



# MONTANA TREASURE STATER

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AAUW MONTANA NEWSLETTER

FALL 2009

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## Calendar

- 12/31/09: Deadline for sending AAUW Funds donations to DC
- 2/1/10: Deadline for nominations for state officers
- 2/28/10: Deadline for by-laws, resolutions, public policy recommendations & newsletter articles
- 4/1/10: Publication of convention issue of *The Treasure Stater*
- 5/15-16/10: AAUW Montana Convention, Lewistown

## SAVE THE DATE!

NOON, MAY 15—NOON, MAY 16, 2010  
AAUW MONTANA CONVENTION  
YOGO INN, LEWISTOWN, MT

Plan now to attend this exciting meeting, featuring:

- Briefings on changes to AAUW structure and governance,
- Planning for the future of AAUW in Montana,
- Orientation to AAUW priority public policy issues,
- Updates on Montana Women's Lobby activities,
- Election of officers, and
- Revising state bylaws.

Lewistown is the geographical center of Montana—or as near to it as anyplace with hotels and restaurants—so all branches are similarly impacted by driving distances. In addition, this convention will follow the format of the highly successful meeting in Billings in 2008—it will be limited to one day starting at noon on Saturday (allowing participants enough time to drive from almost anywhere in Montana) and ending at noon on Sunday (time enough to drive back). This shortened meeting schedule not only helps attendees meet their home, family, and work commitments, it also makes from a more concentrated and exciting convention. We're looking forward to seeing you in Lewistown. You'll be glad you came.

## CALL FOR NOMINEES

AAUW Montana will elect a full set of officers at the 2010 state convention. If you want to nominate someone for a leadership position in AAUW Montana or want to nominate yourself, please send the name, contact information, and a one-to-two-paragraph bio to Barbara Brown (4681 Springhill Community Rd., Belgrade, MT 59714 or brbrown@imt.net) by February 1, 2010.

Nominees are sought for the following positions: President, Program Vice President, Membership Vice President, Finance Director, and Communications Director/Secretary. In general, persons seeking office at the state level should have held a similar or related position at the branch level, on the state board, or in another organization.

The Board meets only three times a year, twice by telephone and once in person. (at Legislative Days in odd numbered years and the Convention in even numbered years), so meetings will not take too much of your time.

## AAUW Montana

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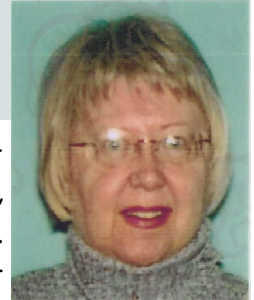
### AAUW ConnectLine:

1-800-326-2289

### AAUW Website:

[www.aauw.org](http://www.aauw.org)

## President's Letter



As many of you may already know, I sold my house this summer and moved into a single-level townhome. In some ways, I have undergone as many changes this year as AAUW has. And like AAUW, I have accomplished the most urgent things (unpacking what I need to function, changing my address, etc.). Yet, more remains to be done . . .

AAUW Montana and most of the branches now have received their newly compliant bylaws from Corky and have submitted their Affiliate Agreements and Group Tax Exemption Authorization forms to AAUW. Okay, we've completed all the "urgent" requirements. And yet, more remains to be done . . .

As AAUW Montana members, we have some choices to make over the next year or so. One question is whether we want to keep how we vote at state conventions (now by delegate) or change to a "one member one vote" system (allowing every member to have a direct voice) or a "majority of those present" system (all those attending convention have an equal vote). There are pluses and minuses to each method, so we need to begin thinking and talking about how we want our state organization to be run.

There's also the even bigger question of whether we want to maintain a state organization at all. At the moment, the state will continue to exist unless and until a majority of branches decide they don't want it to. I, for one, hope that we will continue to support AAUW Montana, but we need to talk about the issue in our branch meetings.

At the branch level, AAUW now requires only an administrative and a financial contact, so each branch can choose to maintain a structured officer level or simplify their board. Are there other changes you might want to make? Are your newly compliant, minimalist, branch bylaws sufficient for the future, or does your branch need to make further changes?

All in all, we may have "moved into" the new AAUW, but it's not yet truly our "home." Over the next few months, I'll be continuing to work on my new house; let's all of us in Montana keep working on our new AAUW house until we each feel at home here.

*Diane*

**AAUW Member Wins Nobel Prize.** AAUW celebrates Carol Greider, AAUW member-at-large and winner of the Nobel Prize in physiology or Medicine along with her two colleagues, Elizabeth Blackburn and Jack Szostak. Greider has been a member of AAUW since 2002.

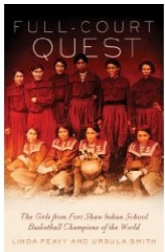
## The Times They Have A-Changed

*Bob Dylan said it; now AAUW has done it.* At the Association Convention in St. Louis, delegates approved all proposed bylaws changes but one and affirmed the changes in AAUW goals and management made by its Boards of Directors. In consequence, many changes to AAUW's organizational structure and operations have been made, with more to come. The one bylaws proposal that was defeated at Convention was the amendment to open membership to everyone who supports AAUW's mission, regardless of their graduation status. The following chart is presented to help you understand how these changes are likely to affect your branches and yourselves.

CHANGE	POTENTIAL EFFECT ON BRANCHES	POTENTIAL EFFECT ON MEMBERS
<b>New Corporation.</b> AAUW became a single corporate entity combining the once separate membership organization, EF, and LAF. In doing so, it became a nonprofit, tax-exempt corporation. Because it lobbies on political issues, a subsidiary "Action Fund" carries a non-tax-exempt status. The logo was changed to use of the corporate initials only.	Branches wanting to retain their current 501(c)4 tax status will sign an "affiliate agreement" to shelter under the Corporation's tax status, sign an annual "Group Tax Exemption Authorization," and continue to file an annual Form 990-N directly with the IRS.	The greater proportion of dues—to AAUW—is tax deductible, effective April 1, 2009. The portion of dues that goes to the Action Fund is not tax deductible. In 2009, these amounts were \$46 and \$3, respectively. Members will no longer vote on dues amounts as they will be set by the AAUW Board of Directors.
<b>One Member One Vote.</b> All members have an equal say in governance, thereby giving each member a vote in AAUW affairs & ending delegate conventions as the governance body. Conventions, however, may continue. In fact, one is planned for June 2011 in DC.	Branches will no longer send delegates to future AAUW Conventions.	Members will vote directly in AAUW affairs by means that are currently being studied and evaluated.
<b>Expanded Options for Branch Structure.</b> AAUW streamlined its expectations of branches, making alternate leadership structures permissible and eliminating membership minimums.	Branches can choose any leadership structure they want and can put into effect. AAUW only requires an administrative contact and a financial contact. There is no minimum number of members needed to maintain a branch.	Members will find more options for leadership and leaders will experience fewer hassles in doing their jobs.
<b>Commitment to Mission-Based Programming.</b> Over several years, AAUW has been moving to become a mission-based organization, meaning that all activities & programs should directly advance the mission & value promise. Any that do not do so are being ended or redirected. For example, the once separate offices of AAUW programs, and EF programs have been combined.	Branches are being asked to ensure that each program or activity undertaken contributes directly to advancing the mission and/or keeping the value promise. [The mission statement and values promise are printed on page 8.]	Members are encouraged to recruit new members who share AAUW's mission and to work to advance equity for women and girls.
<b>Changing Structure.</b> Members may or may not form branches; branches may form, disband, or reconfigure "state" organizations.	Current "state" organizations will remain in place unless and until the member branches vote to change them. Branches may form district, regional or multi-state organizations. All branches geographically within such an organization must be affiliated with that organization.	If a majority of branches do choose to disband a state-level organization, individual members may lose a voice in state public policy advocacy. Members may also lose such benefits as leadership training, newsletters, and conventions.
<b>Membership Categories &amp; Requirements.</b> The previous category of College/University members was expanded to include non-educational organizations as well as educational institutions. These new members are now called "Partner Members."	Branches may invite local coalition partners to join AAUW, giving them a larger, mission-based presence in their communities. This may be especially important to branches in communities without a college or university.	Members may identify, and recruit for AAUW membership, other organizations that share our mission.

## Mission Based Reading

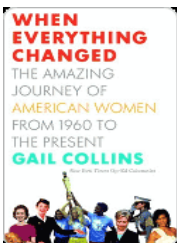
Many branches have book groups—Great Falls has two! Others like to have the equivalent of a “one book” recommendation for members to read and discuss throughout the year. Here, in no particular order, are some suggestions of books that will help advance AAUW’s mission:



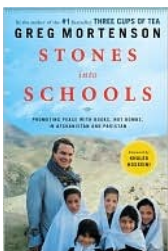
**Full Court Quest: The Girls of the Fort Shaw Indian School Basketball Champions of the World**, by Linda Peavy and Ursula Smith. University of Oklahoma Press, 2008. This book, by past AAUW Bozeman members Linda Peavy and Ursula Smith, tells the story of a team of young Native American women who attended the Fort Shaw School in the early 1900’s and formed a basketball team that went on to earn the title of “World Champions” at the 1904 World’s Fair in St. Louis. The authors explore questions about inequities based on race, sex, and class, how these inequities can be transcended, and how norms of inequality are reasserted.



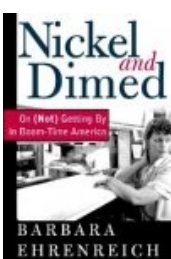
**Half the Sky: Turning Oppression into Opportunity for Women Worldwide**, by Nicholas D. Kristof and Sheryl WuDunn. Knopf, 2009. Women may hold up half the sky but they make up more than 60 percent of the poorest people on earth. This book shares heart-rending stories of women around the world who face violence, poverty, and discrimination and yet find ways not only to overcome their oppression but also to improve conditions in their communities.



**When Everything Changed: The Amazing Journey of American Women from 1960 to the Present**, by Gail Collins. Little Brown, 2009. Many of us have lived the era Collins writes about but few of us see clearly its tragically missed opportunities as well as its symbiotic interconnections. This book chronicles modern feminism, with all its fits and starts, successes and failures.



**Stones into Schools: Promoting Peace with Books, Not Bombs, in Afghanistan and Pakistan**, by AAUW Bozeman member Greg Mortenson. Viking, Dec. 1, 2009. In this dramatic first-person narrative, Greg Mortenson picks up where *Three Cups of Tea* left off in 2003, recounting his ongoing efforts to establish schools for girls in Afghanistan; his extensive work in Azad Kashmir and Pakistan after a massive 2005 earthquake; and the unique ways he has built relationships with Islamic clerics, militia commanders, and tribal leaders.



**Nickel And Dime: On (not) Getting By In America**, by Barbara Ehrenreich. Metropolitan Books, 2001. Nickel and Dime deftly portrays the plight of America's working-class poor. Author Barbara Ehrenreich decides to see if she can scratch out a comfortable living in blue-collar America. What she discovers is a culture of desperation, where workers often take multiple low-paying jobs just to keep a roof overhead.



# Public Policy ↔ Programs

**The Interaction between AAUW Programs and Public Policy.** Good programs introduce and inform AAUW's policy efforts and our public policy agenda is a source of ideas for programs and projects. This interconnectivity has become ever more apparent with the restructuring of the Corporation and the challenge to branches to deliver mission based programs. This section outlines three such areas.

**A "Woman's Nation."** Most branch officers received information about *The Shriver Report-A Woman's Nation Changes Everything* which is available at [awomansnation.com](http://awomansnation.com). The report examines one of the most remarkable changes of the past half century: the movement of millions of women into paid employment, shows that women workers lack critical support in areas, including pay equity, work-life balance, and education, and makes recommendations for ensuring that equity for women. AAUW will use this report to focus its public policy efforts at all levels of the organization to break barriers to equity make a difference in women's lives.



AAUW's policy recommendations in support of the report include education and pay equity, continuing work to update laws and regulations to meet the needs of today's workers, strengthening the Elementary and Secondary Education Act (ESEA), improving access to higher education, and ensuring educational equity through Title IX. AAUW will build on its success in the passage of the Lilly Ledbetter Fair Pay Act by working for passage of the Paycheck Fairness Act, advancing pay equity within the federal government, and improving and advancing equal opportunity in the workplace. There is much for states to place on their public policy agendas as well. The report and recommendations make an excellent discussion for branches. The *Woman's Nation* Program In A Box, is available on the AAUW website.

**Paycheck Fairness Act Needs Support From Montana's Senators.** On January 29, President Obama signed the Lilly Ledbetter Fair Pay Act into law and restored the long-standing interpretation of civil rights laws and Equal Employment Opportunity Commission policies regarding the limits on workers seeking to challenge discriminatory pay practices. The law canceled a U.S. Supreme Court ruling that dramatically limited the time in which workers could file wage claims against their employers. Yet more must be done to end the wage gap. AAUW Montana members must continue to encourage Senator Baucus and Senator Tester to help pass the Paycheck Fairness Act (S. 182). This update of the Equal Pay Act of 1963 would help eliminate gender-based wage discrimination and ensure that women truly earn what men do for the same job.

As Lilly Ledbetter stated, the passage of the Ledbetter Act without the Paycheck Fairness Act "is like giving someone a nail, but not a hammer." When the House passed both the Ledbetter Act and the Paycheck Fairness Act earlier this year, House members demonstrated a firm, bipartisan resolve to attack wage discrimination on all fronts. Now it's time for the Senate to do the same. Contact Jon Tester at [senator@tester.senate.gov](mailto:senator@tester.senate.gov) and Max Baucus at [max@baucus.senate.gov](mailto:max@baucus.senate.gov).

**Title IX: The Incomplete Agenda** Today, girls comprise 49 percent of the nation's high school population, but they only account for 41 percent of high school athletes. All over the country, there are schools that fail to treat young women fairly with respect to athletic participation, athletics facilities, and other benefits. Not only is this unfair, it also is potentially illegal under the federal law. Title IX of the Educational Amendments of 1972, which prohibits sex discrimination against students and employees of educational institutions. AAUW is collaborating with the Legal Aid Society of San Francisco-Employment Law Center to help raise awareness about Title IX compliance and enforcement in high school athletics. Branches will find a Program in a Box on Title IX and high school athletics on the AAUW website.

## AAUW Funds

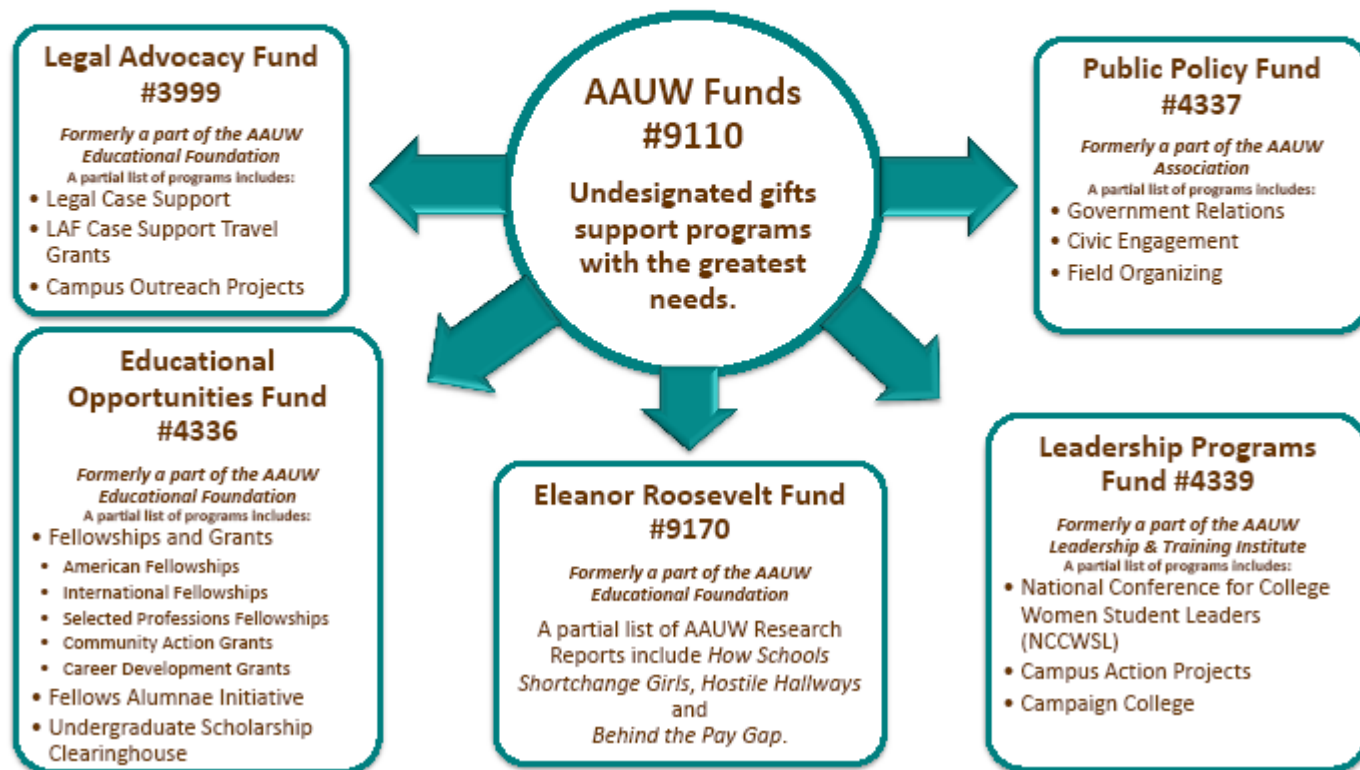
Many changes affecting AAUW's philanthropic efforts have been made as a result of the change in corporate status enacted at the 2009 AAUW Convention. What used to be called EF, LAF, the Eleanor Roosevelt fund, and others are now lumped together under the rubric "**AAUW Funds**." The following chart gives the program number for each of the various funds and describes its purpose. *[Note that all contributions to these funds are tax deductible.]* The correct fund number entered on the contribution form and the memo line of your check will ensure that your donations will go where you want them to.

Great Falls branch members continue their efforts to complete fund **#4302**, the Centennial Career Development Grant by 2014, the 100th anniversary of the Great Falls branch. They respectfully request your support of this fund.

The one exception to the tax deductible status of contributions to an AAUW fund are those made to the **AAUW Action Fund**, designed to advance our mission through member activism and voter mobilization.

If individuals or branches intend to contribute to any AAUW programs **now** is the time. The check must be post marked by December 31 for 2009 credit; there is no grace period this year.

Please contact Jo Stevenson, 406-452-7756 or [stevenson\\_jo@yahoo.com](mailto:stevenson_jo@yahoo.com) for additional assistance. The AAUW Development Office, at 202/785-7700 (8:30 a.m. to 5:00 p.m. EST) or [development@aauw.org](mailto:development@aauw.org), will answer questions as well.





## Notes from the Branches

The **Missoula branch** sent news of the passing of Dr. Evelyn Rimel, who died this past August, just weeks shy of her 98th birthday. She was the oldest living and longest-serving member of AAUW, to which she belonged for more than 75 years. In 1932, Rimel earned bachelor's degrees in history and Latin, with minors in mathematics and biology, and a year later she added a master's degree in education in 1933, all from the University of Montana. In 1950, she left Missoula to earn a doctorate in psychology from Syracuse University, and then went on to teach at universities in Montana, Colorado, South Dakota, and Wisconsin before moving back to Missoula to care for her aging parents.

In October the **Miles City branch** coordinated and sponsored the Missoula Children's Theatre and is now busy with the big annual fundraiser, the AAUW Christmas Market, to be held Thanksgiving weekend. Future plans include fun branch programs including a visit to a local Earthship home (a biotechnology sustainable green building).

The **Kalispell branch** viewed the film, *The Prodigal Sons*, at their meeting/pot luck in November. This autobiographical film is about Kimberly Reed who returns home to her small Montana town for a high school reunion and a hoped for reconciliation with other family members. Questions of sexual orientation, identity, severe trauma and family love are explored. The branch is also busily sorting books to be ready for its April Sale.

The **Great Falls branch** had a very successful book sale at the Great Falls Public Library in October, enabling the branch to award scholarships to 3 nontraditional students in December and another 3 to traditional students in May. Also, the branch turned to stitching to increase funding for their Centennial Grant. Sewing machines, irons, unique fabrics, and sturdy "green" bags were utilized to produce one-of-a-kind shopping bags, constructed mostly from donated fabrics. The bags were sold during the October book sale, and holiday themed bags will be available at their December luncheon.

The **Glendive branch** has completed a successful branch fundraiser—a traditional turkey dinner cooked and served by members for the raffle winner. Fall programs have focused on hospice care and economic development, two significant needs of people in the Glendive area. Honorary Life Member Louise Cross and her lifetime of service to the community was featured last Spring with a in-depth profile in the *Glendive Ranger Review*.

The **Bozeman branch** celebrated Constitution Day, September 17<sup>th</sup> by joining with members of BPW and LWV in a public reading of the entire U.S. Constitution. Tom Wessel, Professor Emeritus from MSU, answered informational questions from the audience. Then, on November 5<sup>th</sup> the branch joined the Gallatin Valley Human Rights Task Force in sponsoring a reception, lecture and community discussion about *Speaking Volumes: Transforming Hate*, a traveling art exhibit designed to stimulate public discussion about bigotry, anti-Semitism and intolerance.

## Public Policy Information

**Want to know what to do?** *The Shriver Report: A Woman's Nation Changes Everything*, which will guide AAUW's public policy efforts over the next biennia, is available on the AAUW website.

**Want to know how your Montana legislators voted?** The Montana Women's Lobby is the lobbying arm of AAUW Montana and Montana BPW. MWL has published its own *2009 Legislative Voting Record* which describes the key issues on which MWL lobbied this past session and shows how your state senators and representatives voted on these bills. It is available for an individual MWL membership of \$50 sent to MWL, PO Box 11558, Bozeman, MT 59719-1558.

## International Travel Program for AAUW Members

Ann Hite of TravelSmart Partners has created a new international travel program for fellow AAUW members. The "Learn & Explore" travel series is designed to help participants understand issues important to women in other areas of the world. Each trip will focus on exploring the customs and cultures of various regions and will emphasize how women are working through current and historical barriers. The first tour, to Vietnam and Cambodia, will be hosted by AAUW President Carolyn Garfein.

For additional information please contact: Corydy Galligan  
Director of Corporate Relationships AAUW  
1111 Sixteenth St. NW  
Washington, DC 20036  
Phone (202)785-7735 or fax (202) 463-7169

AAUW Director's  
Learn & Explore Series  
**Vietnam and Cambodia:**  
**"Women and Their Worlds"**

Host: Carolyn Garfein  
AAUW President

February 19-March 7, 2010

Reservations by 12/19/09

[www.travelsmartpartners.com/aauw](http://www.travelsmartpartners.com/aauw)

or

Toni or Allie at: 800/670-6984

**AAUW's Mission Statement:** AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

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

**AAUW's Value Promise:** By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.



AAUW Montana  
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RETURN SERVICE REQUESTED