates shall promote the purposes, programs, and policies of AAUW.
- b. Bylaws. As an AAUW Affiliate, this Affiliate shall develop bylaws as meet this Affiliates' needs. However, any such bylaws shall not conflict with AAUW Bylaws, policies, or with applicable law. In the event of a conflict, the AAUW Bylaws shall prevail over this Affiliate's bylaws unless the specific provision of the AAUW Bylaws is not permitted according to this Affiliate's state statutes, in which case the Bylaws shall be construed as closely as possible to the original intent of the AAUW Bylaws as permitted by state laws.
- c. Structure. As an AAUW Affiliate, this Affiliate may create such leadership structures as meet this Affiliate's needs. This 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 any Affiliate may be revoked for cause through affiliation review procedures specified by the AAUW Board of Directors.
- b. Any 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 this Affiliate is vested in the Affiliate. As an AAUW Affiliate, this 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 this Affiliate or the termination of this Affiliate's affiliation with AAUW, all assets of this 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 this Affiliate in all instances in which they are applicable and in which they are not inconsistent with this AAUW Affiliate 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 this 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 AMENDMENTS TO THE BYLAWS

Section 1. Amendments Not Mandated by AAUW. 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. Written notice of the proposed bylaws amendments shall have been sent to members no fewer than ten but no more than sixty days prior to the meeting. If the previous notice has not been given, these bylaws may be amended by unanimous vote of those voting at the Affiliate annual business meeting.

Section 2. Member Input. The board shall establish procedures to provide for member input before the vote.

Section 3. Branch Compliance. An amendment to the bylaws of the Affiliate shall become effective and binding on all branches within the Affiliate.

Section 4. 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 IX. AFFILIATE MEMBERSHIP AND DUES

Section 1. Affiliate Members. All members of local AAUW affiliates located in Pennsylvania, hereinafter known as branches, are also members of the Affiliate. An AAUW national member may become a member of the Affiliate upon payment of Affiliate dues.

Section 2. Dues.

a. **Affiliate Dues.** Annual Affiliate dues for all categories of members 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 members as specified in Article XVI.3.

b. **AAUW Paid Life Members.** AAUW Paid Life Members who are 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 members of the Affiliate are exempt from the payment of Affiliate dues.

d. **AAUW College/University (C/U) Representatives.** AAUW C/U Representatives who are members of the Affiliate are required to pay Affiliate dues. Branches may choose whether or not to charge branch dues to C/U representatives.

e. **Benefits of Membership.** Payment of Affiliate dues entitles members to the membership benefits as determined by the Affiliate Board of Directors.

Section 3. Payment. Any member whose annual Affiliate dues remain unpaid 45 days after the expiration of their membership shall be dropped from Affiliate 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.

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.

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. The board of directors shall determine the method(s) of voting and voting period in compliance with PA law and notify members.

c. Officers shall be elected by a plurality vote.

ARTICLE XI. AFFILIATE OFFICERS

Section 1. Affiliate Officers. The Affiliate shall have a minimum of three separate officers: one responsible for the management of the Affiliate, one responsible for financial affairs, and one responsible for recording and making available upon request the minutes of each noticed Affiliate or multi-Affiliate meeting and board meeting.

- a. The elected officers or co-officers shall be president, program vice president, membership vice president, marketing and communications 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, program vice president, and marketing and communications vice president shall be elected in even-number 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. Appointed officers shall perform such duties as the president and board shall direct.
- g. 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 the chair or the president so request, a matter may be referred to the Affiliate board of directors for final determination.
- h. All elected officers shall 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.

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 by Article XV.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. All

meetings of the board of directors shall be open and may be attended by any member of the Affiliate.

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, by conference call, or by any electronic means to all members of the board. Board members shall send their vote to the secretary. If the secretary is unavailable, the president may select an alternate member of the board, such as the administrative director, who did not put forth the motion to receive and record the votes. The deadline for responses shall be ten days after the question has been submitted; voting will close early if all votes have been cast. 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 board. The secretary or the designated alternate shall immediately notify all board members of the result and will report the motion and the result of the vote at the next board meeting.

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 at their next meeting on all activities and actions 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 that the agenda and notice of the meeting have been given to the members at least five days in advance.

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. Between meetings of the executive committee, a vote may be taken at the request of the president on any question submitted in writing, by conference call, or by any electronic means to all members of the executive committee. Executive committee members shall send their vote to the secretary. If the secretary is unavailable, the president may select an alternate member of the executive committee, such as the administrative director, who did not put forth the motion to receive and record the votes. The deadline for responses shall be five days after the question has been submitted; voting will close early if all votes have been cast. 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. The secretary or the designated alternate shall immediately notify all executive committee members of the result and will report the motion and the result of the vote at the next board meeting.

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 MEMBERSHIP

Section 1. Annual Meeting.

a. The Affiliate shall hold an annual business meeting. The exact date, time, and place of the Affiliate annual business meeting shall be determined by the board of directors.

b. The purpose of the annual business meeting shall be to conduct the business of the Affiliate. Such business shall include the official election of officers, receipt of written reports on the activities and financial condition of the Affiliate, and transaction of such other business as may properly come before the meeting. Such other business may include the adoption of or amendments to the public policy priorities, resolutions, changes to the Affiliate dues structure, and amendments to these bylaws.

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. Meeting Notice. Notice of meetings shall be sent to all members of the Affiliate at least 30 days prior to any Affiliate meeting.

Section 4. New Business for the Affiliate.

a. New business may be brought before the membership at the annual meeting by a motion or resolution from any two Affiliate members or any branch if it is first submitted to the Affiliate president ten days before the date of the winter board meeting for consideration by the board.

b. The board shall establish procedures to provide for member input before the vote at the annual meeting.

Section 5. Quorum. The quorum shall be five percent of the Affiliate membership as of the official notice of the meeting.

Section 6. 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. For purposes of the quorum, Affiliate members who cast a vote by any approved means are considered to be present at the meeting.

There shall be no proxy voting.

c. The affirmative vote of a majority of the votes cast shall be necessary for the adoption of noticed business, except that a two-thirds vote shall be required to adopt amendments to these Bylaws and changes to the Affiliate dues structure.

d. The board of directors shall determine the method(s) of voting and voting period in compliance with PA law. The system and policies to be used for the conduct of the vote, including methods by which every Affiliate member's input is sought prior to the submission of a proposal for final adoption, shall be adopted by a two-thirds vote of the board of directors and shall be made available to the Affiliate members.

Section 7. 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 8. Special Circumstances. If circumstances prevent the holding of an Affiliate meeting, the board of directors shall provide for the conduct of necessary business.

ARTICLE XVII. 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 in 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.

Adopted November 1977

As amended November 1979

As amended September 1981

As amended December 1982

As amended December 1983

As amended December 1985

As amended June 1986

As amended September 1987

As amended May 1992

As amended January 1998

As amended May 2000

As amended May 2001

As amended April 2002

As amended December 2005

As amended May 2007

As amended April 2008

As amended January 2009

As amended October 2009

As amended April 2010

As amended April 2012

As amended January 2017

As amended April 2018

3As amended June 2020
As amended June 2022
As amended May 2023
As amended October 2023
As amended May 2024
As amended May 2025

Page 13 of 13