

Vision

Public Policy Take a Bite Out of the Elephant

First, congratulations: a well-deserved pat on the back to all our members who were involved in voter registration work before the recent election. The statewide effort set records, as did the voter turnout, and we can be proud of the part we played in both.

Second, the challenge: we must be even more active in expressing our views to our elected officials. Most of those elected by Virginia voters do not support AAUW's priorities in the key areas of education, reproductive choice, tax and budget, civil rights, and welfare reform. Senator Kerry had a 100 percent AAUW voting record on these issues. As far as members of the House of Representatives, the three incumbents with 100 percent AAUW voting records—Rick Boucher, Bobby Scott, and Jim Moran—were re-elected. That leaves six incumbent members of Congress with whose records we strongly disagree—JoAnn Davis, Randy Forbes, Virgil Goode, Eric Cantor,

Tom Davis, and Frank Wolf—and one new member, Thelma Drake, who has no federal voting record yet.

How do we get our messages across to Congress? Through e-mail messages — see the *Two Minute Activist* (<http://capwiz.com/aauw/home/>), and yes, it really does take just two minutes to read the background and send a message to your congressman, and through personal letters, telephone calls, and visits.

If you live in Northern Virginia, consider spending Thursday mornings as a member of the Lobby Corps. You can be in and out of about seven offices in an hour, representing AAUW members nationwide on crucial issues. Giving our opinions on judicial nominees will be a big part of our upcoming lobbying. You are greatly needed. See the Lobby Corps article on page 4 for information about training.

Then there are our legislators in Richmond. Please put "February 3—State Lobby Day" on your 2005 calendars. We promise you a fascinating look at our state government in action, and the chance to

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A Message from Our Regional Director Difficult Times Difficult Decisions

AAUW's long tradition of activism in the pursuit of equity for all women and girls comes with a price tag: A price tag that costs hours of time and talent by volunteer leaders, members, and staff alike.

These are difficult times for all organizations, whether non-profit or for-profit, and AAUW is no exception. Declining membership, coupled with decline in investment income, has resulted in your Association leadership team taking a close look at

how our business is run and how we can make our financial outlook a promising one for our future.

Since the beginning of this year, your Association board leaders had some very hard decisions to make relative to AAUW's program of work, ways of doing business, and plans for the organization's future. These decisions were made only after long discussion and careful consideration of the consequences of such decisions. Please know that your Association leaders, both volunteers and staff, are committed to ensuring AAUW's future, so that AAUW will reflect its mission in all that it does for many years to come.

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From the President

Education Comes In Many Packages

Our AAUW branch members have done incredible work over the years living up to our mission of education, equity and positive societal change. Occasionally our members do not immediately realize the impact they have had on the lives of women less fortunate than we.

Two articles in the *Washington Post* on December 5, 2004, reminded me of how important our efforts are. Women in less developed countries are usually the water haulers for the entire village. This agonizing, backbreaking work is made even worse when a well pump breaks. Nearly a decade ago, forty-five women from the "untouchable" caste in India were taught deep well pump repair. The women were illiterate women but learned through a 40 day training program how to fill well pumps. The result was not only paid employment, but skills that were vitally needed to sustain water in the villages they serviced. From being an outcast to being included and even respected is a huge leap forward. It shows how education and training, however brief, can help on the long road to equity and positive societal change. This is the very kind of project that the Virginia Gildersleeve International Fund or the IFUW might sponsor.

In the other article, keeping girls in secondary education until at least the age of 17 made a significant difference in reducing the out of wedlock pregnancy rate of teenage girls. Staying in school



Nancy Joyner

gave young women and men more chances to see what positive choices they have in life. AAUW's program focus "Children at Risk" recognizes that education is critical for children of all ages and all stages of life.

Every program that a branch sponsors, whether a Sister-to-Sister Summit, a book drive for a local elementary school, teaching middle school girls about math and science careers, and others, brings us closer to realizing that we can and do make a difference. Education comes in many packages. The smallest of education projects may wind up generating largest results. From "well being" to staying out of the maternity ward, AAUW demonstrates that education is the key to equity and positive societal change.

AAUW News Bits

Patrick Nichols began work November 8, 2004, as Interim Executive Director of AAUW. Pat has a terrific reputation among non-profit, membership organizations, and will be working closely with staff and the Association board to examine organizational issues.

The annual National College Conference of Women Student Leaders will be held June 2-4, 2005 in DC. Now is the time to encourage students in your community who would welcome this kind of experience to participate.

Board Holds Membership Dialogue

This fall individuals, branches, and state boards have been participating in the membership dialogues. The AAUW of Virginia board hopes that each of you participated in a dialogue in a branch meeting or completed the survey online. State board members, during the recent online board meeting, expressed their thoughts about the different categories of membership. We felt that the comments made would be of interest to all members in Virginia. These comments from individual board members reflect the diversity of opinion that is valued in this organization.

Membership Dialogue Background

Delegates to the 2003 AAUW Convention passed a resolution that charged the Association with conducting a structured Association-wide dialogue on the suitability of current membership requirements and categories. The AAUW Membership Committee was asked by the Association Board of Directors to take the leadership role in implementing this project, in the spirit of “by members for members.”

Members were asked to respond to questions while keeping the AAUW Mission, AAUW Diversity Statement, and the AAUW Strategic Plan in mind.

AAUW Mission: AAUW promotes education and equity for all women and girls, lifelong education, and positive societal change.

AAUW Diversity Statement: In principle and practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

AAUW Strategic Plan: Be recognized as the leading advocate for education and equity for all women and girls. Be a catalyst for change that furthers our mission. Be a model of a 21st century women’s organization. Be a racially and culturally diverse organization. Have a strong and growing membership and donor base to realize the mission. Maintain a sound financial base to assure present and future effectiveness.

Board members responded to the following choices.

No change to the current requirement for a baccalaureate of higher degree

Adding a membership category for other degrees (e.g. Assoc. degree, three-year RN)

Adding a membership category for community partners (no degree, but support our mission)

No educational degree requirement for membership for those who support the AAUW mission and policies

Summary of responses:

? I feel adding a category of other degrees such as Associate degree or 3-year RN as requirement for membership would greatly add to the diversity of the membership. However, admitting no degree holders or having no educational requirement for member does not reflect the AAUW name anymore. I don’t mean to be elitist, but what is the value of having an AAUW? Is it any different from the women’s club?

? I strongly support having no educational degree requirements for membership—many times this requirement has caused embarrassing moments. I think having different classes of membership would be complicated. Education, equity, and positive societal change should be the reason to join AAUW.

? I’d like to see the degree requirement dropped. There are many talented, enthusiastic people who support our goals and would contribute a great deal to AAUW but who don’t have a degree. As an organization I believe we must decide what our main concern is—a degree or equal opportunity for girls and women.

? Personally I favor opening up membership to those with at least a two-year degree. I think we would pick up returning students as well as young women, but there is great division within our branch over this. Our branch board is almost evenly split on this issue.

? What benefits would persons in a membership category of other degrees such as Associate degree or three-year RN have?

? I think we should keep some educational requirement; otherwise we are not really “university women” any longer.

? Perhaps we should consider an institutional/supporting membership to cover the “no educational degree requirement for membership for those who support the AAUW mission and policies.”

? I support keeping the status quo. I can attest to the fact that having different levels of membership (another national organization that I belong to did this) and opening membership to anyone becomes very complicated and dilutes the overall mission of an organization in terms of membership. It convolutes and complicates membership, in my opinion. You can become focused on membership for reasons other than the original purpose of AAUW. In the case of the “other” organization, the emphasis became seeking a source of funds

? I honestly do not know what I think AAUW should do. For myself, I am a life member and will continue to work and support AAUW whatever happens. My fears include that if we don’t vote to accept anyone who wants to join, we are voting to cease existing, BUT if we vote to accept anyone, are there really women out there who can’t join now who would want to join then?

? I’m for maintaining the status quo, as we are a university women’s organization. This isn’t why we are losing membership, but because AAUW has lost its direction and contact with its members.

? I’m not against a “non-voting” category for Associate degrees, but nursing associate is getting into to fine a line. They have specific nursing groups to join which I would have no interest in joining if they would allow me to.

? If there was no degree requirement there wouldn’t be much to differentiate us from the many other women’s organizations.

? Maintain the status quo—no change in the current requirement for baccalaureate or higher degree. I am beginning to think we’re too elitist. Add a membership category for other degrees such as Associate degree, three-year RN. I think this would enable members’ opportunities for mentorship and broaden our horizons as an organization.

? After the 2002 Convention Town Hall meeting I began to see the prospect of

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“Membership”

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opening up membership to all who support our mission as more of a matter of reaching a larger audience and as an opportunity for AAUW to evolve.

As you can see the responses of the board members are as varied and insightful as the comments that were collected from branch membership dialogues. By providing members with a chance to dialogue about important issues facing the organization AAUW has the opportunity to reflect the needs and interests of members and the changes in the world. Needless to say education and equity for all women and girls will be an important focus throughout the 21st century.

HelenRuth Burch, Vice President for Membership and Branch Development

VA Fellowships and Grants

To have a fellowship or a research and projects grant named in your honor at the Association level is a remarkable achievement for the recipient, as well as for the branch and the state that this fellowship represents. In Virginia, there have been 13 fellowships and grants initiated over the years.

All of them have been completed except the following:

1. Falls Church 50th Anniversary: \$34,300 (balance March 31, 2004)
2. Mary Wright Thrasher: \$31,008.78 (balance June 30, 2004)
3. McLean Research and Projects: \$8128 (balance June 30, 2004)

The state board encourages and proposes that all Virginia branches, except for those branches supporting their own fellowship, support the Mary Wright Thrasher Fellowship the next several years. The board has set a goal of endowing this fellowship at \$100,000 by 2007. This gives AAUW of Virginia three years to complete it, and it is very doable if we start now. In addition, would it not be wonderful to have fellowships awarded in Mary's name while she has the opportunity to know about and communicate with the recipients? See below for more information about Mary Thrasher.

It would be unfair to not mention McLean and Falls Church. There were significant funds donated to the Falls Church fellowship endowment and to McLean's new Research and Projects grant endowment last year. These branches are the “book sale divas” and they do a spectacular job with fundraising. Also, they have more time to complete their endowments, which will allow Virginia time to put our “buying power” behind them when the Mary Wright Thrasher Fellowship is completed. In other words, the state board and

branches can then focus on helping to complete the Falls Church and McLean endowments. We will all work together over the next several years to complete all of them and celebrate AAUW of Virginia and its branches' success.

*Gail Derrick, EF Chair
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Mary Wright Thrasher Endowment

This endowment honors a long-time, former public school teacher, Mary Thrasher, who gave faithfully to her profession for many years. She received a bachelor's degree from Madison College (now JMU) and a master's degree from the University of Tennessee. Ms. Thrasher, who is still living but in poor health, served as president of AAUW of Virginia from 1962-1964. She is a member of the Norfolk Branch, which initiated the fellowship in her honor. Once the goal is met, the monies generated from this endowment will be designated for the Mary Wright Thrasher Fellowship to help finance doctoral students. Branches who support the Mary Thrasher endowment can still get credit for contributing to EF, and can still name honoree branch members with contributions of \$500, therefore, respecting two or more people with one contribution!

*Gail Derrick
Sally Sledge, President Norfolk Branch*

“Elephant”

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visit the offices of your state senator and delegate. These visits are valuable even if you are lucky enough to have representatives with great voting records, who are always happy to see supporters in addition to the usual complainers!

Try not to be too discouraged that the cycle never ends. The old saying, “How do you eat an elephant? One bite at a time,” applies to us. AAUW was created to work for the elephant-sized goal of gender equity. One step, or bite, at a time, and we may get there some day—or, at least, our daughters and granddaughters might. But if we don't pave the way for them, who will?

*By Marilyn Silvey,
Co-Vice President for Public Policy*

Thirty-Two Years AAUW Capitol Hill Lobby Corps

The AAUW Capitol Hill Lobby Corps (LC) has been visiting legislators in Congress and delivering the public policy message since 1972. AAUW staff member Ellen McGovern recruited the first AAUW Lobby Corps members to help monitor committee hearings on Title IX and to distribute position papers explaining AAUW's position. Since then, Lobby Corps members have made thousands of visits to congressional offices bringing AAUW's presence and priorities to the elected officials and their staff.

AAUW LC members attend training sessions to learn about Congress and to practice communicating their messages. AAUW pub-

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lic policy staff members provide in-depth briefings on priority issues. Each week that Congress is in session, LC members study a briefing paper from the staff.

On Thursday mornings, the LC members receive their assignments and materials and fan out on the House or Senate side to ask for support on the issue and to deliver pertinent materials. They speak to legislative aides, or, in some cases, to the senator or representative. They then evaluate the responses from offices they have visited and deliver that information to the AAUW public policy staff for further analysis.

In 1998, a student Lobby Corps pilot project was initiated. LC has established contacts with several universities in the Washington D.C. area. College students train and lobby with the LC during a semester. A significant number of interns have been candidates for master's degrees in public policy or political science. The LC and the students each benefit greatly from the relationship.

For the past year from July 2003 to June 2004, LC members have made a total of 1524 visits to members of Congress. The legislative issues covered most were reproductive health, hate crimes, education and training, and judicial nominations.

The year 2005 brings a new congressional session and exciting challenges for AAUW. It is also another year of opportunity for AAUW members to start lobbying on Capitol Hill. Training will take place on Thursdays, January 13 and January 27, starting at 9:30 a.m. at AAUW headquarters, 1111 16th St. NW in Washington D.C. Lobbying begins the first Thursday in February.

If you are able to travel to Washington D.C. on most Thursdays that Congress is in session and want to support the AAUW mission, you are urged to take part. Call Mary Lou Melley, chair of the Lobby Corps Coordinating Committee at 703/536-6498 or e-mail melley@aol.com.

By Mary Lou Melley

International Affairs

Be a Part of a Larger Family

As the holidays approach, it seems women become busier. We cancel meetings or shorten them. We concentrate on our families; nevertheless, we are part of a bigger family, especially of women and children who may not have time to celebrate the way we celebrate or have no way of celebrating because of many circumstances that they cannot control. As we think of international affairs, let us think of them more often during the holidays.

The United Nations talks in terms of meeting the millennium goals by 2015. There are countries that are predicted to be unable to reach these goals. I have written about millennium goals earlier and so I hope you are now familiar with them. If you missed them and would like to know more about them, just let me know. The problems around the world are centered on poverty and so unless poverty is reduced, it is difficult to ameliorate the various problems in poor countries. Think of the women and girls in poverty and you can imagine that they may lack formal education; they lack health care so there is high mortality related to being women and girls. These problems are aggravated by lack of water and lack of safe drinking water, HIV/AIDS or orphans due to HIV/AIDS death of parents, lack of employment, lack of schools, poor sanitation, and many others. So I urge you to be familiar with the millennium goals and find ways to be a part of the realization of the goals.

In relation to these goals, I recommend for your reading a series of reports from different countries by Barbara Crossette, a former *New York Times* bureau chief. These are reports from the field on how programs are working or not working. It is entitled "Three Continents, Four Cultures: Ten Years After Cairo, the People Take Charge." This is a series about reproductive health programs, but you will see that reproductive health is just one small piece of a whole gamut of problems that cannot be taken in isolation. Empowerment of women and cultural sensitivity of programs are very important ingredients of good programming and more could be done. I believe this is the second year that

the contribution of the United States to the UNFPA (United Nation Population Fund) has been denied by the Bush administration. If you have extra funds, individually contribute to the 34 Million Friends of UNFPA. You can find them on the Internet at www.34millionfriends.org.

Branches are including international issues in their programming. The two copies I have of the video presentation of "Rich World, Poor Women" are making their rounds among the branches. If you want to use it, please let me know when you need it. One branch is presenting a program of trafficking of persons they titled "Trafficking: the Modern Slave Trade." I will be joining them with two other speakers.

I would like to know what other branches are doing or planning to do in the future. It will be good to share ideas in order to inspire us to do something more. I hope you have surfed the website of the International Federation of University Women (IFUW). There are several countries affiliated with it and many of these countries have projects of their own, either funded by traditional funding or from IFUW. Just learning about these projects/programs provide us insights of their needs and problems and the various ways these are being met. We need not offer to do anything; learning about them is enough to make us aware of how our sisters live their lives. Of course, do something when you are asked.

There are a few things I can help you do: help you think of a topic, discuss some ideas and develop it as a study program or action program; help gather resources for a theme you want to concentrate on; connect you with organizations you might want to work with or study; and help in brainstorming ideas to celebrate an international happening/event. So please do not hesitate to contact me. Review the millennium goals to help decide what to study or do.

Esther Galima Mabry,
International Relations Chair
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Bedford County Focus on Children at Risk

The Bedford County Branch started the 2004-2005 year with a membership tea in September.

In keeping with the theme "Children at Risk," three programs have been planned based on this topic. In November, Barbara Turpin, a special education instructor with Bedford County Public Schools, will speak on children at risk in the educational sector. Later in the year, Marian K. Kelly, Society of St. Andrews, will discuss children at risk from a nutritional standpoint. Jean Smock with the Alliance for Families and Children will speak on the effect private and United Way facilities can have on children at risk

In October, Bedford County Registrar Marie Batten discussed the current role of the registrar's office in local, state, and federal elections. Jeff Cooper will speak on keeping our homes safe from fires. In May, branch members will travel to The Summit, a retirement community with an assisted living facility in Lynchburg.

In December, branch members will hold their Christmas luncheon which will include a gift auction to raise money for the AAUW Educational Foundation. The annual scholarship luncheon will be held in May at which time a monetary award will be made to a graduating young lady from one of the three county high schools. The year will end with a brunch in the Wharten Memorial Garden. This will be our major fundraiser for the year.

Betsy Klein, President
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Bon Air Area Relishes the Gold

We were proud to learn that our work with the Eleventh House, a home for at-risk adolescent girls, our wine tasting fundraiser, our programs, plus our Internet capabilities helped us be named a Gold branch by the Association last year.

The coming year should be just as successful. We retained almost all of our members and four new members joined this fall. We are going to repeat our successful wine tasting fundraiser, with a few improvements, for our EF/LAF donation. We are also selling Lucinda women's pins. Each pin depicts a woman or group of women and each one is unique. Not only do we make money for our branch but also the money Lucinda raises goes to women's shelters.

In October, Bon Air Area and Richmond Branches had a joint meeting. Our speaker was Amy Howard, an Educa-

tional Foundation fellow. Amy is currently the program manager of the new Bonner Center for Civic Engagement at the University of Richmond. The purpose of the center is to encourage students to volunteer in the community and to promote student and employee diversity at the university. She is just finishing her doctoral studies in American studies at the College of William and Mary. Her dissertation, "More Than Shelter: Community, Identity, and Spatial Politics in San Francisco Housing, 1938-2000," examines how tenants have formed a range of informal and formal networks across racial and ethnic lines to challenge the state to create better homes for their families. Amy discussed how prestigious it is to become an AAUW EF fellow and how it has helped open doors for her in her career. We look forward to more meetings with the Richmond Branch and to co-hosting the state convention in April.

Bon Air Area Branch members intend to continue their work at the Eleventh House. We discovered that the girls enjoy doing crafts so we taught them to knit and crochet and plan to show them how to make bracelets for themselves and as gifts at Christmas time. While working on the crafts with us they seem to relax and participate in therapeutic discussions.

Our study groups, Book Group and Gourmet Group enjoy good attendance and we will continue to support the local women's shelter by collecting school supplies, as they are needed through the school year.

Kathy Kelley, President
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Hampton Works With Children at Risk

The AAUW members of Hampton have decided to make this our year to work with children at risk through the performing arts. We began the year with an orientation meeting for guests and new members in September. On October 9, our members attended the Hampton Roads District Meeting hosted by District President Enid P. Housty, who is also a member of our branch. The speaker was Ned McCabe, the president of "Portsmouth Reads." McCabe's presentation was wonderful and very informative about how the Portsmouth community works to help and encourage children at risk and their parents through their reading program. On October 30, our members will be attending the official opening of the Association of the Virginia Symphony season at its new home at the Ferguson Arts Center at Christopher Newport University.

In November, our branch will be making plans for "Bridges," Project in Mathematics And Science for

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Young Girls. The main facilitators will be branch members Claudia Rankins, Alma Martinez Fallon, and Lillie Calloway. The Bridges program will be held at Hampton University on April 9, 2005.

A Day of Musical Activity for At Risk Youngsters will be held January 15, 2005 at Edustar Academy of the Performing Arts in Hampton. The children will have an opportunity to learn about various musical instruments and a variety of music, and will be given the opportunity to play some of the musical instruments. The main facilitators will be branch members Lorraine Bell and Rebecca Kleinman.

Our fundraising activity is the sale of pecans, walnuts, and cashews, which supports our contributions to the Educational Foundation. Our branch member Dort Pride has headed this very successful project for many years.

Our outstanding programs for this year have been organized by Joan Aaron, and we are also very fortunate to have some very hard working members in our Hampton Branch. Our goal is to work with at risk children and to support our community.

Joan Jenkins, President
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Roanoke Valley Member Honored

After a busy summer that included “safaris” to Lime Kiln Theater in Lexington and Garth Newel Music Center in Hot Springs, Roanoke Valley Branch opened the 2004/05 year with another successful book sale at Tanglewood Mall in September. New members keep coming, at this writing we stand at 83 members plus our student satellite, on which the count is not yet in.

Ethel Born, who presently serves as our parliamentarian, was honored October 21 at Ferrum College, where she was presented the John Wesley Distinguished Education Award of the Virginia Conference of the United Methodist Church. “Ethel—known as ‘peacemaker’—is an author, a leader, and a mentor and a global citizen” according to the program notes. Her fourth book, *Candlesticks, Methodist Women Putting Faith to Work in Virginia*, was launched at the 32nd Annual Meeting of the Virginia Conference United Methodist Woman, October

2004. Eleven branch members went to Ferrum to salute Ethel, as did AAUW of Virginia International Relations Chair Esther Galima Mabry from the Staunton-Waynesboro Branch.

Kay Koehler, Co-President
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from left, Theresa Chun, Joan Derenge, Marcia Shelton, Mary Boenke, HelenRuth Burch, all Roanoke Valley members, honoree Ethel Born, Esther Mabry, president of the Staunton-Waynesboro Branch, and RV members Susan Millinger and Kay Koehler.

Nuts and Bolts Should This Go in the Branch Minutes?

Have you ever sat in a branch meeting for what seemed like forever while someone read minutes that were full of excruciating detail? Is it historically important that the branch had “delicious chocolate chip cookies” or “beautiful floral centerpieces”?

The reading of the minutes doesn’t have to be—and shouldn’t be—the most tedious part of your branch meeting. The only things that must be in minutes are the date, time, place, who presided, action taken, the speaker’s subject and name (but no summary), and the time of adjournment. Motions do not need the name of

the seconder, and you do not need to include discussion about a motion unless it is necessary for the motion to make sense or for historical purposes. And you definitely should not include anything about the food, flowers, or decorations. The minutes should be totally objective, so leave out those adjectives. For example, “The meeting was held at Mary Smith’s home.” Not “The meeting was held at Mary Smith’s large and impressive Tudor-style mansion.” Branch business should always include a financial report, but only the bottom line of what was expended and received and the balance needs to go in the minutes.

There are even ways to dispense with reading the minutes at all. One way is to distribute the minutes by e-mail or mail to all the members before the meeting (this

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“Difficult Times”

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Working together, volunteer leaders and staff have made many across-the-board cuts in the Association budget. Several staff positions were terminated, a hiring freeze was instituted for six months, extras of any kind were cut from budgets, and other measures such as cutting travel budgets were put in place. Six regional directors funded their own travel expenses to the state leadership conference in Washington in June, and all board members committed to funding half of their travel expenses for the current membership year.

One of the more controversial actions by the board has been the decision to not pay 2005 dues to the International Federation of University Women (IFUW), of which AAUW is a founding federation and of which every AAUW member is automatically a member by payment of AAUW dues. When facing IFUW dues of probably more than \$300,000 and an Association proposed budget deficit of almost \$400,000, the board could not in good conscience continue to borrow from reserves to pay these dues. This decision in no way reflects AAUW's lack of interest in international issues, and there are indeed many other ways that AAUW is working on a global scale for women's issues.

Association board members are working in teams to explore ways to better structure the Association board and staff, to examine all programming and services for viability and purpose, and to find ways to increase non-dues revenue in an organization

“Minutes?”

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works particularly well for a small group like the board). At the meeting, the president then notes that everyone has received the minutes and asks if there are any corrections. Another alternative is to appoint a reading committee to read and correct the minutes before the next meeting. If you do this, however, you still need to make the minutes available to the members by having copies at the meeting. The president states that the reading committee has read and corrected the minutes of the last meeting and copies are available for everyone.

that is 85 percent membership dues based.

One new effort in raising non-dues revenue is the new *One in a Million Campaign* that gives life members of AAUW the chance to help out by making a contribution of at least \$120 to the operations budget of the Association. The entire Association board and senior management staff have made that contribution, and at the June state leadership conference more than \$10,000 was raised in just two days. You don't have to be a life member to participate— just a caring member who wants to help to rebuild the organization's reserves and ensure our organization's future.

These are indeed difficult times with difficult decisions. Your Association leaders are committed to ensuring AAUW's future and ensuring that the organization of the future supports its members and branches in every way possible.

Getting Back to Our Dreams

Recently I had the privilege of reading an article by **Adele Azar Rucquoi**, a member in Florida, who wrote an article for *Florivision* on her experiences at the South Atlantic Regional Conference last June.

As Adele reflected on her experiences at the conference, I was struck by her summary comments: *“All the weekend's learning and laughter found expression in a final workshop that lifted me back to my place of dreams – and of*

One thing many don't know is that you don't need a motion to approve the minutes. The president simply says, “If there are no [further] corrections, the minutes stand approved as read [and corrected].”

Finally, once your minutes are approved, be sure they are kept in a binder or other permanent file. They are the branch's history, and they should be made easily available to anyone who needs to delve into that history in the future.

*Caroline Pickens,
AAUW of Virginia Parliamentarian
703/448-0415 pickens_slim@hotmail.com*

faith. AAUW's work will make a difference. I reflected on my good fortune to be a part of this passionate women's association. The world cries for this passion. AAUW is turning corners, inspiring all of us to be more than we are, constantly pushing the culture to raise the equality bar. Someday, all of this will be seen as just another yawning anachronism, a single squiggle in the long climb toward fulfilling human promise!”

Wow! What a thrill to see in words what so many of us feel about our organization and the work it is doing. These are difficult times for AAUW and difficult decisions are being made daily. But the price of those difficult decisions is paid by the love, talent, energy and commitment of each of you, and is reflected in a secure and vital future for AAUW.

Whether struggling with finances, membership decline, erosion of women's rights, or the many other issues that our branches, state, and Association face, if we can but keep our eyes on the vision we each have for AAUW, and how we want our organization to thrive and survive long after we are gone, then the price is well worth it. My deepest appreciation goes to each of you who is part of our team as we bring the dream along together.

*Ann Terry
South Atlantic Regional Director*

Convention News Bits

Planning for the **2005 AAUW Convention, June 24-27, in Washington, D.C.**, is well underway. Programs will focus on AAUW's mission and work, and will include an international component as well. The convention opens Friday afternoon. There will be business sessions on Friday, Saturday, Sunday, and Monday morning, and everyone will be going to Capital Hill on Monday afternoon.

Mary Ellen Smyth, Educational Foundation president, has announced that **Madeline Albright will be the Educational Foundation Achievement Award winner at the AAUW Convention.** Albright will be present to receive her award.

What is IFUWSUPPORT?

The IFUWSUPPORT website is an outgrowth of a spontaneous grass-roots effort that immediately arose among current and former AAUW leaders in response to the Association board's decision last June to withhold payment of Association dues to the International Federation of University Women. The website is overseen by a small, loosely knit group of 13 self-selected volunteers who encourage AAUW members from all over the United States to participate in a knowledgeable discussion of the issue and the progress towards its resolution. Once the need for such a communications tool was seen, effort was made to include in the oversight group people from coast to coast and those with sufficient history and interest in the Association to evaluate happenings quickly on the basis of their own experience.

The website is organized to both provide background information from reliable sources and to post the ongoing discussion among members. As we round the corner into next year, it is the group's intention to organize this discussion around core ideas, so that the membership will have "discussed" this matter in depth well ahead of the convention in June and be prepared to participate knowledgeably in the action that will need to be taken. The leadership of both AAUW and IFUW has been invited to contribute documentation and commentary, and links are provided to both organizational websites.

An outline of IFWUSUPPORT's position follows.

AAUW is a founding member of IFUW.

Now, as much as any time in history, established cooperative global networks like IFUW must be nurtured and supported, especially those devoted to educating women. This is a watershed time for many of the world's women, and we should do all we can to ensure that change for them is positive. We face both an opportunity and an imperative. AAUW members have shown their eagerness to respond to such needs, and AAUW's national program should reflect that. At present there is no over-arching Association-wide program to either interest others in joining or members in participating. There are numerous international issues, including the UN Millennium Development Goals and the new IFUW study and action program entitled "Women as Agents for Change," that could provide the focus and energy needed to vitally engage both current and potential members.

The Association Bylaws say that "AAUW shall be a constituent dues-paying member of the IFUW," and the leadership must abide by that directive until given permission to do otherwise by the membership.

At its last AAUW convention the membership, with a resolution from the floor, clearly made its will felt by establishing an International Affairs Committee after the prior removal from the Association board of an international affairs director, itself established at the 1991 convention. The Association leadership was directed to implement an international program.

For many years, the AAUW budget has not been managed to reflect a commitment to IFUW, nor has the AAUW leadership participated in IFUW programs. Except for the official AAUW delegation to the Triennial IFUW conferences, those AAUW members who are active in IFUW participate on their own.

It is through IFUW that AAUW has significant presence at the United Nations. Only IFUW has consultative status with ECOSOC and UNESCO—not AAUW itself.

It is through IFUW that AAUW branches have participated in Bina Roy Partners in development projects that encourage personal contact among university women around the world.

It is through IFUW that AAUW members have some participation in Project Five-O, a successful on-going cooperative (with Business and Professional Women International, International Council of Women, IFUW, Soroptomist International and Zonta International) international program that exemplifies both the spirit and success we hope to achieve in all projects we undertake.

Editor's Note: the above information consists of excerpts taken from a letter to Patrick Nichols, interim executive director of AAUW from the IFUWSUPPORT Steering Committee, submitted for summary in the Vision by Nancy Joyner, President AAUW of Virginia. For more information on IFUWSUPPORT or a complete copy of the letter, please access its website, www.ifuwsupport.org, or contact the following AAUW of Virginia members, all members of the IFUWSUPPORT Steering Committee.

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Myrna Brown 703/757-8359 mrsmlbrown@cs.com
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AAUW of Virginia 2004/2005 Calendar

Dec 2004–Jan 2005

12/1	Nominations Due to Chair of Nominating Committee	Branch Leaders / Members
12/1	State Legislative Training for Lobby Day, Richmond	Silvey, Bronson
12/20	EF Funds and Reports Due to EF Chair	Branch EF Chairs
12/20	LAF Funds and Reports Due to LAF Chair	Branch LAF Chairs
1/15	Bylaws Amendments and Resolutions Due	Morrow
TBD	State Lobby Day, Richmond	Silvey, Bronson
1/31	Ed. of the Year/Ed. Advocate of the Year Nominations to Educational Equity Chair	Branch Leaders

February

1	Vision Articles to Bacher— Board : Angelo, Burch, Wimmer, Silvey, Bronson, Crowder, Burger, Nominating Chair; Branches : Chesterfield, Newport News, Virginia Beach, Arlington, McLean Area, Springfield-Annandale, Harrisonburg, Blacksburg Area, Winchester; Districts : Central and Hampton Roads	
1	Dues/Membership Verification E-Mailed to Br. Treasurers (w/copies to Membership VPs)	Ondo / Burch
1	Convention Mailing (brochures)	Wimmer
3	Counterpart Mailing to State President	VA Board
13	Call for Branch Reports for Convention Program Book	Joyner
13	President's Mailing with Convention Information	Joyner
19	Hampton Roads District Mtg	Hampton Roads members
20	Dues/Membership Confirmation & Br Voting Strength to Branch Presidents	Ondo
26-27	Board Mtg (online or at Richmond)	VA Board

March

1	Announce Slate of Nominees to Branch Presidents	Nominating Chair
1	Postmark Deadline for AAUW of VA POINTS OF PRIDE Applications to VP for Program	Branch Presidents
3	Vision Mailed	Bacher
14	Board Reports for Convention Program Book Due to Joyner	VA Board
14	Convention Program POINTS OF PRIDE Due to Joyner	Branch Presidents
20	Delegate List to Convention Credentials Chair	Branch Presidents
25	Convention Registration Deadline	AAUW of VA Members

May/April

4/22	Spring Board Mtg at Glen Allen	VA Board
4/23	AAUW of VA One-Day Convention in Glen Allen (Richmond area)	EVERYONE
5/10	Counterpart Mailing to State President (Joyner) VA Board	
5/14	Mailing to VA Board re Summer Board Mtg	Joyner
5/14	Mailing to Branch Presidents	Joyner
5/15	Vision Articles to Bacher— Board : Angelo, Burch, Ondo, Wimmer; Branches : Fredericksburg, Norfolk, Fairfax City, Mt Vernon, Vienna Area, Norton-Wise, Smith Mountain, Suffolk; District : Southwest	
5/19	Capitol Hill Lobby Day, Washington, DC	AAUW of VA Members

June/July

1	Branch Officers Roster Due to Association & State President	Branch Presidents
16	Vision Mailed	Bacher
24	Summer Leaders Meeting, AAUW of VA Prior to Convention	VA Board / Branch Presi-
dents		
24	Summer Board Meeting VA Board	VA Board
24-27	AAUW ASSOCIATION CONVENTION, Washington, DC	EVERYONE!
7/1	Branch Dues Reports Due to Association and State Treasurer	Branch Treasurers

**Deadline dates for the Vision:
August 1, November 1, February 1, May 15**

All mailing labels are prepared at AAUW headquarters. Please send changes or corrections directly to:

AAUW Records Office
1111 Sixteenth St. NW
Washington, DC 20038

Volunteer Sign-up Form 2005 AAUW Convention Washington, D.C. June 24 - 27, 2005

AAUW needs volunteers for the 2005 Association Convention in Washington, D.C. If you are willing and able to commit four hours (or even two) to helping, please complete this form and return it to one of the addresses at the bottom of the form. **Tell us how to contact you by completing the following:**

Last Name,	First Name	Day Phone	Evening Phone
Address		City, ST, ZIP	Branch
Email Address			

Select a committee from the list below. Enter a preference (1 or 2) to indicate your first or second choice.

<u>Preference</u>	<u>Committee</u>	<u>Description</u>
_____	Elections	Assist in election (Saturday); assist in run-off, if needed on Sunday.
_____	Floor Procedures *	Work with staff to ensure that the business sessions go smoothly; Committee members needed only for 3 business session days.
_____	Floor Voting	Gather and count votes during sessions, setup convention floor.*
_____	Hospitality	Greet members, help with directions, information, or special requests; staff information booth and message board; provide information about D.C. area (local knowledge a MUST); meet VIP guests at airports, as necessary.
_____	Registration (Adv.)	Handle pre-registered delegates/members as they check in.
_____	Registration (On site)	Assist with check in. Needed for all days. Computer skills needed.
_____	Signs	Provide signs for all convention needs. Work begins February 2005.
_____	Special Needs	Provide special assistance to members with disabilities. Serve as clearing house for delegates and guests with special needs. Work begins in Jan. 2005.
_____	Volunteer Pool	Volunteer data entry and greeters. Keep overall record of volunteers; recruit/assign volunteers on site to cover all needs.
_____	Convention Aide	Workshop Facilitator or Lobby Day aide.
_____	No Preference	Use me where needed.

* Please assist on all three sessions, if possible.

Select time blocks when you are able to work (4 hours +/- each) by checking the box to indicate days/times

DATE/TIME	Pre-Convention Thurs 06/23/2005	Convention Friday 06/24/2005	Saturday 06/25/2005	Sunday 06/26/2005	Monday 06/27/2005
Morning: 8am-12					
Afternoon: 12-4					
Evening: 4-8					

List any physical or task-related limitations:

NOTE: ALL VOLUNTEERS MUST ALSO COMPLETE THE OFFICIAL CONVENTION REGISTRATION FORM.

Do you plan to pay the convention registration and be a voting delegate? Y ___ N ___

(Voting delegates on the **Floor Procedure Committee** may not vote on the day they work.)

Return this form to:

Terry Sayler at 232 Anchorage Dr., Annapolis, MD 21401 — E-mail: terrysails@att.net

or

Joanne Malkin at 8339 Orange Ct., Alexandria, VA 22309 — E-mail: BJMALKIN@starpower.net

(revised Nov. 22, 2004)

AAUW Member HELPLINE:

800/821-4364
202/785-7798 (Metropolitan Washington, DC)
202/785-7777 (TDD number)

e-mail: helpline@aauw.org

AAUW website:

<http://www.aauw.org>

AAUW Congressional Action Line:

202/785-7786

VA AAUW Website:

<http://www.aauwofva.org>

VA Legislators Action Line:

800/889-0229

AAUW promotes equity for all women and girls, life-long education, and positive societal change.

The AAUW Educational Foundation provides funds to advance education, research and self-development for women and to foster equity and positive societal change.

AAUW's Legal Advocacy Fund provides funding and a support system for women seeking judicial redress for sex discrimination.

In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

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