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December 2022

Did You Know? AAUW member benefits can save you money on travel services, office supplies, pet insurance, and more. And every time you use one of your benefits, you will be supporting AAUW's vital work advancing gender equity. Click [HERE](#) to read about the many perks of AAUW membership.

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AS SANDI SEES IT...

Sandi Gabe, President, AAUW California, statepresident@aauw-ca.org

PERFECT IS THE ENEMY OF GOOD

Are you aiming to create the perfect holiday celebration? Are you trying to find the perfect gift for a loved one or friend? Are you tongue-tied trying to find the perfect holiday greeting that won't offend anyone? Join the club. December can be a stressful time as we try to balance our expectations of the "perfect" holiday with the reality of life.

I'm reminded of this phrase, often frequently attributed to Voltaire, when I see someone else challenged to find the perfect solution and see that they don't notice that progress might make a bigger difference than perfection. Sometimes we also forget that we don't know what perfection is. My "perfect" isn't someone else's. And, it will change by tomorrow. I fall into the trap myself and am reluctant to let go of my perfectionism. This month is no different as I try to write the perfect article full of insight and inspiration while trying to balance AAUW activity and family commitments.

I'm going to take a leap and try taking my own advice and leave you with a short but heartfelt message: Happy Holidays and thank you for all you do to support AAUW. Your passion is helping us make progress in breaking down barriers for women and girls.

Thankfully your leadership team has many words of wisdom to share below. Hopefully one of them will be perfect for you.

Sandi

Linking together for our mission.

AAUW FUND

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Karen Vanderwerken, Director, AAUW Fund Committee Chair, aauwfund@aauw-ca.org

END-OF-YEAR DEADLINES AND DONATIONS!

Zooming In: factoids from our record four Fund Events:

- 38 of 41 California scholars/grantees presented.
- 376 members registered with 141 unique viewers.
- 57 average number branches attended each session.
- 17 branch positions participated.

View the 2022 recipients, read their bios, watch any of the videos of the four Fund Events, and/or donate to AAUW by clicking [HERE](#).

Are you looking for a branch or IBC program speaker? Schedule one of our scholars/grantees to provide a more detailed presentation through April 2023. Click [HERE](#) to request a scholar/grantee speaker for your branch.

December 31, 2022, is the deadline for donating this year to AAUW Fund. Use [Branch/Individual Contribution Form](#) when sending in branch and member donations.

Click [HERE](#) for information regarding state and branch Named Gift Honorees.

- State Named Gift Honoree nominations due February 15, 2023
- Branch Named Gift Honoree nominations due March 1, 2023
- Pay tribute to an individual, a group, or an organization giving extraordinary service to AAUW by designating them as a Named Gift Honoree. Branches can nominate a Named Gift Honoree for each \$750 contributed on or before December 31st.

Remember [Legacy Circle Gifting](#)! What will be your AAUW legacy?

Contact Charmin Goehring at charminme@yahoo.com or Judy Horan at queenjah@pacbell.net

Consider using your IRA RMD (required minimum distribution) by giving directly to AAUW. Contact: cfo@aauw-ca.org.

Giving your time, your energy, and your dollars—all make AAUW California Fund great.

What I need to know: The four Fund Events had high participation.

What I need to do: Consider requesting a Fund speaker for a branch event.

Track your Fund donations to see if you'll qualify by December 31st for a Named Gift Honoree and start thinking of someone to honor.

Should I include this in my branch newsletter? Yes, encourage members to visit the AAUW website to make a donation to Fund or to be a part of the Legacy Circle.

Carol Holzgrafe and Sharyn Siebert, Directors, Branch Support Committee Co-Chairs, branch@aauw-ca.org

ASKUSFIRST! — THIS IS THE WAY TO A TREASURE TROVE OF LEADERSHIP SKILLS – AND SOME CLEVER IDEAS

As you begin the search for next year's branch board, here are some questions to ask:

- Will this be easy? If so, congratulations! If not, is it that your current board members are tired, tired, tired? Or that you can't find new members to take on these jobs? Two separate issues.
- Must you fill all 12 (or so) positions? Not if you adopt this new gem of a structure: only three positions are required: president/facilitator, treasurer, and secretary. AND, the jobs can be shared or rotated or led by committee; whatever works for your group. These three must be voted on; every other position is appointed. Encourage job sharing and committees. An easier path.

Idea: invite prospective board members to a board meeting to see how much fun you all have. Do you pass around popcorn or snacks?

What I need to know: Branch Support is planning two webinars to help branches build up their boards for next year.

Be sure to read your branch and AAUW's bylaws to see how your branch structure and elections are handled. They can be changed – and, we can walk you through this with our valuable advice (at NO cost to you!).

What I need to do: Watch for emails with webinar registration information. Consult the AAUW Leadership Tool Kit and other branch newsletters for ideas.

About those programs: An AAUW branch is NOT just a social club. Interest groups are fine and loved by all, but we have a higher purpose than just having fun. We mean to improve the lives of women and girls in our communities. So, please, work on expanding what you offer your members. Need ideas? Check other branch websites and newsletters – you will be thrilled with what some are doing. Then copy that! They won't mind.

Should I include this in my branch newsletter? No, this information is for branch leaders only.

Add the February 7th webinar to your calendar – it will be a treasure chest of ideas: Working title: "Take Me to Your Leader: Refresh, Reinvigorate, Re-educate." This will be the first of two on building leaders: where to find them, how to develop them, and how to use them.

Click [HERE](#) (the Leadership Development Toolkit) for a head start on leadership ideas. It's **pure gold**.

Click [HERE](#) for AAUW's bylaw toolkit.

AskUsFirst@aauw-ca.org

B2B Bonus: Quick Tips for Things to Try

- When you want to add DEI programs to your calendar, here's an idea from one creative branch: Have monthly lunches at ethnic restaurants, research the history, talk to the owners. You will learn a lot besides the joys of

lunch out.

COMMUNICATIONS

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Dawn Johnson, Director, Communications Committee Chair, communications@aauw-ca.org

A ROLLING STONE GATHERS NO MOSS.

We have “rolled” again and have a new address for AAUW California! Due to the closure of our current UPS store, which had spotty performance anyway, we have secured a new post office box address which we will be sharing with SPF (Special Projects Fund).

Please make note of the new mailing address:

AAUW California
PO Box 160067
Sacramento, CA 95816-0067

And, speaking of rolling stones, did you find someone to “roll into” our technology peer group meetings? The Communications Committee has launched a peer group for those who handle the tech in their branches and want to gripe, share, or learn from people in the same role. This is an informal monthly sharing session, hosted by Tracey Clark, past chair of the Communications Committee. The sessions may include some instruction, which will be the case at the first official meeting on December 6th, in which a group member will explain the secrets of using Google Drive to share documents.

To get your branch involved, please forward a request to Julika at office@aauw-ca.org to add the name and email of anyone who wants to join the technology peer group. Send anyone who is doing tech for your branch: your newsletter editor, webmaster, social media coordinator, etc. Julika will send them a schedule and links to upcoming meetings. The next one on January 3rd will be a presentation on using AAUW Site Resources to maintain branch websites.

***REMINDER:** Before scheduling branch events, please consult the AAUW California calendar to be sure you aren’t conflicting with a state event that members might want to attend, such as the Annual Event scheduled for April 22nd. The calendar is [HERE](#) or can be accessed from any webpage.

Above all, remember that, like the elves at the North Pole, communication never rests!

B2B Bonus: Quick Tips for Things to Try

- Did you have a shortage of members at your last event? Maybe you inadvertently scheduled it on an important religious or secular holiday. Believe me, we’ve made the same mistake. Ask all your branch leaders who

What I need to know: AAUW California has a new mailing address. The Technology Peer Group has kicked off, but your branch can still participate.

What I need to do: Make note of AAUW California’s new address. Forward the information about joining the Tech Peer Group to anyone who does your tech-related tasks. Consult the state calendar before scheduling branch events.

Should I include this in my branch newsletter? No, this information is for branch leaders only.

schedule events to consult the [2022-23 calendar of holidays](#) before planning something.

FINANCE

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Roli Wendorf, Chief Financial Officer, Finance Committee Chair, cfo@aauw-ca.org

BRANCH FINANCE OFFICER PEER GROUP DISCUSSIONS

We held an informal, interactive branch treasurer Zoom session on November 10th to give branches an opportunity to talk to the state Finance Committee members, get their questions answered, and also get a tour of our new [finance website](#). We covered branch treasurer basics—how to do accounting, membership dues, annual tax and other government filings, insurance and funds assessments, and financial issues related to fundraising. We had a very worthwhile discussion with many good questions. If you were unable to attend, you can view the recording of the session [HERE](#).

We plan to hold another similar interactive Q&A session in the spring of 2023. More about it as we get closer. If you have topics you would like to see covered then, do let me know.

As we reach the halfway point of this AAUW year, give yourselves a pat on the back. It has been particularly challenging with the switchover to the new Community Hub. Have a wonderful holiday season to celebrate!

What I need to know: Finance held a successful peer group Q&A for branch treasurers; a recording is available. AAUW California is looking for a new CFO for 2023-25.

What I need to do: Watch for details for the next peer group Q&A in the spring and be sure your branch treasurer attends.

Should I include this in my branch newsletter? No, this information is for branch leaders only.

B2B Bonus: Quick Tips for Things to Try

- We are looking for a new CFO for the 2023-2025 term. Consider volunteering for it or recommend someone you know. It is a great opportunity! Let me know if you are interested. I'm happy to talk to you in more detail about the job.

MEMBERSHIP

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Marsha Swails, Membership Committee Chair, membership@aauw-ca.org

WOMEN WITH A HEART! LET'S GROW!

As we think about growing AAUW California, we sometimes forget about one of the most meaningful ways to invite new members. I had major surgery a couple of weeks ago. The recovery is slow and, to be quite honest, I am a little discouraged. However, two days ago four AAUW members dropped by to decorate my house for Christmas. They knew I was limited physically. They happily opened bins of decorations. I sat on the sofa and watched them decorate my tree, hang garlands, and arrange candles. Watching my friends and listening to their laughter, I could

What I need to know: One of AAUW's strengths is its caring and supportive community of women. Membership will explore ways to attract people to join that community at a webinar on January 25th.

What I need to do: Watch for details and a registration link for the January webinar.

Should I include this in my branch newsletter? No, this information is for branch leaders only.

see something very clearly. Our superpower isn't our intellect or our accomplishments. It is much bigger than that. Our superpower is building relationships. If four women could make me feel such support and friendship, what could several thousand of us do within our branches, jobs, and communities?

Click [HERE](#) for a webinar that all branch leaders should watch called "The Care and Feeding of Volunteers." Nurturing our leaders and members should be the first step toward revitalized and energetic branches.

On Wednesday, January 25th, at 7 pm, we will host a webinar about the membership resources under development at the state level. We invite Membership VP's or chairs to attend as well as interested members. We are so excited to see you!

B2B Bonus: Quick Tips for Things to Try

- Create a "Pass It Forward" event. At a branch activity, give each member a token to be shared when helping a neighbor, colleague, friend, or branch member. They, in turn, will pass the token forward to people they help. Invite your person to a branch event, or just informally for coffee. Have another AAUW member join you. Laugh, talk, have fun. Most importantly, invite!

NOMINATIONS & ELECTIONS

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Charmen Goehring, Nominations & Elections Chair, nominating@aauw-ca.org

LOVE AAUW? WANT TO GIVE BACK?

This year we are looking for a President-Elect to serve one year followed by two years as president. I know that Sandi will be leaving some big shoes to fill. Each of us has strengths and weaknesses to share. Come forward and let your light shine. We need someone who cares about Diversity, Equity, Inclusion, Women's Rights, Financial Security and so much more.

Please think at least twice before you say you can't do it. AAUW matters, women matter, everyone deserves a chance. If President-Elect is too big a bite, how about CFO or one of the director positions?

What I need to know: We are looking for candidates for several board positions, including President-Elect.

What I need to do: Consider running for office or reaching out to suitable candidates to step up to any of the state board positions.

Should I include this in my branch newsletter? Yes, let your members know about the opportunities to join the state board. They can learn more [HERE](#).

PUBLIC POLICY

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Kathleen Harper, Director, Public Policy Committee Chair, publicpolicy@aauw-ca.org

NOVEMBER 8TH WAS A GOOD DAY FOR WOMEN!

The election is finally over – well, for everyone but Georgians – and overall, AAUW members can be pretty happy with the results. Here are a few highlights:

- One woman was added to each house of Congress: the U.S. House of Representatives and the U.S. Senate,

What I need to know: Overall, midterm election results were very favorable to women and Public Policy thanks all the members for their active support.

What I need to do: View the Public Policy presentation about the election results and their implications.

bringing the numbers to 124 (H) and 25 (S).

- Of the total of 149, 54 are women of color.
- With Nancy Pelosi stepping down as Speaker of the House, we lost the most powerful woman's voice in government, but still have a woman on the minority leadership team, Minority Whip Katherine Clark.
- Governors of 12 states are now women.
- 23% of all mayors across the nation are women, including our brand new and first woman mayor of Los Angeles, Karen Bass.
- 32 women won seats in the California Legislature (total confirmed 44, 3 pending)
- All executive positions in California except Governor are filled by women, including Secretary of State, Lieutenant Governor, Treasurer, and Controller.
- Proposition 1 prevailed and women's right to control their own reproductive choices is now enshrined in our constitution.

Should I include this in my branch newsletter? Yes, provide your members with the link to the presentation.

The state Public Policy Committee thanks each and every AAUW California member who voted, who assisted in our Voter Education (VE) campaign by spreading our messages on social media, who took the pledge to vote for Prop 1 (we had 437 sign up!), and who worked within their branches to do their own VE events.

Next challenge: let's add California to that list of states with a woman governor! Together we can – and will – change the world!

B2B Bonus: Quick Tips for Things to Try

- On December 1st, I did a presentation for the California Online Branch on the election results. The recording of the presentation is posted on the website [HERE](#).

Project News

GOV TREK

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Shauna Ruyle, Gov Trek Program Director, govtrek@aauw-ca.org

WE HEARD YOU AT THE GOV TREK LAUNCH

Thank you to those who were able to join the Gov Trek launch webinar on November 16th to learn more about the new state-led program and how your branch can participate. If you were unable to attend, you can click [HERE](#) to download the presentation and view the recording of the session.

During the webinar, branch members expressed their need for a Spanish version of the student flier and online parent/guardian permission form. The AAUW California Leadership heard you and created a [Spanish version of the](#)

What I need to know: Gov Trek had a successful launch webinar on November 16th; the recording is available on the website. The fliers and parent communications are now available in Spanish.

What I need to do: Watch the recording if you were unable to attend and learn how easy it is for your branch to support this new state project.

Should I include this in my branch newsletter? Yes, tell your members about Gov Trek and encourage them to pass along the opportunity to students they may know.

[flier](#). The parent/guardian permission form and follow-up emails to parents are now in English and Spanish.

How You Can Help

We appreciate branch members taking the important role of publicizing this amazing program in your local schools and community! We realize this is a busy time of year, but want to remind you that students can register themselves with a quick and easy click on a link or QR code. All they need is to see the flier in their school or library or local business or the social media posts from AAUW California and your branch. It's an easy way to provide a high-impact program. Plus, we'll gain some community exposure and possibly new members!

If we want more women in leadership, this is how we start.

B2B Bonus: Quick Tips for Things to Try

- Download the Gov Trek Fliers, print them, and share them in your community!
[Program Flier](#) - English version
[Program Flier](#) - Spanish version

SPEECH TREK

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Marlene Cain, Speech Trek Program Director, speechtrek@aauw-ca.org

SPEECH TREK NEWS AND UPDATES

Winter break is fast approaching – before students head out on vacation, make sure the teachers and students know the 2023 topic: “How can communities, organizations, and citizens of all ages help protect and expand voting rights?”

NEWS: One branch is getting the word out in an innovative way—the branch is readying a one-minute promotional video. Click [HERE](#) to view the fun beta version. Jana Bryant, Speech Trek Chair, Big Bear Valley Branch, worked with their videographer, Bob Perry, to produce a short video. “We thought this would be a good way to promote the contest and get the word out to students and staff,” she said.

Update: The following branches are participating in Speech Trek 2023 as of this writing. If your branch is participating and you don't see its name on this list, please email speechtrek@aauw-ca.org right away. In alphabetical order:

1. Alhambra-San Gabriel
2. Auburn
3. Big Bear Valley
4. California Online

What I need to know: 15 branches have signed up to date. Branch Speech Trek chairs have formed a peer group to exchange ideas. See one branch's promotional video!

What I need to do: Send out early letters to high school principals to encourage teacher participation. Contact Speech Trek to join the branch chairs' peer group.

Should I include this in my branch newsletter? No, this information is for branch leaders only.

5. Camarillo
6. Del Mar-Leucadia
7. Diamond Bar
8. Fremont
9. La Mesa-El Cajon
10. Lompoc-Vandenberg
11. Oakdale-Riverbank-Escalon
12. Poway-Peñasquitos
13. Redlands
14. Sacramento
15. Thousand Oaks

Update:

*Hello everyone,
I enjoy having the opportunity to "speak" with all of you.
Thank you again, Marlene, for creating this platform.—
Karen McGurk, Speech Trek Chair, Poway-Peñasquitos
Branch.*

Karen is referring to the new Speech Trek peer group where Speech Trek Chairs/Committees exchange information, ask questions and share best practices. All the current branch Speech Trek leaders have been added to the group, so watch for peer group communications. If someone from your branch needs to be added, email speechtrek@aauw-ca.org.

Happy Holidays to all, and to all a good speech!

B2B Bonus: Quick Tips for Things to Try

- Contact your local high school principals **before** winter break and let them know of the upcoming contest. Ask the principal which teachers they think would be interested in engaging their students in the topic (government, history, speech, drama, political science, English, campus clubs, etc.)

TECH TREK

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Mary Isaac, Tech Trek Program Director, techtrek@aauw-ca.org.

TECH TREK IS GONNA BE 25!!

That's right! Think about it... a whole new generation of daughters of Tech Trek alumnae may be in the next few batches of campers your branches select!

As mentioned briefly in the Branch Coordinator Peer Group session, we want to do something special in 2023 to commemorate such an important milestone in AAUW California's legacy. Finding those donors who value the program enough to give just a little more could help us make sure Tech Trek is around for another quarter century.

We have the names and addresses from 25 years ago but we could sure use some help tracking them down so we

What I need to know: Trek is working on finding the donors and campers from 1998 and beyond to help celebrate its 25th anniversary.

What I need to do: Contact Tech Trek if your branch has helpful records.

Should I include this in my branch newsletter? Yes, members will love hearing that the beloved Tech Trek program has lasted 25 years. Share the PayPal donation option.

can include them in the celebration! Contact techtrek@aauw-ca.org if you can help track the girls of 1998 and beyond!

SPF has made it easy for folks to [donate via PayPal](#) without ever having to open their checkbook. Yes, there's a 7.2% fee but just ask the donor to cover that too! It's a 100% tax deduction (as permitted by law)!

B2B Bonus: Quick Tips for Things to Try

- Libraries often have community spaces where Tech Trek alumnae meet-ups or camper interviews can be held for free!

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www.AAUW-CA.org

