



Branch Beat

Mission Statement

Advancing gender equity through research, education and advocacy

Vision

Equity for all

Values

Nonpartisan. Fact-based. Principled. Inclusive and Intersectional

“What I want young women and girls to know is: You are powerful and your voice matters.” —

Kamala Harris

Welcome Back!

I hope everyone had a wonderful Summer. It certainly flew by! While we were busy with family and Summer activities the Book Sale committee was busy at the warehouse gathering, sorting, and boxing thousands of donated books. The quality of the this year's books is nothing short of exceptional and we should raise a large amount of money for our scholarships and other activities that supports local girls and women.

Mark your calendars for the sale September 13 and 14. We still have a need for more volunteers so please let me know if you will be able to help with set up on the 12th and/or any hours during the sale.

Below is the meeting schedule of the 2024/2025 year:

- September 9, 2024 General Meeting, Salad Supper, Museum, Scholarship and G2
- October 7, 2024 General Meeting, Library, Public Policy
- November 4, 2024 General Meeting, Library, DEI
- December 2, 2024 Holiday Party, Museum
- January, 2025 No Meeting
- February 3, 2025 General Meeting, Library, Outreach
- March 3, 2025 General Meeting, Library, Education
- April 7, 2025 General Meeting, Library, AAUW Funds; Teck Savvy
- May 5, 2025 General Meeting, Library, Membership
- June 16, 2025 Picnic, Rock River Park, Special Events



President's Corner



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October Meeting:

October 7th at the Dwight
Foster Public Library

“And how is it going, establishing a new identity since you retired?” This came up recently at a “girls’ weekend” in Chicago with 6 women I went to residency training with in Iowa City. I thought about it for a moment and said that I felt my identity had expanded more than it felt I had lost something. Little did I know that part of my identity expansion would be taking on the role of the presidency of the Fort Atkinson AAUW branch.

Being a relatively new member, I wasn’t sure I knew enough about the job, or the organization, to take it on. But my career as a physician taught me that you don’t always have the luxury of confidence when you are asked (or required) to do something; rather the confidence that you need is that you will know when you are in over your head and know who you can ask for help. And trust that you are surrounded by helpful and knowledgeable people who not only want YOU to succeed but want the organization to thrive.

Just two things (for now) that I want you to know about me: 1) I believe that my job is to help each of you succeed in your chosen roles and interests in the AAUW. 2) I want the Fort Atkinson AAUW branch to be a place where all feel welcome. We have common goals such as community outreach, promoting education and training, supporting women in our complex social and economic environment.

But we may not have the same political, religious and/or spiritual beliefs. And, as a member recently reminded me, when we talk to someone, especially someone we like and identify with, we assume that they have the same viewpoint as we do in all things. How can we learn and grow from listening to others if we assume that their perspectives are the same as our own?

In that spirit, thank you for the opportunity to serve as your branch president and I look forward to working with you on projects (and problems) that are both ongoing and to be discovered.

Barbara Rohland, President



**Executive Board Meeting
Dwight Foster Public
Library Tuesday August 5,
2024**

In Attendance:

Barbara Rohland (President), Allysa Thompson (Treasurer), Beverly Dahl (Secretary, Funds), Kathleen Townsend (VP Programming), Brittany Noe (Special Events), Kathy Cheek (Book Sale Co-Chair), Merrilee Lee (Historian), Renée K. Barr (membership booklet), Frankie Fuller (Public Policy), Vicki Wright (Scholarships), Mary Kay Weston (Outreach)

1. Welcome and Intros

2. Review and Approval of Budget – A. Thompson

- Treasurers report routed – Approximately \$7500 in checking, \$2000 in saving, after philanthropic distributions in June
- Proposed Budget was distributed and reviewed.
- Open question as to details of projected expenses for Book Sale. K. Cheek planning to meet with K. Marr, can ask for details from her, will provide to Treasurer prior to September meeting.
- Question – How to track unpaid memberships? Treasurer and Membership VP have access to download membership roll, phone calls can be made by Membership, email reminders are sent by National AAUW. Motion to accept Proposed Budget with any additional Book Sale expense details added, motion by R. Barr, seconded M. Lee. Accepted.

3. Review and Discuss Meeting / Program Schedule – K. Townsend
Schedules reviewed.

4. Review, Discuss, and Confirm Committee Leadership and Membership – K. Townsend
Reviewed Committee chairs and member list, added “By-laws” with Vicki Wright responsible as Past President.

5. Review and Discuss Board Meeting Schedule – B. Rohland

Reviewed. Note that meeting at end of January will not be the first Monday, and will be longer, to do 25-26 planning. Other Board meetings will directly precede regular monthly meetings.



6. Additionally:

a) Plan Salad Supper – Sept 9 – V. Wright,

b) Scholarship Comm Sign up sheet routed – see end of minutes.

Update on Book Sale – Sept 13, 14 – K. Marr (K. Cheek

- There were many boxes of middle and high school books donated by a school, as well as many Spanish language kids books.

- Reena Senior Living donated their library books – they are moving to all large print.

- Sorting is still happening on Tuesday, Thursday, and Saturday, noted times are on bookmarks that are given out at book sale as well.

Posters in packs of 10, designated for various sections of the city and surrounding communities were available to take to post, more will be available at the warehouse.

- Volunteer signup sheet was routed.

- Noted boxes are uniform sizes, purchased using a donation given for that purpose.

- The use of a dumpster has been donated.

- On-line sales are ongoing.

c) Happy Bucks Beneficiary vote results – V. Wright

Votes were submitted for various philanthropic causes, with votes evenly split across 4 projects:

School supplies, Homeless Coalition, Feed Your Soul, and non-specified community projects

Motion to donate this past year's collection to the 2024 school supply drive, and to the Homeless coalition in 2025 by M. K. Weston, seconded B. Dahl. Motion passed.

d) Proposed M. Messerlie Communication class/workshop – F. Fuller

This workshop was donated at this year's state convention.. Questions as to number of attendees allowed, Zoom or in person. Also questions as to whether there are past talks available to watch on YouTube to gauge audience.

e) Discussion – Hard copies vs email of meeting documents? – B. Rohland

Generally people prefer email.

f) Discussion – Guidance on mass emails to membership (e.g. political endorsements)

Branch policy has been to refrain from recommending how to vote for candidates or issues, but

to encourage informed voting.

g) Other? – Announcements, Discussion, Concerns

none

Meeting adjourned at 7:30.

2024/2024 Proposed Budget

ACCOUNT BEGINNING BALANCES					
Line		2022-2023	2023-2024	2024-2025	2024-2025
100		Actual	Actual	Budget	Actual
110	Checking	\$4,757.98	\$13,250.82	\$ 12,336.98	\$7,506.95
120	Savings	\$2,020.47	\$2,021.22	\$ 2,021.67	\$2,021.67
	Available Balance (as of 7/24/24)	\$6,778.45	\$15,272.04	\$ 14,358.63	\$9,528.62

OPERATING BUDGET					
200	DUES (# of members)	51	51	60	
	Branch Dues (est. [x] members * \$13)	\$689.00	\$663.00	\$ 780.00	
	OPERATING FUND RAISING				
300	Operating Fund Raising Income				
325	Holiday Auction / member donations	\$1,189.01	\$2,291.97	\$ 1,400.00	
330	Membership Fund Raiser	\$0.00	\$0.00	\$ -	
350	Board Member Dues Fund Donations	\$0.00	\$0.00	\$ -	
	Total Fund Raising Operating Income	\$1,189.01	\$2,291.97	\$ 1,400.00	
	Total Operating Income (Branch Dues + Operating Fundraising before expenses)	\$1,878.01	\$2,954.97	\$ 2,180.00	
500	Operating Expenses				
510	Newsletter / Directory	(\$76.12)	(\$87.14)	\$ (90.00)	(\$81.60)
520	Programs (Honoraria)	\$ -	\$ -	\$ (125.00)	
	Donation (for Honoraria)	\$ -	\$ -	\$ -	
540	State Convention Registration	\$ (45.23)	\$ (300.00)	\$ (300.00)	
550	Group Insurance \$337 + \$190 (2 policies)	\$ (546.80)	\$ (548.00)	\$ (550.00)	
560	Membership Committee - Recognition	\$ (90.00)	\$ (132.21)	\$ (150.00)	
561	Marketing (brochure rewrite) Membership	\$ -	\$ (487.00)	\$ (500.00)	
580	Meeting Sites				
	Hoard Museum (Sept, Dec +1)	\$ (200.00)	\$ (200.00)	\$ (200.00)	
	FA Parks & Rec (June meet)	\$ -	\$ -	\$ -	
587	Misc - stamps, ink	\$ (50.64)	\$ -	\$ (50.00)	(\$14.00)
	P.O. Box	\$ (70.00)	\$ (78.00)	\$ (80.00)	(\$84.00)
590	Scholarships Pins, Plaques, Fosters postcards	\$ (184.00)	\$ -	\$ (50.00)	
595	Memberships				
	Dwight Foster Library (Friend of Library)	\$ (100.00)	\$ (100.00)	\$ (100.00)	
	FA Chamber of Commerce	\$ (171.00)	\$ (150.00)	\$ (150.00)	
	Hoard Museum	\$ (50.00)	\$ (50.00)	\$ (50.00)	
595	Presidents Reserve Fund	\$ -		\$ (100.00)	
599	Board Membership Dues Grants	\$ (80.00)	\$ -	\$ -	
	Total Operating Expense	\$ (1,663.79)	\$ (2,132.35)	\$ (2,495.00)	
	remaining operating funds		\$1,212.21	\$ (315.00)	

2024/2025 Proposed Budget

[Continued]

PHILANTHROPIC BUDGET					
800	PHILANTHROPIC INCOME				
820	Used Book Sale (Gross)	\$6,809.17	\$9,676.64	\$ 8,000.00	\$617.09
822	Donations for Book Sale - \$600 boxes		\$600.00	\$ 600.00	\$600.00
840	Grants for Cala fundraising			\$ -	
860	Grants for Gale donations - (incl. happy bucks)	\$118.00	\$422.00	\$ 450.00	
880	Donations for new project (\$1000 allocated)	\$5,000.00	\$4,759.00	\$ 1,000.00	\$1,045.00
882	Grants for new project - NOT IN CHECKING	\$0.00	\$0.00	\$ -	
885	Donations for Tech Savvy		\$250.00	\$ 250.00	
888	Direct gifts for scholarships (Cash)	\$100.00	\$100.00	\$ 100.00	\$100.00
890	School Supply Donations	\$718.56	\$1,198.32	\$ 1,000.00	
	PHILANTHROPIC INCOME (Before expenses)	\$12,745.73	\$17,005.96	\$ 11,400.00	
900	PHILANTHROPIC EXPENSES				
	Philanthropic Fund Raising Expenses				
920	Cost of Book Sale	(\$72.43)	(\$891.70)	\$ (1,600.00)	
	Total Philanthropic Fund Raising Expenses			\$ (1,600.00)	
	NET PHILANTHROPIC INCOME (Philanthropic Income - Fund Raising Expense)	12,673.30	16,114.26	\$ 9,800.00	
	AAUW National Philanthropy				
924	91 10 Greatest Needs Fund	(1,650.00)	(1,650.00)	\$ (1,785.00)	
	AAUW Branch Local Philanthropy				
	Degree Scholarship				
930	Scholarships (Fort Community Foundation)	\$ (2,500.00)	\$ (8,500.00)	\$ (2,500.00)	
	Non-Degree Scholarship				
940	NCCWLS Nat'l Conf (\$1k per Registrant)	\$ -	\$ -	\$ -	
942	Grants for Gale Fund		\$ (2,500.00)	\$ (2,500.00)	
	Community Outreach				
945	New Project	\$ (250.00)	\$ (8,089.38)	\$ (1,000.00)	
950	Tech Savvy Conference (dap to UWW)	\$ -	\$ -	\$ (250.00)	
960	Grants for Gale Marketing				
970	Local sponsorship (Cand Forum, FacTalk)				
990	School Supply Expense	\$ (603.16)	\$ (841.98)	\$ (1,000.00)	
	Total Branch Philanthropy Disb. (Branch Scholarship + Community Outreach)	\$ 7,670.14	\$ (17,931.36)	\$ (9,035.00)	
\$	Ending Balance - available		\$ 1,687.00	\$ 765.00	

ACCOUNT ENDING BALANCES					
110	Checking (on-line totals on 1/20/2024)		\$13,749.28	\$7,506.95	
120	Savings		\$2,021.37	\$2,021.67	
	(Beginning Balance + Operating Income - Operating Expense + Philanthropic Inc - Philanthropic Expense)			\$7,956.95	

Surplus of \$450.00

2024/2025 Officers and Committee Chairs

* See Membership Directory for all committee assignments

Officers:

President: Barbara Rohland
Treasurer: Alyssa Thompson
Secretary: Bev Dahl
VP Membership: Kathy Marr
VP Programs: Kathleen Townsend



Committee Chairs:

DEI:	Kathy Marr	Grants for Gals:	Thea Reeves
Outreach:	MaryKay Weston	Public Policy:	Frankie Fuller
Scholarship:	Vicki Wright	Special Events:	Brittany Noe
Funds:	Bev Dahl	ByLaws:	Vicki Wright
Used Book Sale:	Kathy Marr and Kathy Cheek		

Communication:

Directory:	Renee Barr	Sunshine:	Carla Cheek
Newsletter:	Kathy Marr	Website:	Maggie Winz
Historian:	Merrilee Lee		

If anyone would like to join an additional committee, reach out to Barbara R., our president, or directly do one of the committee chairs. There is room for everyone!



The following is a lovely letter we received from one of our scholarship recipients, Juanita Tarp. Juanita will be unable to join us at the Salad Supper but wanted us to know how appreciative of the AAUW scholarship she received.

Good Evening everybody. My name is Juanita Tarp. I am so sad I am not able to attend this event tonight. I initially was hoping to make a video for you to meet me, but since that was not an option, I hope you get a sense of who I am and what I dream to accomplish through this note.

Before I tell you more about me, I want to thank you for your generosity. When I got the letter in the mail saying that I was the recipient of the Jane Shaw Knox Graduate Scholarship, I was thrilled. As a woman from another country trying to continue my studies with the goal to serve my community better, this award is a blessing to me and my family.

As I already mentioned, I was not born in the United States. I am originally from Colombia, South America. I came here 17 years ago (WOW, time flies!). I pursued my Associate Degree in Nursing at a community college in Fennimore, WI. Shortly after that, in 2013, I completed my Bachelors in Nursing through Viterbo University in LaCrosse. I have been a nurse for the last 12 years mostly in the emergency room. Most recently I transitioned to the clinic setting and now work closely with Dr. Williams and Mary Beck-Metzger at the Community Clinic in Whitewater.

After my years in emergency medicine, I learned and became so aware of the great need in primary care. As I continue to see more and more immigrants coming to our country, I have realized that there is a special need for primary care. Many ER visits could be avoided with education and communication. This is when I decided that in order to be a part of the solution, I needed to go back to school. I am currently attending the Masters in Nursing Program at Marquette University in Milwaukee. My current focus is pediatrics, but who knows; maybe I will do it all! I plan to graduate as a nurse practitioner in 2027.

Being able to focus on my studies is a priority to me. Thank you so so much for supporting me in my dream of becoming a nurse practitioner and helping me make a difference in our community."

Thank you again for your support!!

Sincerely,

Juanita Tarp



PLEASE JOIN US FOR A

Salad Supper

To Celebrate

Scholarships and
Grants for Gals
Awards

AAUW September Meeting

MON / SEPT 9TH / 5:30 PM

Hoard Museum

401 Whitewater Avenue
Fort Atkinson, WI



BOOK SALE

It's almost here...the 2024 Annual Used Book Sale!

September 13 & 14 at the Municipal Building.

Thank you to everyone who has been or committed to volunteering. This project really does take a village.

If you have not volunteered yet, we are still short a few members for post sale teardown on Saturday from 3:00-5:00. Spouses, friends, daughters, sons...all are invited to help!

Used Book Sale

**2024 AAUW
Used Book Sale**
sponsored by
Fort Atkinson AAUW
Providing Scholarships and other
benefits for Local Women

*Friday, Sept. 13,
10am to 6 pm*

*Saturday, Sept. 14
9am to 3pm*

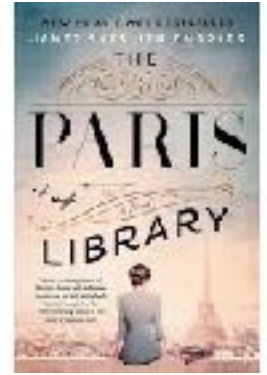
Fort Municipal Building
Side entrance:
30 N. Water St. West

Book Sorting Progress — In Pictures



Adelante! Book Club

The Paris Library, by Janet Skeslien Charles, will be the next book up for discussion. The group will meet on Wednesday, October 16 at 6:00 p.m. at Bev Dahl's house, 1224 Sioux Trail, Fort Atkinson.



The next three books we will be reading are:

January: Lessons in Chemistry

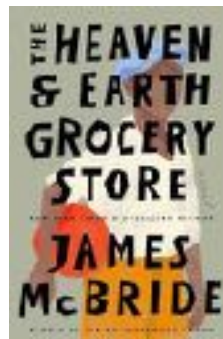
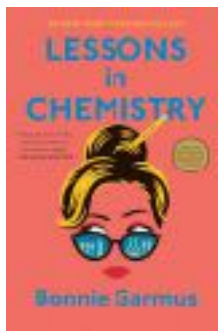
April: Heaven and Earth Grocery Store

July: The Women

Bonnie Garmus

James McBride

Kristin Hannah



The Adelante! Book Club meets four times a year and reads a variety of books — both fiction and non-fiction, selected by the group. All books have themes that benefit from lively dialogue and the sharing of insights.

Adelante! Book Group: Contact Kathy Marr 920-309-2668

DIVERSITY

It's the beginning of the year and a good time for a refresher on diversity and inclusion. More details will follow in subsequent issues.

Here's a list of the seven recognized types of diversity in the workplace:

- Cultural diversity
- Racial diversity
- Religious diversity
- Age diversity
- Sex / Gender diversity
- Sexual orientation
- Disability

Cultural diversity: This type of diversity is related to each person's ethnicity and it's usually the set of norms we get from the society we were raised in or our family's values. Having different cultures in the workplace is more common in multinational companies.

Race diversity: Race has to do with a person's grouping based on physical traits (despite the prevailing scientific view that race is a social construct and not biologically defined). Examples of races are Caucasian, African, Latino and Asian.

Religious diversity: This type of diversity refers to the presence of multiple religions and spiritual beliefs (including lack thereof) in the workplace.

Age diversity: Age diversity means working with people of different ages and, most importantly, generations. For example, [millennials](#), GenZers and GenXers can coexist in the same workplace.

Sex / Gender / Sexual orientation: Sex and gender can be used in the traditional sense of male and female employees. For example, you may sometimes hear the term "gender balance" used by companies trying to achieve a 50-50 balance between employees who identify as male and employees who identify as female. But, as gender is being increasingly redefined, the term "gender diversity".

Disability: There are various types of disabilities or chronic conditions included here, ranging from mental to physical. Companies often make reasonable accommodations to help people with disabilities integrate into the workplace, such as installing ramps for wheelchairs or providing mental health support. Some companies also adjust their hiring process to ensure it is inclusive.

The characteristics corresponding to these forms of diversity are **protected by law** in many countries. These protected characteristics are attributes that companies shouldn't take into consideration when making employment decisions (especially adverse decisions, like terminating employees or rejecting job candidates). Conversely, it's a good practice to strive to have all these diversity categories in your workforce by eliminating biases and using affirmative action plans.

Diversity in companies makes for more creative decision making, more progressive company growth. This business case has been thoroughly made over the last few decades by research and practice.



September is Suicide Prevention Month

September is National Suicide Prevention Month – a time to remember the lives lost to suicide, acknowledge the millions more who have experienced suicidal thoughts, and the many individuals, families and communities that have been impacted by suicide. It's also a time to raise awareness about suicide prevention and share messages of hope.

During September, and throughout the year, we can care about suicide prevention; connect to community, culture, data, and research; and collaborate with others to address this public health problem that has impacted millions of Americans.

How You Can Help

Educate yourself and others about suicide prevention: Recognize the warning signs and risk factors for suicide.

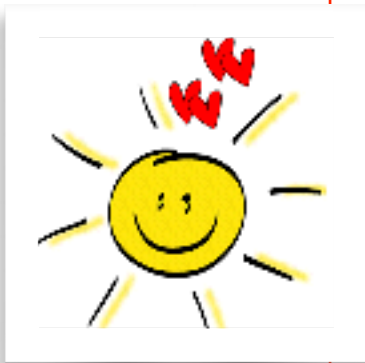
- Talking about or making plans for suicide.
- Acting anxious or agitated; behaving recklessly.
- Talking about being a burden to others.
- Talking about feeling trapped or in unbearable pain.
- Increasing the use of alcohol or drugs.
- Talking about feeling hopeless or having no reason to live
- Sleeping too little or too much.
- Withdrawing or feeling isolated.
- Showing rage or talking about seeking revenge.
- Displaying extreme mood swings.

If you believe someone may be in danger of suicide:

- **Call 911**, if danger for self-harm seems imminent.
- **Call or text [988](#) to reach the [988 Suicide & Crisis Lifeline](#)** to talk to a caring professional.
- **Ask them** if they are thinking about killing themselves. This will not put the idea into their head or make it more likely that they will attempt suicide.
- **Listen without judging** and show you care.
- **Stay with the person** or make sure the person is in a private, secure place with another caring person until you can get further help.
- **Remove any objects** that could be used in a suicide attempt.
- **Call or text 988** to reach the **988 Suicide & Crisis Lifeline** to talk to their professionals and follow their guidance.

This and That

Special Invite: Fort Atkinson members are invited to Monona/Madison's January and February Zoom meetings. More details to follow as we get closer to the dates.



Sunshine Chair!

If you know someone who is in need of a little sunshine in their life, please let our Sunshine Chair, Carla C. know!

She will send get well, congratulations, or sympathy cards on behalf of the Fort Atkinson Branch.

Do you need a ride to a meeting?

It can sometimes be a struggle at night, especially in the Winter. Don't let a lack of wheels make you miss a meeting! If you do need a ride, give **Kathy** a call at **920-309-2668** or text her and she will organize a ride for you.



