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Important Dates:

- Jan. 27, 2013 AAUW-IA Winter Board Meeting 4-6pm via Blackboard Collaborate
- Jan. 31, 2013 Spring/Summer Initiative Newsletter articles/items deadline
- April 1, 2013 Spring Meeting Registration deadline
- April 13, 2013 AAUW-IA Spring Conference in Decorah at Luther College
- April 27, 2013 AAUW-IA Spring Conference in Denison at Boulders Inn Conference Center
- June 9-13, 2013 AAUW National Convention in New Orleans
- August 10-11, 2013 Summer Board Retreat, tentative dates
- April 11-12, 2014 AAUW-IA

Spring Conference, Des Moines



AAUW

IOWA INITIATIVE



Membership Matters - Mary Ann Ahrens

Winners of the 130th AAUW Anniversary Membership Campaign for the second (and final) year of the promotion have been announced. The winners for 2011-12 year will be recognized at the 2013 Annual Meetings and they are:

Individual Winners

- Bridget Kurkowski - Storm Lake Branch
- Karen Mixdorf - Tama-Toledo Branch

Branch Winners

- | | |
|---------------------------|-----------------------|
| Algona* (1) | Oskaloosa* (2) |
| Clarion* (2) | Storm Lake (2) |
| Davenport-Bettendorf *(1) | Tama-Toledo Area* (2) |
| Denison (2) | Waterloo (2) |
| Indianola (2) | Waverly* (2) |
| Loess Hills* (1) | Webster City* (2) |

*Indicates the branch won both years of the campaign
() Indicates number of free new national memberships awarded to the branch the 2nd year

State support has also been offered to support new branch membership efforts. Branch recruitment plan applications received by October 30, 2012 are now under review by the committee. An announcement is due in December identifying the winning branches, which will be followed by distribution of funds to those branches. Those branches who reach their goal will receive *an additional monetary incentive reward* to use during the following 2013-14 membership year!

AAUW has developed new membership recruitment brochures for all categories of membership—students, college/university graduates, and college/university partners; check the AAUW website today!

The vitality of a branch, the state, and national lies in its membership! Questions? Call 515-664-8933 or email maahrens@mchsi.com

(More Membership items page 4)

The purpose of AAUW is to advance equity for women and girls through advocacy, education, philanthropy, and research.



"50/50" Board Member Christine Lousher speaks to the Storm Lake branch



Maxine shares breakfast with members of the Cedar Rapids branch



Palo Alto branch members



The Decorah Branch is eager to welcome Iowa's east branches to the Spring Conference



Coralville C/U Meeting with (l. to r.) Sue Jorgensen, AAUW-IA Sec.; Mary Gill, C/U Rep from Buena Vista Univ.; Shanna Benjamin, Grinnell College, American Fellowship Program Recipient; Maxine Lampe, AAUW-IA President; Karen Poppe, NCCWSL attendee from UNI & sponsored by the Davenport/Bettendorf branch; & Kim Babcock Mashek, AAUW-IA C/U Director

(Photos courtesy of Maxine Lampe)

A Message from your President -

Advocacy! This word in association with AAUW has become more meaningful to me as I have traveled to the Cedar Rapids, Palo Alto, and e-network branches as well as women's meetings in Iowa. I always knew AAUW was a strong advocate for women's issues, but I guess I never realized that some groups don't want their members to advocate. I am told that they just share issues and let their members decide individually what to do on that issue. However, as AAUW we have become a powerful voice for women in Iowa and are being looked to as a leader on issues such as pay equity and Violence Against Women. Taking a stand on what is right for women and girls may sometimes seem difficult. Women's rights didn't just happen. They were earned by generations of women who refused to accept that they were limited by their sex. We have lived in a feminist world for years, yet many of our younger women have no sense of the struggle others have gone through. This became evident when I had breakfast with a group of Cedar Rapids branch members. Members began recalling the struggles they had with dress codes, marriage restrictions and pay inequities where they worked. We need to tell our barrier-breaking stories so our younger members can understand our history and know why we are so passionate about what is at risk.

All of us, young and old, are horrified by the disenfranchisement of women in other countries but we sometimes forget that American women's freedoms are not that long-standing. Gloria Steinem notes that "loss of memory is the source of oppression."

I strongly believe that each branch needs to find an issue about which they are passionate and advocate for that issue - be it anti-bullying, the Women Against Violence Act, health care benefits, or any of a number of other policy issues. That is how we will grow our membership. Young women and old want to belong to an organization that is making positive change and not just doing the same old thing with which they are comfortable. I can and do belong to social organizations, but AAUW is more than that. It requires each of us to speak up when we see inequality and be risk takers to make change happen.

In January I will be part of the Iowa Women's Project delegation to a legislative breakfast at the Capitol. This will be another opportunity to have AAUW Iowa recognized as a change agent.

Enjoy the Holidays! And may your New Year be filled with journeys that fill you with joy! *Maxine Lampe, President AAUW -IA*

Exciting News!

AAUW Iowa has achieved **Fourth Place** among the Top Ten Fundraisers through State Per Capita Giving to AAUW Funds. We also achieved **Fourth Place** among the Top Ten Leaders who develop other women's potential to lead in their schools, communities, and country through **State Per Capita Giving to the Leadership Program Fund**. And finally, AAUW Iowa has achieved **Sixth Place** among the Top Ten Leaders who develop other women's potential to lead in their schools, communities, and country through **Total State Giving to the Leadership Program Fund**.

Congratulations! You are all to be commended for your commitment to the advancement of women and girls! Keep up the good work! *Maxine*

Public Policy Updates

Co-chairs, Maureen White and Rosanne Krubsack

Women Gain in Iowa Legislature

The goal of "50-50 in 2020" was to have 35 women in the Iowa Legislature after the 2012 election. Preliminary results indicate a total of 35.

	Senate	House
Holdovers	3 (2R/1D)	
Incumbents	4 (1R/3D)	19 (4R/15D)
New Candidates	3 (1R/2D)	6 (2R/4D)
Total	10 (4R/6D)	25 (6R/19D)

Note: At the national level, 20 women were elected to the 100 person Senate and 78 female representatives and three delegates were added to the 435 member House.

Workshops for Women Interested in Running for Political Office

The Carrie Chapman Catt Center at the University of Iowa is offering a series of workshops in 2013 for women interested in exploring a run for political office. These workshops are free and nonpartisan. Registration is required. Find schedule at: www.event.iastate.edu/event/28643 or enter: Workshops: Ready to Run Iowa 2013.

Gender Balance

Boards and commissions in the state of Iowa are still working toward the goal of gender balance, a law that took effect in 2012. Most boards and commissions are still striving to get more women to volunteer for positions. You are encouraged to visit your city and county websites, look at the boards and commissions at work in your communities, and encourage women in your area to apply for positions. Not only does serving on boards and commissions move Iowa towards gender equity, but serving can also be a first step towards running for public office.

New! CQ State Track

AAUW now has a state-of-the-art legislative tracking tool to help us take effective and timely action in our state. This new initiative should be invaluable in keeping us up-to-date on legislation affecting women and families in Iowa. Instead of our having to search out the progress of pending legislation, our state will automatically receive updated information based on keywords provided to them by our branch representatives. We will keep you updated on the progress of CQ State Track. This program will allow us to see our dues in action in Iowa!

She Matters

Have you taken a look at **She Matters**? The 2012 Status of Women and Girls in Iowa Report provides a current picture of the lives of Iowa's female population. There are sections on health care, education, employment, and leadership for girls and women across the state. Each chapter ends with "What you can do in your community?" This report would be a great tool to use in collaborating with other area groups. **She Matters** can be downloaded at: www.iwicleads.org. The report is listed under "Resources." You can also access the report by typing **She Matters Iowa** into your search browser. The report was prepared by the Iowa Women's Leadership Organization.

Equal Pay Day

Tuesday, April 9, 2013 is Equal Pay Day.

A Pay Equity Resource Kit is on the AAUW.org website Michigan AAUW has a model Equal Pay Day in which 25 groups and organizations participate. Their slogan is: "Women are not worth less; Women are not worth less." Information on Michigan's activities can be found at: www.aauwmi.org. Click on the red box found in the middle of their site.

AAUW IA Membership Report

VP, Mary Ann Ahrens



The Membership Recruitment Plan Grant Project for Iowa, approved at the summer board retreat, now has a Grant Application form available. This document was designed by the membership committee and Jan Mitchell, and then forwarded for use to all branch presidents and membership vice presidents in early September. In early October a hard copy was mailed to board members' homes to ensure receipt of the information, as the deadline for application was October 30. The application was also posted to the website by Lois Enger, Webmaster.

Second year winners of the AAUW 130th Anniversary Membership contest were announced on August 30th (see page 1), and the winners will be recognized at the April 2013 Annual Meetings.

All branch presidents and membership vice presidents should have received an email list of 296 current members-at-large who live in Iowa, with the request to invite these MALs to branch meetings, state meetings, and other social venues. Hopefully, these interested MALs will consider joining *your* branch. Following an invitation to join at the state level, 21 of the members-at-large did so, and provided information on their interest, abilities, and/or preferences for involvement in Iowa AAUW branch and/or state activities/endeavors.

LEADERSHIP Opportunities

TAKE THE LEAD to impact and achieve gender, educational, and economic equity.

- Embrace local, state, national, and international opportunities.
- Share / increase your knowledge and skills.
- Network with diverse allies and coalitions.
- Partner with students on Campus Action Projects.
- Recruit students to the National Conference of College Women Student Leaders (NCCWSL) and Graduate School Fair.

MEMBERSHIP Opportunities

JOIN TODAY! Be part of our team helping women & girls achieve the American Dream!

- Individual - Associate degree or equivalent
- Student Affiliate - College students
- Institutional - Accredited colleges and universities

Membership affiliation includes local, online & national networks

Membership open to women and men.

A new professionally developed membership marketing display is nearly complete and will be used at various conferences; one panel is shown at left. It should provide more visibility for AAUW and to recruit members. This display will be available to branches for events and for use at statewide events where AAUW has a presence. *We need to let our light shine, not hide it under a bushel!*

The annual telephone conference call with a member of the national membership committee is being scheduled. This call serves to both share and gain information between the state and national entities.

The newest branch, the eNetwork Online Branch, currently has 11 members and meets online every second Thursday evening from 8 to 9 pm, September through June. The programming is timely, mission driven, and participatory. Please feel free to join and encourage others to consider this option if they are unable to make regular branch meetings, are more technology oriented, travel often, and/or would like to try something new. A computer, headphones, and Internet access is needed.

It is important to recognize that the only reason members (a) serve on any board or committee, (b) were able to establish/maintain this 131-year organization, and (c) accomplish/celebrate positive societal change worldwide is because of our members. Every board and committee member has a membership role in her/his elected or appointed capacity. Please consider encouraging your branch to plan a **membership component** in its programming - meetings, fundraisers, community forums, public policy events, recruitment events, outreach projects, newsletters, websites, etc. **Integrated programming** is critical to expanding our membership, visibility, and existence as an organization. Women are at risk in losing the important gains we have made. American needs AAUW! AAUW needs members! AAUW members take action...because equity is still an issue!

TO MARKET, TO MARKET....TO PROMOTE BRANCH EVENTS

Mary Ann Ahrens, Membership Vice President

Questions: maahrens@mchsi.com 515-664-8933

AAUW members in local branches plan and implement a variety of mission-driven public programs, events, and outreach projects that take much time and effort. Capitalize on your efforts by advertising these events to reach a broader audience and maximize the opportunity for visibility and new member recruitment to be even more successful. Here's how!

Pre-Event Promotion

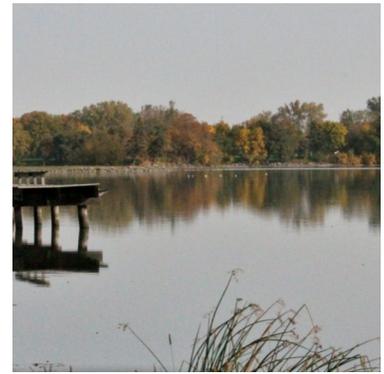
1. Ask your members to forward event information to other groups (including social networks) they belong to, including friends, family, and colleagues.
 - a. Go online and Google search "women's organizations (Your City)," "women's groups" or "women's networking" in your area. This could also include companies for sponsorship.
 - b. Most group websites have contact information; call or email to share the event information and ask them to share it with their members.
 - c. Contact all colleges and universities to share event information; particularly focus on our AAUW Iowa college-university institutional members and their designated college-university representative(s).
2. Have a plan in place to standardize event coverage. Give plenty of notice to potential attendees, volunteers and media members.
 - a. Do you know members/friends/college students who could design your flyer?
 - b. Do you know members/friends/photographers/videographers that could cover the event?
 - c. Assign members to blog about the event.
 - d. Send press releases before the event.
 - e. Assign members to contact area newspapers (community & campus) about the event. Request a reporter at the event, if possible.
 - f. Send letters to the editor or op-ed pieces about the issue(s) around which your event/project was created. It helps keep the issue alive, influence readers, and lets officials know AAUW is paying attention.
 - g. Measure the impact of your event by adding a promotional code to your flyers/advertisement and ask individuals to enter the code when they access your website.
 - h. Did you know that AAUW works with other like-minded organizations that might be interested in partnering with you? See the listing in the [Market Your Branch](#) tab of the [2012-13 AAUW Starter Kit](#) on page two of the *Marketing Your Branch Events* subsection.

Event Promotion

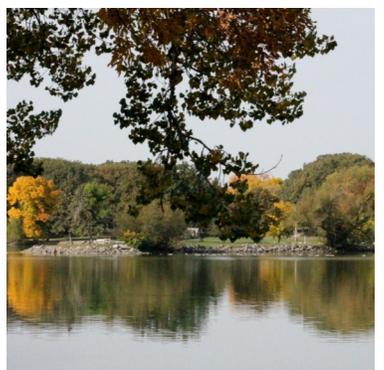
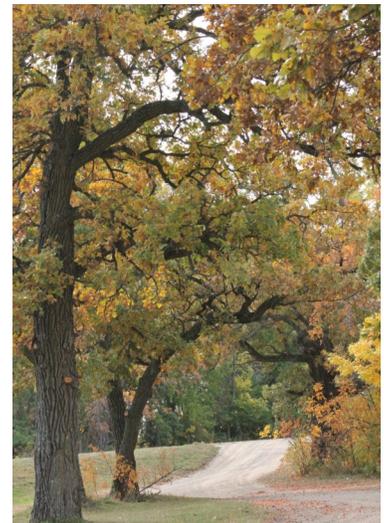
3. *"Let AAUW's light shine! Don't hide it under a bushel."*
 - a. At the beginning of the event, make sure a professional and appropriate **Introduction about AAUW** is included to reinforce our credibility as a 131 year organization. Include national, state and local actions. Don't forget to acknowledge the sponsors and volunteers. Recognition is a key to motivation.
 - b. Have current AAUW brochures available for distribution. There is a small supply in the [2012-13 AAUW Starter Kit](#). Order more online.
 - c. Ask for our light, portable new "marketing display" for use at the event.
 - d. Have a sign-in sheet for attendees and follow up to determine their interest in our issues, joining, or attending future meetings to stimulate interest. Better yet, as appropriate, ask them to present a program to draw them to our organization.
 - e. Please write an article about your event/project for our *Iowa Initiative* newsletter to share information with other branches and gain visibility.

Networking can increase support, advocacy, and progress on important issues!

Now get out there and Promote Your Event!



If winter does come in all its snowy furry causing you to miss the fall, or you just feel contemplative, enjoy these photos provided by Lois Enger, AAUW-IA Webmaster.



Research Results Reported at the Iowa Initiative Conference -

Gender Equity Director- Diane Edwards

The Iowa Initiative “On the Results” conference was held on September 27, 2012, at the Iowa Events Center in Des Moines. Approximately 100 people attended the conference, including seven representatives from the AAUW. The research results of the statewide campaign to reduce unintended pregnancies in Iowa were presented. Despite the fact that, when this project was launched in 2008, nearly 50% of all pregnancies in women ages 18 – 30 were unplanned in the U.S. as well as Iowa, few interventions had been developed or evaluated to encourage consistent and appropriate contraceptive use among adult women.

The research program used four different approaches to get the message out to the citizens of Iowa:

- A. **Avoid the Stork** used both traditional (TV, radio, internet) and non-traditional media (table tents, coasters, napkins, billboards, java sleeves) to reach out to women and men about the importance of avoiding an unintended pregnancy.
- B. **Pharmacy Project** used 8 different educational brochures which were placed in pharmacies, and staff was educated to discuss contraceptive use with customers.
- C. For the **Salon Project** hair stylists in 60 salons were trained to talk to customers about 5 key reproductive topics.
- D. Latino and African Americans developed, produced and broadcast **Weekly Radio Dramas** on African American and Hispanic radio stations in Iowa, followed by listener call-ins.

The Iowa Initiative project also provided additional funding to 15 family planning agencies so they could expand their hours, hire additional staff, improve facilities, do more marketing and outreach, and, perhaps most revolutionary, provide “long acting reversible contraceptives” (LARCs) for free or at a reduced cost to clients. LARCs, which include IUDs and the implant, are the most effective forms of reversible birth control but were not widely used by Iowa women. Prior to the Initiative, some of the identified barriers to increasing LARC use included the higher upfront cost of the devices, practitioners being uncomfortable with inserting the devices (i.e., need for additional training), and lack of education about the methods. This project sought to remove those barriers so more women would know about LARCs as a birth control option, and be able to access them.

Another important outreach effort by the Iowa Initiative was the Community Conversations project. In 2011-12 AAUW Iowa teamed up with the Iowa Initiative to bring awareness to local communities through Community Conversations. AAUW Iowa was recognized at the conference for helping to get the word out to the general public through the Community Conversations about the need for more funding for pregnancy prevention. Twelve Iowa branches have participated in the project at various phases: Algona, Clarion, Cedar Rapids, Cedar Valley (Cedar Falls, Waterloo, Waverly), Emmetsburg, Indianola, Denison, Oskaloosa, Storm Lake, and Keokuk.

Results of the Statewide Data collected - 2006-2012 *

1. The use of LARCs (long acting reversible contraception) increased in Iowa by 150%
2. The rate of unintended pregnancies decreased in Iowa by 6% - from 47.6% to 43.9% - as compared to a 1.2 decrease in Ohio and significant increases in unplanned pregnancies in Nebraska and Minnesota.
3. Since reaching a high in 2006, the percent of abortions in Iowa decreased by 24% (from 14.2% of all pregnancies to 10.8%), whereas in Minnesota, Missouri, Nebraska, Ohio, and Wisconsin the decreases were substantially less.

* Data from report by the Bixby Center for Global Reproductive Health and Philliber Research Associates

More information about the Iowa Initiative project and the preliminary findings can be found at www.iowainitiative.org.

Officer Recruitment: A Vital Activity!

Jane Nettleton, AAUW-IA Nominating Committee

Leadership in AAUW is just as crucial as it is in any other organization, and recruiting new leaders with fresh perspective is an on-going activity in a healthy organization. Mary Ann Ahrens shared a few tips in the Spring 2007 Iowa Initiative that are worth repeating. Among her other positions in AAUW, Mary Ann is currently Iowa AAUW Membership Vice-President. She has chaired the Iowa AAUW Nominating Committee and is a past member of the national AAUW Nominating Committee. She has also served as the Iowa AAUW President.

Pre-Approach planning is an important part of recruiting and is best done by a branch Nominating Committee that is chosen at the beginning of the branch year rather than just before elections are held. Here is a short version of Mary Ann's tips for Pre-Approach:

1. Familiarize yourselves with the branch by-laws and policies - which positions will be open, responsibilities, length of terms, etc.
2. Visit with current officers and committees to better understand their goals and activities. Encourage officers and committees to develop a notebook or computer file that can be passed on to their successors. This collection should include goals, duties, activities, and timelines for their office or committee.
3. A recruitment meeting of branch leaders and volunteers is helpful to identify the positions to be filled and brainstorm possible candidates with everyone's input. Divide the list of members to be recruited among the nominating committee and other volunteers and set a recruitment deadline.
4. Make notes in advance to prepare for a telephone or face-to-face visit.
5. Consider the timing. Avoid contacts right before or after a holiday. Be aware of the candidate's work schedule and other issues.
6. Approach the contact with enthusiasm. Stress the importance of AAUW's work and the benefits of serving. Be able to give a fair answer to questions such as, “What are the tasks?” “How often do we meet?” “How much time will this take?”

I'm leaving you with a cliff hanger! In the next Iowa Initiative, I will share more of Mary Ann's tips for the actual approach to a potential candidate and the all-important follow-up once the recruit has been contacted.

Diversity Report -

Dr. Ashley Farmer-Hanson, Diversity Directory



Goals for 2012-2014 include the following:

1. Recruit members at colleges and universities through student organizations focused on diversity (Winter 2012/13)
 - a. A part of this is letting students know that their membership is free; i.e. BVU
 - b. Action steps:
 - i. Develop a list of all Iowa Colleges and Universities - done Fall 2012
 - ii. Find a diversity contact at all institutions - done Fall 2012
 - iii. Develop an introduction letter about AAUW and invite students to AAUW meetings that are close to them - in progress
 - iv. Gather meeting dates and times of Branches and share with university/college contacts
 - v. Send information out
 - vi. Ensure all Iowa Branches know what institutions are close by and share diversity coordinators' information with them
 - vii. Encourage branches to reach out to the population
2. Assess current efforts on recruiting members of diversity populations (Target date Spring 2013)
 - a. We need to understand how we are recruiting members and if we are getting new members or are not successful
 - b. Actions steps:
 - i. Develop a survey to send out to all Iowa branches
 - ii. Send survey to all AAUW-IA branches to see how and if they are making a conscious effort to recruit culturally diverse populations and diverse age groups
 - iii. Analyze the data and develop a plan to assess what is or what is not working
3. Connect and partner with organizations to share our mission and target specific populations (Start Spring 2013)
 - a. i.e. NAACP, State Diversity Council, Commission on the Status of African Americans, Commission of Asian Pacific Islander Affairs, Latino Affairs Commission, etc.
 - b. Possibly hold a leadership conference to bring youth together
 - c. Actions steps:
 - i. Identify organizations that could be partners
 - ii. Develop a message to send to them and specifically target ways for collaboration
 - iii. Send message asking if and how we can partner; i.e. they share our message and we share theirs
 - iv. Share message within AAUW-IA
 - v. Begin to collaborate on projects and identify ways to bring diverse populations together, specifically women

Branching Out: Sharing good Ideas!

Tama-Toledo Branch reports that a member put an invitation on Facebook to all her Tama-Toledo 'friends' and got 2 new members as a result! The branch also reports that they have learned it is important to take personal responsibility to call potential members and follow up with them for enhanced recruitment. *Provided by Yvonne Mallory*

AAUW Cedar Falls & Waterloo Branches teamed up on a community action project to assist Burma-Iowa women in learning conversational English, as this underserved population has found it difficult to assimilate into their communities. Teams of 2 AAUW members coach 1 Burmese woman using the Rosetta Stone language-learning software program. Simple conversations practice the lesson and lessons occur at least 2 times per week. These women are part of the 700-800 Burmese refugees who have resettled in Waterloo within the past 2 years. *Provided by G.M. Jeri Thornsberry*

Washington Iowa Branch first meeting of the year had as guests two upper elementary girls who had received scholarships from the branch for Camp Invention summer 2012; other guests included a camp director, a mom and a younger sibling. The delight and enthusiasm of the 2 girls was a great way to begin 2013. The camp is a STEM opportunity made available locally and the director was very pleased that the girls had the chance to share their experiences with the branch; this was the 2nd year the branch provided scholarships to the camp. *Sent by Marde McConnell*

Cedar Rapids Area Branch had a STEM conference mid-October



with a great turnout. The branch made news in November with the free, open to the public presentation, "Putting Iowa Women's History on the Map, The Iowa Women's Archives at 20 Years," with Karen Mason, Curator, Iowa Women's Archives at the University of Iowa, as the speaker. The prior month the branch held the

Women at Risk Forum about laws that are under threat; about 50 people were in attendance at Coe College. The University of Iowa video-taped the forum which can be viewed on YouTube, [Women at Risk: Public Issues Forum](http://www.youtube.com/watch?v=onQUuSiD66s); contact *Sue Jorgensen* to borrow a DVD of the forum, or it is now on-line at <http://www.youtube.com/watch?v=onQUuSiD66s>
Submitted by Sue Jorgensen

The **Des Moines Branch** recently served supper to 20 young women who meet regularly at the Young Women's Resource Center, where they receive advice on pregnancy and child care counseling in a safe, supportive, and friendly atmosphere; the women also discuss issues with one another. *From Faith Sherman*

All AAUW-IA branches are invited to submit blurbs and photos about their branch activities, please!

Branching Out: continued

The **Atlantic Branch** was pleased that Maxine Lampe joined them to welcome Atlantic native Denise O'Brien from a year of serving as Advisor in Agriculture to Afghanistan natives on behalf of the U.S. Government. The following month



had a program on Mediation led by Dan Bechtol, a certified Mediator, often working with custody issues. Cass County Auditor, Dale Sunderman, explained the why the county lines had to be redrawn due to the most recent census report; voting-related items were reviewed also in this county where women voters outnumber men. *Submitted by Janice Brown*

Save the Date for the 51%: March 9, 2013 the **Loess Hills Branch** will host an "It's My Vote, I Will Be Heard" event at Iowa Western Community College for university students and young women. *From Jane Goldsmith*

AAUW-Iowa's Online Branch marked its 1st anniversary; the second Thursday of the month (Sept. thru May) the members link to the web conference 'room' where they can see, hear, talk, read, and write during the sessions. In November Maxine Lampe focused on the Iowa Women's Leadership Project, **She Matters: 2012 Status of Women and Girls in Iowa**. On December 13th **These is My Words: The Diary of Sarah Agnes Prine, 1881-1901** by Nancy E. Turner will be discussed. Upcoming topics are wide ranging with an international theme. If interested, contact *Jan Mitchell*, who submitted this item.

The **Algona Branch** created brochures to promote the branch, it established a Facebook page at <https://www.facebook.com/aauw.algona> and created a website <http://algona-ia.aauw.net> by working with AAUW Site Resources; (contact Ann Gale for information on the AAUW Site Resource contact or how to find the branch Facebook page). In the fall the branch hosted its annual book sale in conjunction with the Algona Autumnfest Craft Show, and held a candidate forum. *Submitted by Ann Gale*

The **Clarion Branch** had a political forum on October 22nd with about 50 in attendance. In November, the branch hosted Lee Hirsch's "Bully" film in a local theatre for two nights' showing, with a professional facilitating a community discussion on November 19th. The branch also has been asked by an active Latinas group to be 'mentors' weekly with students doing homework at the community library homework. *Provided by Sally Emerson*

In October the **Storm Lake Branch** was busy when they partnered with the **Iowa Initiative to Reduce Unintended Pregnancies** and hosted a community conversation on the strength, weaknesses, opportunities, and challenges facing local women and men as they plan for healthy, happy families. Over a dozen members of the community in health and education-related positions attended and discussed issues facing Storm Lake and surrounding communities. The branch also reports that 2 interest groups, book and gourmet, have been busy reading *My Two Moms* by Zach Wahls (who spoke to Iowa Supreme Court on marriage equity) and enjoyed the Chilean dinner recently prepared by the Gourmet Club. *Sent by Christy Horpedahl*
Thanks to each branch for sharing!!

DEVELOPING LEADERS IN YOUR BRANCH

Jane Nettleton, Nominating Committee
Chairperson



"Not the cry, but the flight, of the wild duck leads the flock to fly and follow."
Chinese Proverb

Good leaders are blessings to any organization, and developing leadership is an important mission of every AAUW branch. The first way to grow new leaders is to **set a good example**. Successful leaders have a vision of what they hope to accomplish, know their own strengths and where they need help, communicate clearly, listen carefully, encourage new ideas and views that are not their own, are generally positive and enthusiastic in their outlook, and have a concept of service to others in the group. It helps to have a good sense of humor and curiosity about others and what makes them tick.

It is also important to **communicate the vision** of the branch, making members aware of just what makes AAUW the special organization that it is. The first meeting of the year is a good time for member pop-ups, in which members stand up one by one and tell an important benefit of membership in AAUW and in your branch. It is also important that members know the duties of various officers and committee chairs of the branch. Perhaps at each meeting an officer could describe her/his duties and what s/he likes about the job in a minute or two.

Committee membership is a great way to identify and develop new leaders. It is a good idea for each branch member to be on at least one standing committee. That does mean that the officers and committee chairs will need to have a sign-up sheet at the end of the year or the beginning of a new branch year and then follow up with a phone call to members who did not sign up for one reason or another. Working on a standing committee gives the members knowledge about projects of the branch and acquaints them with other members. Such work allows the officers and committee chairs to mentor newer branch members as well. Remember to use your committee if you are an officer or committee chair!

Especially if branches have ongoing projects that seem to fall to the same people each year, it is a good practice for the veteran to ask for help from a novice or two. **Swiss cheese your project** by identifying several tasks that could be done by someone else. It may seem to take more time at first, but doing this may result in new ideas and volunteers that can eventually take over the project and allow the veteran to try something new!

Officers and committee chairs should always **develop a list of tasks** involved in a particular job **and a timeline** for the tasks. When new members take over these jobs, it is imperative that the retiring leader meet with the new one to discuss the tasks and the timeline and then pass on either the computer files or the notebook containing this information.

Often a **summer board meeting** can be helpful in planning for the next year and training new officers/committee chairs. The most successful meetings follow a specific agenda and schedule, are conducted with a positive attitude, and include simple refreshments!

Leadership comes naturally to some, but it also can be developed. As a branch, identifying and developing new leaders can only result in a stronger organization and individuals who can transfer their leadership skills in AAUW to their careers and other organization.

Spring Conference Information -

The **Decorah Branch** will host the state conference for eastern side of Iowa on April 13, 2013 on the Luther College campus. Parking, building(s), registration, and room information will be disseminated at a later date, though conference spaces and food items have been determined. Tentative planning indicates the event may be from 8 a.m. to mid-afternoon. For motel, dining, or area activities visit the Decorah Chamber's website: decoraharea.com. More details will be in the next *Initiative*.

The **Denison Area Branch** is really excited to be chosen as one of the state conference sites in 2013! We are beginning to plan a great pre-conference agenda for those (including spouses) who would like to come early. We will help you schedule motel accommodations if you like. Western Iowa branches, from Storm Lake to Council Bluffs, will be sharing the excitement and responsibility. Conference date is April 27. Contact Norma Coret, Branch President, at normac@longlines.com



Boulders Inn & Conference Center, Denison

Changes to AAUW-IA Board Announced November 3rd

Maxine Lampe announced the following changes to the AAUW-IA Board effective immediately:

Nancy Magnall, Waverly Branch will co-chair the AAUW Funds Committee with Bonnie Smith and was recruited by Bonnie; Nancy is replacing Patti Camassee, who resigned due to health concerns. Nancy's contact information is:

Email nancymagnall@q.com

Phone 319-352-2197

Address 2004 11th Street, SE, Waverly, IA 50677 Cell 319-296-8307

Sue Jorgensen, Cedar Rapids area branch, has agreed to be the AAUW-IA secretary; she will replace Norma Coret, who resigned. Sue will serve out Norma's term until the Spring Conference, and then, if she chooses, run for election (as per bylaws). Sue's contact information is:

Email ejorg04@juno.com

Phone 319-352-2197

Address 1517 Whitters Way NW, Cedar Rapids, IA 52405

Please join me in welcoming Nancy and Sue to our board of directors.

Jo Treadwell's telephone number is incorrect in the directory, it should be: 563-886-6624.

Wise Words

"Remember always that you not only have the right to be an individual, you have an obligation to be one."

Eleanor Roosevelt, quoted in the Associated Press

Please note: The next issue (Spring) of the Initiative will include the ballot for any elected offices. That issue of *The Initiative* must be sent via U.S. Postal Service to each member's address. Please forward any ground mail address changes prior to February 15, 2013 to hoadley@morningside.edu and to the national office.

Email addresses, new or changed, can be forwarded at any time to the newsletter editor at hoadley@morningside.edu

Erratum: AAUW-IA Initiative Summer Issue, page 7, College & University Partners chart had erroneous information for Hawkeye Community College. Information should be: Hawkeye Community College, Linda Allen, President.



SAVE THE DATE!

Friday, 18 January 2013 at the UN



CTAUN Conference:

"Advancing Social Justice: The Role of Educators"

The Committee on Teaching About the United Nations (CTAUN) invites you to join us as we examine the social justice issues of Human Trafficking and Economic Inequality.

Distinguished speakers from the United Nations and International NGOs will provide insight and information helping to empower you with increased awareness.

To register and obtain additional information, visit www.teachun.org