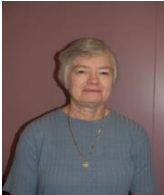


Empowering women since 1881



President's Message

Mary Gernaat

Hopefully, you have all survived winter without a problem and ready for spring. I am ready for warmer weather and green grass.

Several AAUW-MT members participated in the Women's March in Helena on January 21. It was a cold icy day, but most were dressed for it. It was an interesting adventure. Because there were so many people, I only saw a few that I knew even though I know many others were there. I took the AAUW-MT big banner and carried it with help from a Great Falls member. However, I am not sure how many people were able to see it.

This June is the biennial National Convention in Washington D.C. I wish that we could get a group of members to attend. At this time, I only know of 4 from Montana that plan to attend. It is such an inspiring few days and it is invigorating to see what other groups are doing and what is happening at the national level.

This spring we have seven Start Smart workshops scheduled on campuses of the Montana University system. We are working to add more schools to our list. After negotiating with AAUW National to renew

CALENDAR

START SMART WORKSHOPS	
HAVRE	MARCH 23
GREAT FALLS	APRIL 9
BUTTE	APRIL 11
MISSOULA	APRIL 15
HELENA	APRIL 18
KALISPELL	APRIL 18
BILLINGS	APRIL 22
EQUAL PAY DAY	APRIL 4
NATIONAL CONVENTION WASHINGTON, DC	JUNE 14-17

our contact, it looks like we will be able to conduct the Smart Start workshops at all the colleges or universities in Montana. There is further information on the workshops in the *Treasure Stater*.

I would enjoy visiting one of your meetings if we can agree upon a date. Please let me know and I will try to schedule it.

TAX DEDUCTION

A portion of your National AAUW membership dues are tax deductible. If you paid \$49 national dues last year, you can deduct \$46.

Mary Gernaat

Equal Pay Day — which takes place Tuesday, April 4, this year — is the symbolic day when women's pay finally "catches up" to the wages that men took home the previous year. The date represents the fact that women working full time, year-round in the United States typically [are paid just 80 percent of what men are paid](#), or a gap of 20 percent. (AAUW also observes the equal pay days in March for [Asian American women](#), in August for [African American women](#), in September for [Native American women](#), and in October for [Latina women](#).)

Missing 20 percent or more of a paycheck is a hard hit. Think about how that loss of wages adds up over a lifetime, and we're talking about losing a substantial chunk of change — change that could have greatly aided women and their families. The pay gap is closing but at a glacial pace. At the current rate, [women won't achieve equal pay until 2152](#). Women and families can't afford to wait that long, nor can we risk rolling back the progress [that has been made](#) on equal pay.

AAUW National wants all affiliates to "celebrate" Equal Pay Day. They have lots of ideas on their website at: <http://www.aauw.org/resource/how-to-equal-pay-day/>.

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The AAUW-MT Salary Negotiation Project is looking forward to another successful season of Start Smart workshops. Last year we provided the valuable training to over 100 students and community members, with young women about to enter the workforce being the target audience. With continued grant funding from the Montana Women's Foundation, seven workshops are set for the next month, with a team in Bozeman in the works.

This season also happens to be the last of our three-year licensing contract that allowed us to provide an unlimited number of workshops at the eight campuses in the Montana University System. Looking ahead, we are working toward a new contract that would permit workshops at any campus throughout the state of Montana, including those in the MUS, tribal colleges, private schools, and community colleges.

For more information about our upcoming workshops, go to START SMART/WORK SMART WORKSHOPS tab on the top homepage menu bar of the AAUW-MT website or send an email to startswithmt@gmail.com.

Jesse Kuntz
Program Vice President

Jesse Kuntz
Coordinator



Created for working women, Work Smart is an interactive workshop that teaches you to evaluate, negotiate, and articulate your worth confidently in the job market. AAUW's facilitators lead discussions on the gender pay gap and its personal effects, while small group activities and role-play exercises give you the opportunity to create and perfect your persuasive salary pitches. You learn objective research and benchmarking skills to establish an equitable target salary, whether you are:

- Striving for a promotion
- Asking for a raise
- Negotiating a new salary

For more information on Work Smart, go to: <http://www.aauw.org/what-we-do/salary-negotiation-workshops/>

Branch News

BILLINGS

The Billings affiliate has enjoyed another year of luncheon meetings featuring an array of excellent speakers on topics ranging from the light-hearted (Billings' female ghosts, the history of traditional American holiday dishes) to the serious (women's treatment and status on college campuses, local organizations serving homeless women and the health needs of un(der)insured citizens). In addition, we enjoyed a well-attended Bites & Beverages evening social in November, with a second one planned for April. Members have also been getting together for occasional Lunch Bunch+ meals at Billings restaurants.

Our student-support activities include our annual scholarship efforts: two \$1,000 scholarships will be awarded in March, one each to deserving female students at Montana State University Billings and Rocky Mountain College. The recipients will be invited to our last meeting of the year in May, another potluck salad luncheon, to be recognized by the members and tell us a little about themselves. And our industrious Start Smart organizers have scheduled another workshop for Saturday, April 22, at the MSUB campus

GLENDAVE

The Glendive Branch has had a year of great programs. The county superintendent of schools presented a very informative program on charter schools and the laws concerning them in Montana. We watched and discussed the movie *Suffragettes* over pizza for one meeting and in January we met with the lawyer for the local Domestic Violence during an informal Saturday morning brunch. Even though a number of our members are snowbirds and were gone for a good portion of the winter, those of us who braved the Montana winter met in February for a discussion of the book *Sisters in Law*. At our March meeting the principal of the local high school talked about the schools sexual harassment policy. We have plans to invite other women's organizations to a social gathering in April where we hope to have a program dealing with what our groups can do to improve the appearance of our main street area. We will also be holding our annual used book sale in conjunction with the county health fair. Several of our members are involved in the effort to save the state funding for our local college where we have awarded two scholarships this year. We will finish the year with a dinner social meeting in May.

GREAT FALLS

Our Great Falls AAUW branch team always seems to put together a great slate of educating and enlightening programs

throughout the year. In January, we had our own AAUW member, Jan Brown, speak on the Montana Cooperative Association. She certainly opened our eyes about how "cooperatives" played an important part in the development of Montana. Heidi Gjeffe, who is a psychology teacher at University of Great Falls, spoke at our February meeting. This program was called "What's Love Got to Do With It?" and she shared some ways on how to look at ourselves in a more positive way. In March, John Faulkner from the Great Falls Airport Authority will update us on all the new projects that are being done at the airport. Our own Great Falls mayor, Bob Kelly, will be our speaker for our April meeting. He will share with us about the new programs and businesses that will be coming into Great Falls this next year. The May spring luncheon culminates our busy year by honoring local AAUW members, a community member, and awarding college scholarships to women from our community.

In addition to our outstanding programs, we have 2 active book clubs that meet to discuss the monthly book of choice and to enjoy AAUW companionship. We also have a study group on Comparative World Religions that meets on a monthly basis and is led by our own, Jane Hashley. In June, we will begin again collecting books from our community for our yearly book sale in October. Great Falls AAUW is continually striving to educate our members while having lots of fun!

KALISPELL

Programs

Jan 31: *Creative Branch Social*. Potluck and group-based creativity activity led by Maggie Logan nurtured our spirits.

April 4: *Straight Talk with Mike Eldred*. Renowned tenor Mike Eldred advocates for human rights for all and offers candid, straight talk from his perspective as a gay man.

Start Smart

Our 2nd Start Smart Salary Negotiation Workshops will be offered on Tuesday, April 18 at Flathead Valley Community College. The workshop will be co-facilitated by Kalispell Branch Secretary Laura Bean and FVCC Career Advisor Cathy Allard.

Branch News

Learning groups

Great Decisions Study Group: meets monthly to study topics researched by the Foreign Policy Association. The first study of the year was postponed due to snow so we began our discussion on March 6 with The Future of Europe: Coping with Crisis.

Lunch Bunch: meets twice per month to discuss non-fiction books of merit. The group is currently finishing White Trash: The 400-Year Untold History of Class in America by Nancy Isenberg

Honor's symposium

Our branch financially supports the Honors Symposium at Flathead Valley Community College. The Symposium offers FVCC students and members of the community six opportunities in February and March to hear experts address various topics that support this year's theme, "The Way Forward Why Change is Inevitable."

Book sale

The annual Kalispell AAUW Book Sale is March 17-19. We've moved our location from the Center Mall to the Fairground. Thanks go to Christina Granrud and Vicki Gockenbach for capably leading this huge endeavor and also to the many members that have pitched in to prepare for the sale.

MILES CITY

We again sponsored the annual Christmas Market in late November at Miles Community College. We had 70 vendors from numerous towns around the state and from the Dakotas and Wyoming. A first for us at this Market was the hiring of members of our local FFA chapter to assist with set up and take down, which was a huge help. Profit from the Market goes towards our annual scholarships and other projects.

We will award two or three \$1,000 scholarships in April. Recipients are either attendees/graduates of Custer County District High School or Miles Community College.

A number of Miles City organizations, including AAUW, contributed towards an upcoming April program to be presented by Eva Mozes Kor, a Holocaust survivor and advocate for forgiveness. Mrs. Kor is the founder of the

CANDLES Holocaust Museum and Education Center in Terre Haute, Indiana. Her story was explored in the documentary *Forgiving Dr. Mengele*.

May 8th, in conjunction with a local church (United Christian), we are pleased to sponsor a Humanities Montana Program, *Cultural Diversity and Muslims in America*. The presenter, Dr. Ambrin Masood, is a professor at MSU-Billings. The program will be presented at Miles Community College.

MISSOULA

Missoula AAUW now has 42 members and a number of new initiatives since September. We have a new intern at UM, Tianna Thurston, a Music Education major, as events planner for the spring term. She is assisting with outreach on campus on Thursdays, as well as planning our third Start Smart workshop to be held on Saturday, April 15, 2017 from 11-1:30 p.m. Barbara Macy will be facilitating, and some of our new members will train as facilitators. The following week, we will hold our 58th annual Used Book Sale at the Orchard Homes location on Third Street, from Thursday April 20-Sunday April 23, as a joint fundraiser with our partner organization, Phi Delta Kappa, the honorary society for the College of Education at UM. On May 5th, our final event is the annual Spring Brunch, to honor our state legislators from Missoula, many of whom have carried legislation for pay equity, reform of consent laws and criminal justice reform, and strong advocacy of public education. We are excited to have so many new members, and hope we can continue to build a broader base of AAUW membership at UM and in the Missoula community.

PARK COUNTY

The Park Community Affiliate continues to be busy with recruiting new members and offering a monthly program for members and guests. We routinely have 20 to 30 members attend our monthly meetings. Our programs this year have ranged from support and prevention of domestic violence, to nutrition specifically for women and to encouraging girls and young women to continue education in math and the sciences. The Park Community Affiliate is also already gearing up for our "New to You" sale next March 2018. The sale is both a silent auction and a consignment sale. It's our primary fund raiser for our scholarship program. Finally, we currently have a subcommittee forming to assist with decorating the hall and supplying refreshments for the Park

AAUW NATIONAL NEWS

WE'RE ALL AFFILIATES...ALL AFFILIATES... ALL AFFILIATES NOW-OW-OW To Be Sung with Jazz Hand Accompaniment

20015-20016 will go down in AAUW-Montana history as the Year of the Bylaws. It started in 2015 when I thought it would be a good idea to get our branch and state bylaws revised, since we had not reviewed and updated them for several years. So I started us on that project. We were making good headway when I received notice from the Association that they had changed the template for state and branch bylaws and had mandated a number of revisions. This meant taking our almost completed bylaws updates and completely re-doing them. Mary and I submitted branch and state revised bylaws to the AAUW Governance Committee by the deadline of June 30, 2016 and posted them on our AAUW Montana web page.

I thought we were done. The revised bylaws weren't perfect but they were substantial improvements over our old bylaws and were in conformity with the AAUW Governance Committee mandated changes. In late summer/early fall, I got a notice that the Association had mandated new revisions to all state and branch bylaws. This included new language, new sections and revised and mandated content, and most important, a change in how we refer to ourselves—in bylaws and legal communications, at least.

So say goodbye to the word "branch!" What used to be "branches" are now, officially at least, "**Community Affiliates.**" The state organizations are "**State Affiliates.**" I am, for example, a member of the "AAUW-Bozeman, MT Community Affiliate" and the "AAUW-Montana State Affiliate." This is our official corporate name and organizational schema as approved by the AAUW Board of Directors and the Internal Revenue Service.

No one has said that we must refer to ourselves this way when we are speaking to each other about the Organization. I noticed, for example, that AAUW President Patricia Fae Ho still refers to our local organizations as "branches." But if you are sending out official notices of meetings or are referring to an AAUW entity in an official, written document, including tax forms and wills, you should start using the new, correct terminology.

So what about our Bylaws? I have brought the State and all community affiliate bylaws into conformity with the newly mandated changes and these have been approved by the AAUW Governance Committee. They are posted on the AAUW web site and on our state web site, and I can send you your own copy. BUT, these "current" bylaws will be revised through the Association member-based governance process later this Spring. Right now, there is no way of knowing what these changes are going to be. We will be given new templates for making whatever those changes are, probably in early August. My recommendation is to wait to amend any existing bylaws until we get those new Affiliate bylaws templates from Association. Once we make all mandated revisions, Affiliates can propose and pass substantive revisions to those "new" bylaws.

Thanks to everyone who has been patient and helpful through this long, frustrating process! If you have questions, concerns, or just want to talk, call or text me: 406-599-4670 or corkyb43@yahoo.com.

Corky Bush
Bylaws/Parliamentarian

Leadership for Women, by Women

2017 AAUW National Convention, Washington, DC
June 14 - 17

Every two years, 1,000 women leaders from across the country gather to discover new ways to empower themselves and their community. AAUW's national convention is a unique opportunity to learn new skills, gain insight and inspiration, and connect with other women leaders.

Open to anyone who believes in empowering women and girls, our program provides engaging opportunities for professional and personal growth so that women leaders everywhere can maximize their impact.

Our program is also full of fun and engaging networking opportunities. It's a place to meet new friends who share your passions and connect with leaders and advocates from across the country. Plus, you can take in the best culture and entertainment our host cities have to offer on exciting pre- and post-convention tours.

For more information, go to <http://www.aauw.org>

Message from AAUW Leadership

Since my e-mail on February 23, we have received comments from many members and member leaders. We thank you for your thoughtfully considered input.

Based upon your feedback, the AAUW Board of Directors will now vote on the proposed dues increase at their regularly scheduled meeting on June 13, 2017. Should the increase pass, it will not become effective until the following fiscal year, beginning **July 1, 2018**. This would give branches ample time to initiate the process on your end and allow for people to include this increase in their personal budgets.

We'd also like to address comments as to why the increase is under consideration.

Donations are, and have long been, an important part of AAUW's DNA. Our recent Charting the Course campaign shows yet again the generosity and commitment of many members to the organization. It is, however, impossible to budget effectively based on what *might* come in. Annual dues are a more stable source of income. They provide the framework for AAUW's mission and programs. Indeed, a combination of both dues and donations are critically necessary to support AAUW's salary negotiation workshops, groundbreaking research, advocacy efforts, campus leadership programs, and so much more. Even fully funded programs, such as the Legal Advocacy Fund and fellowships and grants, require the support of an infrastructure to do their work.

I'd also like you to consider how prices have changed since AAUW's last dues increase in 2008. It would be very difficult to name even one item that has not increased significantly in price during that time period. That means we've been paying more and more to keep our programs running. AAUW is proposing a modest 20 percent increase — only eighty-three cents a month. Just think of the return that investment makes in the lives of countless women and girls.

Additional information will be made available after the board vote in June. In the meantime, should you have any immediate questions, please reach out to connect@aauw.org.

Thank you all again for your commitment to this wonderful organization. We are a membership who believes we can do great things together. I know we are all equally committed to ensuring that AAUW thrives and continues to empower women and girls well into the future.

Patricia Fae Ho
AAUW Board Chair

Mark Hopkins
AAUW Interim CEO

AAUW-MT Mailing List

If you aren't already a member, send a message to Susan Lee (suelee000@msn.com) to add you to the list.

To post to this group, send an email to aauw-montana@googlegroups.com

To unsubscribe from this group, send email to aauw-montana+unsubscribe@googlegroups.com

Visit this group at <https://groups.google.com/d/forum/aauw-montana>

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