



EMPOWERING WOMEN SINCE 1881

INDEPENDENCE BRANCH

Empowering women since 1940

Vol. 84 No. 7

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AAUW advances gender equity for women and girls through research, education and advocacy.

President's Message

April 6, 2024

Dear Friends,

Today I learned of the death of our dear friend and AAUW sister, Barbara Leabo. As I sit down to write my monthly message to you, Barbara's memory is foremost in my mind. Barbara was such a joy to work with and to be with. I am so grateful for her service on our board and her leadership as Co-Vice President of Membership and as College/University Co-Chair. Some of my fondest memories of Barbara are her wonderful smile and her mischievous humor. She will be greatly missed!



This evening Lois, Sue, Gail, and I met on the Square for dinner and to attend the play, "The Diary of Anne Frank," at the Sermon Center. It was a special AAUW outing that Barbara had been instrumental in planning. In this poignant moment we were able to share our grief at our friend's passing. At one point in the play a portion of one of the Psalms was used. I leave you with these words from Psalm 121 in honor and remembrance of Barbara:

I lift up my eyes to the hills.
From where does my help come?
My help comes from the Lord,
Who made heaven and earth.

Peace be with you.

Karol

Upcoming Events:

~ April 3 - May 15 ~ AAUW Election Window ~ Email sent to members April 3.

~ April 15 ~ Pizza Ranch Branch Fundraiser ~

~ April 23 ~ AAUW Independence Branch Meeting ~ Presentation of the High School Scholarship Award and Remembrances of Barbara Leabo. Social Time: 6:30 pm/Meeting: 7 pm.

May 3 & 4 ~ AAUW State Conference ~ Registration form attached to April Newsletter email.

~ May 11 ~ AAUW Independence Annual Meeting, Luncheon, and Presentation of Woman of Achievement Award ~ Bingham Waggoner Estate ~ 1-3 pm

Pizza Ranch Fundraiser

Please join branch members at Pizza Ranch for our Scholarship Fundraiser! A portion of the sales and all of the tips go to our Scholarship Funds.

Pizza Ranch, 4660 Bass Pro Drive, Independence, MO 64055, 5-8 pm.

If you are available to volunteer that night, bussing tables and/or greeting guests for a portion or all of the evening, please contact Joyce Gillespie at joyceannegillespie@yahoo.com



OPEN UP AAUW Election Ballots Have Arrived!

The ballots for the Open Up AAUW election were emailed Wednesday, April 3. The email has the information regarding your Elector ID and Password so you can cast your ballot. You will be voting on the bylaws change, Open Up AAUW, as well as our new National Board candidates. Voting ends on May 15, 2024, at 11:00 PM (CST).

If you haven't received the email, PLEASE CHECK YOUR SPAM OR JUNK FOLDERS.

As you know, the National Board and the AAUW MO board support the elimination of the degree requirement for membership. They are encouraging our members to vote YES to better align AAUW with our mission. Opening our membership to everyone who supports the AAUW mission demonstrates our priority of inclusion.

Voting is your voice, and I encourage you to vote!

I have already voted. It only takes a couple of minutes!

Thanks!
Karol

AAUW attends Community Services League Forum on Women in Leadership ~ Sue Raymond

Karol Palmer and Sue Raymond attended the Women in Leadership forum discussion sponsored by CSL at Blendwell Café March 27.

Topics ranged from choosing to leave "Idleversity", to overcoming a traumatic brain injury, to organizing a Peace Walk, to Title IX and sports scholarships, to following the dream of software programmer, to the courage it takes to start something new. Each of these trailblazers motivated the audience with their courage, resolve and hard work, to never give up. They emphasized the importance of 'finding your tribe'; the need for encouragers, and others to cheer you on when the going gets tough. We are not alone.

It is my hope that we, in AAUW, along with presenters and members of the audience can continue to dialog and further this conversation regarding women in Leadership in Independence and the greater Kansas City area. Thank you to Community Services League for hosting; and to Dr. McCandless for navigating the waters. Sue Raymond, AAUW

The ladies from left to right are: Dr. Bridgette McCandless, Independence City Council member at large, Forum Moderator; Jenn Miller, DEI partner; Ashley Burns, Social Media Marketing Co; Sharion Cranston, respiratory therapist, software developer, and Home Educator; Angie Judy, Independence Chamber Ambassador & ERA Realtor; Danielle Du-Pree Crawford, CEO of the Ennovation Center, Independence ISD.



Independence Branch, AAUW

Annual Meeting

Join us at Bingham Waggoner Carriage House

May 11, 2024, 1-3 pm

PROGRAM

State Meeting Report

Installation of Officers

Celebrations and Awards

LUNCH

Entrée Salad & dessert

Chicken breast served on fresh spinach, field greens, feta cheese & seasonal fruits, and nuts. Served with a croissant (gf option avail)

Dessert: Apple Pie, Brownie, Seasonal Fruit Bowl

*PLEASE INDICATE CHOICE – ALL HAVE TO BE THE SAME,
on reservation, please note dietary exceptions*

Lunch cost is \$25 per person, covers all costs

Pay at April 23rd meeting

RSVP to - Sue Raymond♥

raymondsl2002@yahoo.com



Broken Ladders: Barriers to Women's Representation in Nonprofit Leadership.

Too Many Glass Ceilings Remain Unbroken

Women outnumber men in earning bachelor's and master's degrees and are nearly on par in getting medical and legal degrees. Yet men are far more likely than women to rise to the highest paying and most prestigious leadership roles.

Closing the Nonprofit Leadership Gap

Policymakers can:

- Improve data collection on women in leadership.
- Pass paid leave laws.
- Pass equal pay laws.

Employers can:

- Voluntarily provide better data on women in leadership.
- Support mentorship and sponsorship opportunity for women.
- Establish and maintain workplaces that promote success and advancement.

Individuals can:

- Understand bias against women leadership.
- Advocate to close the gender pay gap.
- Take AAUW's salary negotiation training course.

Check out the summary of [Barriers and Bias: The Status of Women in Leadership](#).

| 2024 MARCH | | AAUW INDEPENDENCE Financial Report | | |
|--|------------------|---|-------------------------|---------------------|
| Patt Braley, Financial Officer | | | | |
| | | | CHECKING ACCOUNT | |
| BALANCE ON HAND | 1-Mar-24 | | | \$ 3,214.28 |
| RECEIPTS | | | | |
| | Date | Description | Disbursement | Deposits |
| | 3/13/2024 | Tshirts | | \$ 160.00 |
| | 3/26/2024 | Speaker-refused | | \$ 50.00 |
| | 3/28/2024 | Book Sale Profits | | \$ 320.00 |
| TOTAL RECEIPTS | | | | \$ 530.00 |
| | | | | \$ 530.00 |
| DISBURSEMENTS | | | | |
| | Date | Description | Disbursement | Deposits |
| 4704 | 3/26/2024 | Speaker-B McCandless | \$ 50.00 | |
| 4705 | 3/26/2024 | K Palmer-President | \$ 14.54 | |
| 4706 | 3/26/2024 | FUMChurch-Intl Women | \$ 100.00 | |
| TOTAL DEPOSITS | | | \$ 164.54 | \$ (164.54) |
| BALANCE ON HAND | 31-Mar-24 | | | \$ 3,579.74 |
| | | | SAVINGS ACCOUNT | |
| BALANCE ON HAND | 3/1/2024 | | | \$ 3,352.89 |
| | 3/31/2024 | Interest | | \$ 0.71 |
| | | | | \$ 3,353.60 |
| XX | | | | |
| | | | SUMMARY | |
| TOTAL CASH ASSETS - | | | | |
| | 3/31/2024 | Checking Account | | \$ 3,579.74 |
| | | (includes KC-IBC Fund) | \$ 984.69 | |
| | 3/31/2024 | Savings Account | | \$ 3,353.60 |
| | 3/31/2024 | Community America Credit Union CD | | \$ 2,573.54 |
| INVESTMENTS | | | | |
| | 3/31/2024 | Stewardship Capital, | Schwab Invest. | \$ 5,171.98 |
| | | ISDF Temporarily Restricted Account | | \$ 14,426.55 |
| GRAND TOTAL - AAUW-INDEPENDENCE | | | | \$ 29,105.41 |

AAUW Independence Branch March 26, 2024 Meeting Minutes

Members Present: Patt Braley, Patty Chadwick, Jolene Cerveney, Lisa Cox, Lois Domsch, Joyce Gillespie, Karen Johnson, Kathy Kelley, Jan Keeler, Karol Palmer, Sue Raymond, Kelley Reetzke, Gail Metcalf Schartel, Sue Shineman, Judy Tyson

Guests: Dr. Bridget McCandless, Mr. Dennis Taylor

Prior to the start of the meeting, many watched a Webinar on Growing Membership via Zoom. The Webinar included a skit showing ways to greet visitors to a meeting: a proper productive way and a less welcoming way. The speakers addressed attracting younger members, how to have a Mission-based chapter, how to grow and sustain membership and how to organize and address timing of meetings. Among the suggestions provided by a chapter in Texas:

- Check the national membership list for those in your area
- Reach out to teachers, college students, the mothers of college students
- Focus on AAUW goals
- Develop projects of interest to younger members
- Involve AAUW Fellows

The Ely, MN (population under 3,300) chapter used a mission-based focus: Creating an Equal Pay District for their town. They involved the Chamber of Commerce, Rotary and other organizations to draft an Equal Pay community. They involved the businesses in the area and provided window signs to those businesses who pledged to abide by equal pay. Their younger members suggested that an annual 'Unhappy hour' be held. One such 'Unhappy Hour' had a Dolly Parton theme with guests receiving a passport to have stamped at each location that participated.

The Empire State/New York City branch had disbanded in 2012 has been resurrected to meet via a hybrid of Zoom and in-person meetings. The in-person meetings are largely social. They provide dual membership with nearby branches. They have worked with several colleges on STEM initiatives and have sponsored a presentation of a panel of 6 women college presidents in addition to offering YouTube videos of AAUW Fellows.

A Southern California branch holds weekend meetings, frequently with brunch to address the working members of their branch. They focus on publicity, fund-raising and dynamic speakers. One of their recruitment activities required RSVPs from prospective members and then paired them one-on-one with current members. The current members held up 'airport signs' to connect with the prospectives. They post information on Facebook, the local papers and LinkedIn. They have short and long versions of invitations for members to use to share with prospective members. They suggested making a membership plan in writing and find 'owners' for priority projects.

In the question and answer portion of the webinar it was noted that the WorkSmart program is currently discontinued. It was suggested that Saturday mornings and evenings were good meeting times. It was suggested how to differentiate AAUW from other organizations by indicating that 'AAUW is the Coca Cola of women's organizations; in other words the standard for all others.

At 6:50 Karol suggested the speaker, City Councilmember Dr. Bridget McCandless introduce herself. Dr. McCandless provided a brief review of her work as a physician, running a Shared Care Free Clinic in Northern Independence and President/CEO of the Health Forward Foundation; an organization that awarded millions of dollars in grants to institutions and organizations focused on bettering community health.

AAUW Independence Branch March 26, 2024 Meeting Minutes (Continued)

Dr. McCandless explained a number of issues that the Independence City Council has been working on.

The City Charter for Independence has not been revised in forty years. As a result, there are 60 pages, including odd job titles and reference to all officials being male. An 11-member panel has reviewed the charter and suggested significant changes to the charter with five sections of the charter to be voted upon in August. She provided a draft of the questions and what each addresses within the city charter and said she would be speaking to any group about this topic and others prior to the election. [For information on meetings and other city information go to [City of Independence | City of Independence, MO \(independencemo.gov\)](https://www.independencemo.gov)]

Councilmember McCandless than discussed the fact that Independence has never asked for a general obligation bond to help fund projects. In August, residents will vote on a \$250 million bond that would provide funding for infrastructure projects including:

- Street paving
- Replacing and fixing bridges
- Provide sidewalks surrounding all Independence schools
- Maintaining historic sites
- Upkeep and maintenance of the city's 78 parks and cemetery
- Move the Police Department to the former MCI site at 23rd Street and R.D. Mize. She noted the current Police Department Building is not functioning as it should due to structure issues, including a leaking roof rendering many areas dangerous. That area is the geographical center of Independence and will allow police to be dispatched more conveniently.

She indicated that the city bought the former GEHA building at 20201/20221 E. Jackson Drive with plans to move several City offices to the site. She said that the GEHA building is well built and would function better for the city.

Councilmember McCandless hopes for Independence to build a Community Center on the site of the current police building.

She spoke of the success of Independence Together, the initiative to employ homeless individuals to pick up trash in exchange for cash payment daily and \$3 per day put into an account for them which eventually can be used to assist them in paying off bills and finding reliable housing. She said that thus far, they have removed 300,000 pounds of trash. The City has reached out to MoDOT to expand the program to cover the state-controlled streets (M78, 40 Hiway, M291, 24 Hiway) and have trash picked up along those routes as well.

She spoke of the plan to open a homeless drop-in facility with showers and services offered on site in a Good Shepherd Community of Christ Church basement at 4341 Blue Ridge Blvd., near the former Blue Ridge Mall. Remodeling of the building's basement area will happen before the center opens.

She discussed the plans announced for the old K-Mart site on Noland Road, indicating the company that has purchased the building has not had plans approved. She does not believe the scale of what the company has announced will be approved by the city. She noted that the city has a moratorium on adding any more gas stations, car washes, car lots and possibly dollar-type stores in the future.

She stated that it is her hope for apartments to be built on the sites of Noland Fashion Square and former J.C. Penney.

She addressed concerns about traffic flow along 39th Street and other locations, noting there are only two traffic officers in Independence.

She encouraged anyone interested in learning more about the charter changes to attend a meeting April 1 at 5 o'clock in City Hall.

The group thanked her for speaking and there was a short break before the business meeting began.

At 7:45, Karol Palmer called the meeting to order.

ELECTION: Karol noted that the nominations committee (Joyce Gillespie, Kathy Vest and Jolene Cerveny had identified Patt Braley for Treasurer, Kathy Kelley for Corresponding Secretary and Karen Johnson for Membership Vice-President candidates for the coming year. She asked if there were other nominations, hearing none, she called for a voice vote for the slate of candidates and the slate was approved unanimously.

AAUW VOTE: Sue Shineman indicated that postcards had been mailed out with information about the upcoming vote on AAUW membership requirements. She said she had a petition for those who wanted to support a reproductive rights bill on the Missouri ballot. In addition, she asked that members complete the state and branch requests for volunteer opportunities.

STEM: Lois Domsch reported that she had met with the teacher at Proctor Elementary the Branch had supplied STEM kits to in the past and noted that items to fill those boxes were needed. The teacher also gave Lois information about 4 new schools interested in having STEM activity boxes. Lois asked for help in working to develop an action plan to meet this need.

STATE CONFERENCE: Sue Shineman announced that the Missouri State Meeting would be held in Columbia on May 4 with a registration deadline of April 17. She noted there were some funds to cover travel expenses for members. Karol indicated she would be attending. The registration fee is \$75.

SCHOLARSHIPS: Jolene reported that she had submitted a description and application for the proposed new scholarship for someone who completed a two-year degree using the A+ program. She said her contact at MCC-Blue River will review it for inclusion on ScholarWise.

COLLEGE/UNIVERSITY: Karol announced, in Barbara Leabo's absence, that on April 9 volunteers would go to Blue River Community College for Sexual Assault Awareness. Sue Shineman will be the point person for that visit.

FUNDRAISING: Joyce Gillespie announced that she had 7 volunteers for the the Pizza Ranch fundraisers to be held on April 15th from 5-8 p.m. She said she could use a few more.

WOMAN OF ACHIEVEMENT: Karol reminded all that nominations for Woman of Achievement were due by March 31.

HOSPITALITY: Karol thanked Kathy Kelley and Joyce Gillespie for the evening's refreshments. Gail and Lois volunteered to provide refreshments for the April meeting.

MEMBERSHIP: On April 6th at El Pico, members and friends are invited to have dinner at 6 p.m. and then attend the Community Theater's play, Anne Frank. It was suggested that those planning to attend contact Karol so enough space would be held at the restaurant. A door prize was given to Lois Domsch by the Membership Committee.

ANNOUNCEMENTS:

- Sue Raymond reminded members of an 8 a.m. meeting at BlendWell to hear from a panel of women on March 28.
- Gail Metcalf Schartel reported that she had been able to sell more of the books and gave Patt Braley a check for \$320. She reported she still had more to list.
- Sue Shineman reminded all to vote on the AAUW issues.
- Sue Shineman reported that there were no applications for the Re-Entry Scholarships. The applications were on-line for the first time. She said that in the future there would be both on-line and paper applications. She also said that a fund-raising lunch would be held to raise money for the Re-Entry Scholarships.
- Newsletter items are due to Lisa by April 7th.
- Sue Raymond will have more information about the May Luncheon at the next meeting. It will be held at the Bingham-Waggoner Carriage House again.

The meeting adjourned at 8:25 p.m.

Respectfully submitted,

Gail Metcalf Schartel