

**League of Women Voters
Annual Meeting
Thursday, May 19, 2022**

Land Acknowledgement

Prior to the official meeting we will present the Making Democracy Work Award

Presiding: Linda Bjella and Marti Hemwall

Recorder: Julie Evers

AGENDA

- I. Call to Order: Linda and Marti
 - A. Introduction of Parliamentarian: Nadine Miller
 - B. Remarks from the Parliamentarian
 - C. Meeting Minutes - 2021 Annual Meeting minutes, appointment of readers for 2022 minutes

- II. Presidents' Report and Updates - Linda and Marti
 - A. Special recognition - celebrating new website
 - B. New name and new office
 - C. New swag
 - D. Membership - a growing organization
 - E. Financial Report on fiscal year ending 6/30/2022
 - F. Program - WE Day 2021; follow-up on Lively Issues
 - G. Action - Who speaks for the League policy
 - H. Voter Services - election season
 - I. DEI - how to make this priority part of what we do every day
 - J. Vision for our League

- II. Action Items
 - A. DEI Study -approval of second year of current study - Renee
 - B. Bylaw changes presentation and adoption -Jan, Linda, and Marti
 - C. Budget presentation and adoption – Marti
 - D. Nomination Committee presentation of slate and election - Linda

- III. Advice to the board - membership
- IV. Announcements
 - A. Sue Hopfensperger: "Show Your Pride" promotional items program
 - B. State Annual Meeting in Appleton
 - C. Summer gatherings
 - D. Women's Equality Day August 26

- V. Adjournment

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MAKING DEMOCRACY WORK AWARD 2022

Appleton Public Library is a beacon of democracy, a place where democracy lives. A hub of resources and learning for all members of our community, our public library is an institution we trust. APL earned our trust through the hard work and dedication of its extraordinary staff. They serve all segments of our community daily and they affect change that benefits every person who walks through their doors in a wide variety of ways. Picture these:

- The immigrant and newcomer to our area, a mother who arrives at the library looking for a story hour for her child and finds a new friend, a Children's librarian, who serves as her resource in learning about public transportation and how to find a doctor for her family.
- The recent widower who is looking to fill time with books and magazines finds library programs which connect him with new friends and new learning opportunities.
- The middle school teen struggling to find their identity discovers library books and other resources that provide a mirror reflecting the struggles that others with the same issues have faced.
- The fledgling organization whose mission to help others is jeopardized by a lack of funds finds free meeting spaces allowing them to focus their resources on community service rather than administrative expenses.
- The myriad free cultural events at the library which provide food for the soul and often open windows to cross-cultural understanding.
- The books and book discussions that bravely tackle controversial issues and offer us a place for civil discourse -- much needed right now in our world.

For our League of Women Voters of Appleton, Appleton Public Library has long been a go-to resource for study meetings, candidate forums, and other voter service activities such as registering voters and answering their questions and concerns. Elected officials on all sides of the political spectrum have long trusted the neutrality of the Appleton Public Library for their own public listening sessions and town hall meetings.

During COVID lockdowns in 2020 and 2021, Appleton Public Library pivoted to continue many needed community services. Librarians set up access to free WiFi in the parking lot for community members who needed to use the internet. APL served as a PPE gathering space for the City's health care services. Librarians developed a way to order books online and safely pick them up in the parking lot. Children's librarians offered storyhours and other classes by Zoom. Community Partnership librarians facilitated virtual community discussions on diversity, equity and inclusion. In short, Appleton Public Library mobilized during the pandemic to effect change which benefits our entire community -- just as they have done for over 120 years.

For all these reasons, the League of Women Voters of Appleton is honored to present the 2021 Making Democracy Work Award to Appleton Public Library.

LEAGUE OF WOMEN VOTERS OF APPLETON, WISCONSIN BYLAWS

Article I Name

Section 1. Name.

The name of this organization shall be League of Women Voters of Appleton, hereinafter referred to in these bylaws as LWV Appleton, or as the League. This local League is an integral part of the League of Women Voters of the United States, hereinafter referred to in these bylaws as LWVUS, and of the League of Women Voters of Wisconsin, Inc., hereinafter referred to in these bylaws as LWVWI.

Section 1. Name.

The name of this organization shall be League of Women Voters of Appleton-Fox Cities, hereinafter referred to in these bylaws as LWV Appleton-Fox Cities, or as the League. This local League is an integral part of the League of Women Voters of the United States, hereinafter referred to in these bylaws as LWVUS, and of the League of Women Voters of Wisconsin, Inc., hereinafter referred to in these bylaws as LWVWI.

Article II Purposes and Policy

Section 1. Purposes.

The purposes of LWV Appleton shall be to promote political responsibility through informed and active participation in government, and to act on selected government issues.

The purposes of LWV Appleton-Fox Cities shall be to promote political responsibility through informed and active participation in government, and to act on selected government issues.

Section 2. Political Policy.

1. The League shall not support or oppose any political party or any candidate.
2. Diversity, Equity & Inclusion Policy. The League is fully committed to ensure compliance, in principle and in practice, with LWVUS' Diversity, Equity, and Inclusion Policy. Section 3.

Section 3. Non-profit Status

LWV of Appleton shall be operated exclusively for charitable and educational purposes, as defined in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provision of any future United States Internal Revenue law (the "Code").

LWV of Appleton-Fox Cities shall be operated exclusively for charitable and educational purposes, as defined in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provision of any future United States Internal Revenue law (the "Code").

Section 4. Lobbying

No part of the net earnings of the organization shall inure to the benefit of, or be distributable to its members, directors, officers, or other private persons, except that the organization shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes of the organization. No substantial part of the activities of the organization shall be lobbying. The organization shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of this document, the organization shall not carry on any other activities not permitted to be carried on by (a) an organization exempt from federal income tax under

section 501 (c) (3) of the Code, or by (b) an organization, contributions to which are deductible under section 170 (c) (2) of the Code.

Article III Membership

Section 1. Eligibility.

Any person who subscribes to the purposes and policy of the League shall be eligible for membership.

Section 2. Types of Membership.

A. Voting Members – Persons at least sixteen years of age who join the League shall be voting members of local Leagues, state Leagues, and of the LWVUS: (1) those who live within an area of a local League may join the League or any other local League; (2) those who reside outside the area of any local League may join a local League or shall be state members-at-large; (3) those who have been members of the League for 50 years or more shall be life members excused from the payment of dues. (4) Those who are students are defined as individuals enrolled either as full or part time with an accredited institution.

B. Associate Members. All others who join the League shall be associate members.

C. Second member in household. A second (or third) adult member at least sixteen years of age living in the same household as a voting member shall pay a reduced membership fee as determined by the membership committee with Board approval, and shall be a voting member.

D. Student members. A high school or post secondary student shall pay a reduced membership fee as determined by the membership committee with Board approval.

Article IV Officers

Section 1. Enumeration and Election of Officers. The officers of LWV Appleton shall be a President, a First Vice President, a Second Vice President, a Secretary, and a Treasurer, who shall be elected for terms of two years by the general membership at the annual Meeting. All officers, except the treasurer shall take office immediately following the annual Meeting. The treasurer shall take office on July 1. The President, First Vice President and Secretary shall be elected in odd-numbered years. The Treasurer and Second Vice President shall be elected in even-numbered years.

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Section 2. The President.

The President shall have such powers of supervision and management as customarily pertain to the office; shall preside at all meetings of the organization and the Board, or designate another person to do so; shall appoint chairs for all committees; shall be, ex officio, a member of all committees except the nominating committee; may sign or endorse checks, drafts and notes in the absence of the treasurer; and shall perform such other duties as the board may direct. In the event of the absence, disability, resignation or death of the president, the vice-presidents, in order of their rank, shall assume the office. If no vice-president is able to serve as president, the Board shall fill the vacancy from among the elected directors.

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chairs for all committees; shall be, ex officio, a member of all committees except the nominating committee; may sign or endorse checks, drafts and notes in the absence of the treasurer; with approval of the Board shall co-sign contracts with the Treasurer or the Treasurer's designee, and shall perform such other duties as the board may direct. In the event of the absence, disability, resignation or death of the president, the vice-presidents, in order of their rank, shall assume the office. If no vice-president is able to serve as president, the Board shall fill the vacancy from among the elected directors.

Comment: This seems to be an omission from earlier bylaws though it was included in language about Secretary's duties.

Section 3. The Vice-Presidents. In addition to any incoming portfolio, the vice-presidents shall perform such duties as the president and Board shall direct.

Section 4. The Secretary. The secretary shall keep minutes of the meetings of the membership and of the Board; shall notify all officers and directors of their election; shall sign with the president all contracts and other instruments when so authorized by the Board; and shall perform such other duties as the president and the Board shall direct.

Section 4. The Secretary. The secretary shall keep minutes of the meetings of the membership and of the Board; shall notify all officers and directors of their election; and shall perform such other duties as the president and the Board shall direct.

Comment: We propose having this task done by the Treasurer who is more familiar with the organization's finances

Section 5. The Treasurer. The Treasurer shall collect and receive all monies due; shall be the custodian of these monies; shall deposit them in a bank designated by the Board of Directors; shall disburse the same in accordance with the budget or, in the case of extraordinary expense, upon the order of the Board; shall suggest changes or strategic direction about financial policy to the Board; and shall present statements to the Board at the regular meetings and an annual report to the annual Meetings. The books of the treasurer shall be reviewed in odd number years by a Board appointed committee of two or more members, not including the treasurer or any member who has check signing or approval responsibility.

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Section 6. Terms.

Officers of LWV of Appleton may be elected to the same office no more than two consecutive terms. The filling of a partial or vacant term shall not count against this limit.

Section 6. Terms.

Officers of LWV Appleton-Fox Cities may be elected to the same office no more than three consecutive terms. The filling of a partial or vacant term shall not count against this limit.

Comment: Three terms would be the maximum when invited to continue by the Nominating Committee. When both the officer and the Nominating Committee agree to a third term, this usually indicates the director is effective and enjoys their role. Six years does not seem excessive in that circumstance and would provide continuity.

Article V Board of Directors

Section 1. Number, Manner of Selection and Term of Office. The Board of Directors shall consist of the officers of the League and up to six (6) directors elected by the membership or interim directors appointed by the Board not to exceed the number of elected directors. Directors shall be elected by the general membership at each annual Meeting and shall serve for a term of two years or until their successors have been elected and qualified. The elected members of the Board shall appoint such additional directors not exceeding the number of elected directors, as they deem necessary to carry on the work of the League. The terms of office for the appointed directors shall be one year and shall expire at the conclusion of the next annual meeting.

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Section 2. Qualifications.

No person shall be elected or appointed or shall continue to serve as an officer, director or representative of this organization unless currently enrolled in LWV Appleton as a voting member. Elected officials may not serve on the Board. And further, Board members must conform to the adopted non-partisan policy.

Section 2. Qualifications.

Only voting members of the LWV Appleton-Fox Cities shall serve as an officer, director or representative of this organization. Elected officials may not serve on the board. Board members must conform to the adopted non-partisan policy.

Section 3. Vacancies. Any vacancy occurring in the Board of Directors by reason of resignation, death or disqualification of an officer or elected member may be filled, until the next annual Meeting, by a majority vote of the remaining members of the Board of Directors. Three consecutive absences from a Board meeting without a valid reason shall be deemed a resignation.

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Section 4. Powers and Duties. The Board of Directors shall have full charge of the property and business of the organization, with full power and authority to manage and conduct the same, subject to the instructions of the general membership. It shall plan and direct the work necessary to carry out the Program as adopted by the WVUS Convention, LWVWI Annual Meeting, and the LWV Appleton Annual Meeting. The Board shall create and designate such special committees as it may deem necessary.

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Section 5. Executive Committee. The executive committee shall be comprised of the elected officers.

Section 6. Meetings. There shall be at least nine (9) meetings of the Board of Directors. The President also may call a special meeting upon the written request of three (3) members of the Board.

Section 6. Meetings. The Board of Directors shall meet as often as necessary, but at least quarterly. Board meetings may be conducted by electronic means.-The President also may call a special meeting upon the written request of three (3) members of the Board.

Comment: Holding a minimum of 9 formal Board meetings is proving to be problematic with much decentralized work done by committees. It is common for bylaws to set the minimum at quarterly Board meetings which allow Board leadership more flexibility. Specifying electronic meetings reflects our practice during the pandemic and also allows for these meetings to count as formal Board meetings.

Section 7. Quorum.

A majority of the members of the Board of Directors shall constitute a quorum.

Article VI Meetings

Section 1. Membership Meetings. There shall be at least three (3) meetings of the membership each year. The Annual Meeting shall count as one of these meetings. Special meetings may be conducted by electronic means, such as telephone conference call, video conferencing or e-mail. The use of electronic meetings shall be reserved for those issues needing a decision before an in-person meeting is scheduled.

Section 1. Membership Meetings. There shall be at least three (3) meetings of the membership each year. The Annual Meeting shall count as one of these meetings. Membership Meetings may be conducted by electronic means.

Time and place of all meetings shall be determined by the Board of Directors.

Section 2. Annual Meeting. The Annual Meeting shall be the regular spring membership meeting. The Annual Meeting shall:

- A. elect officers, directors, and members of the Nominating Committee;
- B. adopt a budget;
- C. adopt a local program for the ensuing year;
- D. transact such other business as may properly come before it.

Section 2. Annual Meeting. The Annual Meeting shall be the regular spring membership meeting. The Annual Meeting shall:

- A. elect officers, directors, members of the Nominating Committee and Budget Committee;**
- B. adopt a budget;**
- C. adopt a local program for the ensuing year;**
- D. transact such other business as may properly come before it.**

Section 3. Quorum. Fifteen percent of the voting members shall constitute a quorum at all business meetings of LWV Appleton. Absentee or proxy voting shall not be permitted.

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Article VII Nominations and Elections

Section 1. Nominating Committee. The nominating committee shall consist of five members. The chair and two members, who shall not be members of the Board, shall be elected by the Annual Meeting. Immediately after the Annual Meeting the Board shall appoint two of its members to the committee. Vacancies shall be filled by appointment by the Board. This committee shall serve for one year and shall make suggestions to the Board for filling vacancies when necessary. Suggestions for nominations for officers and Board members may be sent to this committee by any voting member. Nominating committee members may not serve more than two consecutive terms.

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Comment: Adding at-large budget members to the tasks of the Nominating Committee strengthens the autonomy and oversight of the Budget Committee. Financial reviews will then be done by non-Board members who are not appointed by the President. This may also provide new members with financial experience a good manner to get involved in League leadership.

Section 2. Report of Nominating Committee. The report of the nominating committee, containing its nominations for officers and directors and the chair and two members of the next nominating committee, shall be sent to the members one month before the annual meeting either electronically or in writing. The report of the nominating committee shall be presented to the Annual Meeting. Nominations may be made from the floor immediately thereafter by any voting member, provided the consent of the nominee has been obtained.

Section 2. Report of Nominating Committee. The Report of the Nominating Committee shall include officers, directors, three at-large budget committee members and the following year's Nominating Committee chair and two members. The report shall be sent to the members one month before the Annual Meeting either electronically or in writing. The report of the Nominating Committee shall be presented to the Annual Meeting. Nominations may be made from the floor immediately thereafter by any voting member, provided the consent of the nominee has been obtained.

Comment: Enumerates the responsibilities of the Nominating Committee as well as the timeline for their work. Adds the at-large budget committee members using the rationale described in Section One.

Section 3. Election. Election shall be by ballot except that if there is only one nominee for an office it shall be by voice vote. A majority vote shall constitute an election.

Article VIII Principles and Program

Section 1. Principles. The Principles are concepts of government adopted by the LWVUS Convention and supported by the League as a whole. They are the authorization for the adoption of national, state and local programs.

Section 2. Program.

The program of LWV Appleton shall consist of action to implement the Principles and those local governmental issues chosen by the Annual Meeting for concerted study and action as follows:

Section 2. Program. The program of LWV Appleton-Fox Cities shall consist of action to implement the Principles and those local governmental issues chosen by the Annual Meeting for concerted study and action as follows:

- A. Voting members may make recommendations to the Board at least two months before the Annual Meeting.
- B. The Board shall consider these recommendations and formulate a proposed program which shall be sent to the members at least one month before the Annual Meeting.
- C. The Annual Meeting shall adopt a program by a majority vote. Program recommendations submitted to the Board at least two months before the Annual Meeting but not proposed by the Board may be considered by the Annual Meeting, provided that the Annual Meeting shall order consideration by a majority vote and shall adopt the item by a two-thirds vote.

Section 3. Changes in Program. Changes in the program, in the case of altered conditions, may be made provided that information concerning the proposed changes has been sent to all members at least two weeks before a general membership meeting at which the change is to be discussed, and that final action by the membership is taken at a succeeding meeting.

Section 4. Program Action. Members may act in the name of the LWV Appleton only when authorized to do so by the Board. They may act only in conformity with, and not contrary to, a position taken by LWV Appleton, LWVWI, and LWVUS.

Section 4. Program Action. Members may act in the name of the LWV Appleton-Fox Cities only when authorized to do so by the Board. They may act only in conformity with, and not contrary to, a position taken by LWV Appleton-Fox Cities, LWVWI, and LWVUS.

Article IX Financial Administration

Section 1. Fiscal Year. The fiscal year of LWV Appleton shall be from July 1 to June 30 of each year.

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Section 2. Dues. Annual dues approved by the membership as part of the budget shall be payable the first day of October. Any member who fails to pay the dues by January 15 may be dropped from the membership rolls.

Section 3. Budget.

The budget shall include support for all financial obligations approved by the Board of Directors and assumed by the local League for the ensuing fiscal year.

Section 4. Budget Committee. The budget shall be prepared by a committee which shall be appointed for that purpose at least two months before the Annual meeting. The President (may vote), the Treasurer, the Finance Drive Chair and two other members from the membership shall serve on the committee. One from membership shall be the chair. The

proposed budget shall be submitted to the Board of Directors, and shall be sent to all members one month before the Annual meeting.

Section 4. Budget Committee. The Budget Committee shall conduct a review annually to ensure the integrity of the finances. Based on that review, the committee shall prepare a budget for the next fiscal year. The President (may vote), the Treasurer, and three other at-large members from the membership shall serve on the committee. The three at-large members of the Budget Committee shall be selected by the Nominating Committee and elected at the Annual meeting. The Treasurer may not chair the committee. A budget shall be prepared at least two months prior to the Annual meeting. The proposed budget shall be approved by the Board of Directors, and shall be sent to all members one month before the Annual meeting.

Section 5. Any contracts involving commitment of funds shall require approval of the Board, and be co-signed by the President and the Treasurer or, if unavailable, the Treasurer's designee.

Comment: When the Budget Committee is composed of a majority of non-Board members, they can conduct a more independent review of the finances.

This increases the independence of the budget review committee by requiring a majority of the committee to be non-Board members.

Clarifies that the Board must approve the proposed budget before it is sent to membership and voted on at the Annual Meeting.

Adds language about financial contracts to the Financial Administration Section where it can more easily be found

Section 6. Distribution of Funds on Dissolution. In the event of the dissolution of LWV Appleton all moneys and securities which may at the time be owned by or under the control of LWV Appleton shall be paid to the LWV Wisconsin, Inc. after the state and national per member payments and other obligations have been met. All other properties of whatsoever nature, whether real, personal, or mixed which may at the time be owned or under the control of LWV Appleton shall be disposed of to such person, organization, or corporation for such public, charitable or educational use and purposes as the board in its absolute discretion may designate.

Section 6. Distribution of Funds on Dissolution. In the event of the dissolution of LWV Appleton-Fox Cities all moneys and securities which may at the time be owned by or under the control of LWV Appleton-Fox Cities shall be paid to the LWV Wisconsin, Inc. after the state and national per member payments and other obligations have been met. All other properties of whatsoever nature, whether real, personal, or mixed which may at the time be owned or under the control of LWV Appleton-Fox Cities shall be disposed of to such person, organization, or corporation for such public, charitable or educational use and purposes as the board in its absolute discretion may designate.

Comment: Change number due to new Section 5.

Article X

National Convention and State Annual Meetings

Section 1. National Convention. At the Annual Meeting in even-numbered years, the Board of Directors shall present a slate of delegates to the LWVUS Convention up to the number allotted LWV Appleton under the provisions of the Bylaws of the LWVUS.

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Section 2. State Annual Meeting. At the Annual Meeting, the Board of Directors shall present a slate of delegates to the LWVWI Annual Meeting up to the number allotted LWV Appleton under the provisions of the Bylaws of the LWVWI.

Section 2. State Annual Meeting. At the Annual Meeting, the Board of Directors shall present a slate of delegates to the LWVWI Annual Meeting up to the number allotted LWV Appleton-Fox Cities under the provisions of the Bylaws of the LWVWI.

Article XI Parliamentary Authority

Section 1. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern the organization in all cases to which they are applicable and not inconsistent with these bylaws.

Article XII Amendments

Section 1. These bylaws may be amended by a two-thirds vote of the voting members at the Annual Meeting provided that the proposed amendments were submitted to the membership in writing or electronically at least one month in advance of the meeting.

Article XIII Dissolution

Section 1. Upon the dissolution of the organization, the Board of Directors shall, after paying or making provisions for the payment of all of the liabilities of the corporation, dispose of all of the assets by distributing the assets to the LWVWI or, if the LWVWI no longer exists or declines to accept the assets, to the League of Women Voters Education Fund, provided that either organization continues to be recognized as an organization that is exempt from federal income tax under section 501(c)(3) of the Code. If neither organization can accept the assets, the distribution shall be made to such organization or organizations that are organized and operated exclusively for exempt purposes under section 501(c)(3) of the Code, or corresponding provisions of any subsequent federal tax laws, or to a State or a political subdivision of a State as defined in section 170(c)(1) of the Code.

Article XIV Group Exemption

Section 1. LWV Appleton agrees to be included in the group ruling of the LWVWI (the "central organization"). We also agree that we must accept and adhere to all of the following as a part of being a subordinate/chapter:

Section 1. LWV Appleton -Fox Cities agrees to be included in the group ruling of the LWVWI (the "central organization"). We also agree that we must accept and adhere to all of the following as a part of being a subordinate/chapter:

- a. We agree to accept the purpose of and abide by the policies and principles of LWVWI, including Bylaws, Policies, and Handbook.
- b. We agree to report our activities to LWVWI as requested and to provide the requested reports on our activities and financials.
- c. We agree that we are under the general control and supervision of our central organization, as that term is applied for purposes of a group ruling under section 501(c)(3) of the Code.
- d. We understand that if we ever leave the group ruling or it ceases to exist, we will need to reapply for individual exemption and pay the user fee should we wish to be exempt.

AMENDED May 12, 2011

AMENDED April 1, 2015 to comply with LWV WI and LWVUS

AMENDED May 18, 2017

AMENDED October 7, 2020 to comply with LWVUS

AMENDED May 19, 2022 (signed by current president)

Minutes
League of Women Voters Appleton
Annual Meeting
Saturday, May 15
Zoom meeting 9:00 – 11:00 am

The meeting was called to order by Jeanne Roberts at 9:04 am.

Land acknowledgement was given by Renee Gralewicz.

Bylaw change (page 3 of agenda) – A change to bylaws that would provide for voting electronically was proposed by Jeanne Roberts. A motion to accept the proposal was made by Joy Perry and Denise Fenton seconded the motion. The motion passed by unanimous vote.

Beth English was introduced as the Parliamentarian.

Adoption of Agenda – Cindy Carter made a motion to accept the agenda. Denise Fenton seconded the motion. The motion passed by unanimous vote.

Acceptance of 2020 minutes – Denise Fenton made a motion to accept the 2020 minutes. Ligia Rivera seconded the motion. Motion passed by unanimous vote.

Appointment of Readers – Miriam Douglass, Shirley Strange and Jan Quinlan volunteered to serve as readers of the minutes.

President's Report (page 8 of agenda) – Jeanne thanked everyone for their hard work in this challenging year, especially Dave Strange and Barb Kelly, who stepped up to help with technology.

Treasurer's Report (pages 10 - 11 of agenda) – We had a positive cash flow of \$7,000 this year. Our major source of income is dues and major expenses are state and national dues.

Budget Presentation & Q&A (pages 12 – 13 of agenda) – We received \$2,400 from sponsoring memberships. These funds are added to the general budget if not used. It was asked if membership is aware of this and Jeanne said this is clearly stated in the membership documentation. The newsletter budget has been decreased because we are going

electronic with the newsletter. The technology budget was increased for extra expenses for the website, fees for the Zoom platform, and a possible tablet to be used for voter registration.

Membership Report (pages 14 - 18 of agenda) – We added 17 new members this year. Total membership at the end of 2020 was 146, the highest membership we have seen in many years. A membership list was included with the agenda.

Adoption of New Position Statements based on Climate Change Preparedness and Resilience Study Team (pages 23 – 33 of agenda) – Cindy Carter made a motion to accept the position statement. Terry Dawson seconded the motion. The motion passed unanimously.

Presentation of Board Recommended Program for 2021 – 2022 (pages 33 – 40 of agenda) – Renee Gralewicz presented the results of the Lively Issues meeting. The top issues were: Safe, affordable and available housing (19 votes), Racial disparities (16 votes), and Civil discourse (15 votes). After examining the existing positions at the local, state and national levels, the Board recommended Racial Disparities as the study topic for 2021 – 2022. A discussion by membership included the following points:

- Are there gaps in DEI (Diversity, Equity and Inclusion) positions currently?
- The study team will have to come up with actionable items.
- There are some issues, specifically related to DEI that Jeanne has not been able to advocate for because the League has no position.

Cindy Carter made a motion to accept the study recommendation. Nancy Jones seconded the motion. Further discussion by the membership included the following points:

- DEI deals not only with race, but also intersectionality. Should we have a two phase study?
- The topic at Lively Issues was race related.
- Shirley Strange proposed a friendly amendment to change “racial disparities” to “DEI”. Renee Gralewicz noted that the study team can be trusted to define their own study scope, therefore, she accepted the amendment.
- DEI is too broad, it includes age, ethnic origins, etc.
- Racial disparities is a sharper focus, we can broaden the scope in another study.
- A narrow focus makes the study more manageable.
- Insert DEI with the understanding that the focus would be on people of color.
- We should trust the study committee to take a broad topic and break it down into manageable parts.

Shirley Strange called the question and Marti Hemwell seconded the motion. The motion passed by unanimous vote. Cindy Carter made a motion to adopt the board recommended study as amended. Nancy Jones seconded the motion. The motion passed with 97% voting in favor.

Adoption of budget – Marti Hemwall made a motion to adopt the budget. Jan Quinlan seconded the motion. The motion passed by unanimous vote.

Presentation of Slate of Officers, Directors, Nominating Committee (page 41 of the agenda) – the Slate of Officers was presented to membership.

Nominations from the Floor – There were no nominations from the floor.

Election of Officers, Directors, Nominating Committee –Cindy Carter made a motion to approve the slate of officers. Barbara Kelly seconded the motion. Motion passed by unanimous vote.

Marti Hemwall and Linda Bjella took control of the meeting as the new co-presidents. A tribute to Jeanne Roberts thanking her for her work as president for the last four years followed.

Advise to the Board –

- Forward!
- Be good listeners.
- Thank you for taking the baton and continuing to lead in these challenging times.

Announcements – June program will be on Asian American & Pacific Islander (AAPI) historical experience. The Women’s Equality Day program will be held on Thursday, 08/26/21 at 4:30, featuring Elaine Weiss, the author of “The Woman’s Hour”.

Motion to Adjourn – A motion to adjourn was made by Cindy Carter. Renee Gralewicz seconded the motion. The meeting was adjourned by co-presidents Marti Hemwell and Linda Bjella at 10:42 am.

Presidents’ Report

Co-presidents Marti Hemwell and Linda Bjella

May 2022

This has been a year of firsts for our League. To begin, we are the first co-presidents. It took two of us to take the place of Jeanne Roberts who did a masterful job of leading this organization for four years.

Last fall, we began the process of officially changing our name to the League of Women Voters of Appleton-Fox Cities. About 40 percent of our members reside outside of the City of Appleton, so it was easy to make our case to the state and national Leagues. The reaction from the state board was, “What took you so long?” This truly is a natural evolution and we are proceeding carefully to make sure we don’t spread ourselves too thin while being attentive to areas of the Fox Cities where our advocacy for good government is most important.

This name change delayed the launch of our new Club Express website by a few months. We hope you have taken the time to set up a log-in on the website so you can have full access to everything our League has to offer. We owe a tremendous debt of gratitude to Dave Strange who oversaw the website development from start to finish. Without his guidance, and the dedicated assistance of Barb Kelly, our website never would have happened. Dave has served as our League’s volunteer webmaster for the past nine years, and the number of hours he donated in that service are incalculable. Beginning this month, Dave has now turned over management to Coalesce Marketing who designed and managed our website “Her Voice, Her Vote, Our Victory” for the 19th Amendment Centennial. With professional management, we can be assured of continuity as our technology needs will certainly only grow in importance in the future.

We have gotten better and better at providing virtual meetings which have allowed us to reach many more people with our programs and voter service information. Michael Goodnight and Barb Kelly have masterfully managed our Zoom meetings and webinars, taking over duties from Dave Strange. While it has been frustrating not to be able to meet in person over much of the past year, we have adapted well to the challenge of navigating our way through the pandemic. Next year, we hope to be able to meet again in person, but want to provide a hybrid option as well. Stay tuned for more details on that in the fall.

In April, we hung out a shingle. Our League now has a small office in the Willems Marketing building downtown on Morrison St. This provides a place to keep all our “stuff”- yard signs, banners, sound system, projector, files, etc. In the shared cooperative space, we have access to a conference room where we can hold board and committee meetings with internet and photo copying provided. Most important, we have a visible presence in downtown Appleton.

And we now have really cool swag. Sue Hopfesperger oversaw this initiative and we are excited to share some of the items she and her committee have brought here tonight. We are in the process of setting up an on-line store on our website so you can buy something for every member of your family!

That's a lot of firsts, but here is something that never changes: it takes a village to accomplish all that we have in the past year. We have an incredible board of directors to steer the ship, but many sailors are needed to get us where we want to go. Many hands-on-deck make light work. There are so many ways for members to be involved, often short one-time commitments. At your table, you will find a list of volunteer opportunities. Opportunity is an apt word: When you give of your time and talent to the League, you will always get more than you give as you learn about important issues and develop lasting friendships with the amazing people who make up the growing membership of the League of Women Voters of Appleton-Fox Cities.

Treasurer's Report

Diane Putzer, Treasurer

The 2021-22 financial report through March 31, 2022 and the proposed budget for 2022-23 are included in this annual meeting packet. Thank you to Gayle Hardt, Colleen Rortvedt, Linda Bjella, and Marti Hemwall for serving with me on the budget committee and for Colleen serving as chair.

Financial Statement Comments:

- █████ For fiscal YTD through March 31, 2022, we spent \$5,980.94 less than our income for the same period. This has been the trend for several years, resulting in current cash reserves of over \$32,000.
- █████ Final expenses for the 100th Anniversary Coalition were incurred and paid in this fiscal year. (The League served as fiscal agent for the Coalition.) The 100th Anniversary Coalition has a current positive balance of \$5,649.76. With our donation of \$15,000 to the 100th Anniversary Coalition, our League was the Coalition's largest donor. In their final report to the Community Foundation for the Fox Valley Region (CFFVR), the Coalition requested that the fund balance be returned to our League to continue to fund voter outreach to under-represented populations. In anticipation of a positive response from the CFFVR, the \$5,649.76 is included as a grant to the League in next year's budget.
- █████ Many members who registered for the Holiday Brunch chose to treat their registration fee as a donation to the League after the brunch was cancelled. Their generosity resulted in \$600 of income for the "non-event".
- █████ The change of website host from my.lwv.org to Club Express has been completed. Special thanks are due to Dave Strange, Barb Kelly and Kathy Voigt for their many hours of work in getting the new website operational. The transition costs of \$1,690 were slightly over the budget estimate of
- █████ \$1,550. Ongoing expenses will be \$24/month plus \$25 annually for additional email addresses.

Budget Comments:

- █████ As noted above, the \$5,600 in Grant Income is an anticipated transfer from the 100th Anniversary Coalition.
- █████ With our name change to League of Women Voters of Appleton-Fox Cities, we will incur expenses (mostly for printing and signs) to update our informational and promotional items. The \$1,000 and \$1,500 included in the General Supplies and Fundraising Envelopes lines of the Operating Expenses section should cover those expenses.
- █████ We anticipate breaking even on the new swag items products next year.
- █████ The rent on our new office space is \$4,200 annually (\$350/month).

Technology expenses include \$2,400 (\$200/month) for Coalesce Marketing & Design to manage our website, \$1,000 for assistance with hybrid meetings, \$600 annually for a hot spot to support Voter Registration events, and \$1,200 for a Meeting Owl Pro (an all-in-one, 360-degree camera, mic, and speaker so everyone can be seen and heard during hybrid meetings).

There is \$1,000 budgeted for DEI Outreach including funds for translations and subsidies.

The "spending from checking" is the amount expected to be needed from the cash reserves to support the budget. We rarely used the transfers in the past. With current cash reserves of over \$32,000, a possible transfer of \$7,000 would still leave \$25,000 in reserves.

If you have any questions regarding the financial reports or budget, please contact me at treasurer@lwvappletonfoxcities.org. Thank you for allowing me to serve as your treasurer.

2022-2023 Annual Budget – Income

League of Women Voters Appleton						
	2020-21	2020-21	2021-2022	2021-22		Notes
	Budget	YTD Actual	Budget	YTD through 3/31/22	Proposed 2022-2023 budget	
INCOME						
Dues						
1. Regular Dues	\$ 6,500.00	\$ 8,550.00	\$ 10,875.00	\$ 7,800.00	\$ 8,250.00	110 regular members
2. Dues open Door	\$ 200.00	\$ 331.00	\$ 271.00	\$ 365.00	\$ 300.00	estimate
3. Sponsoring (extra only)	\$ 1,000.00	\$ 2,475.00	\$ 2,100.00	\$ 2,450.00	\$ 2,400.00	est 32 members being sponsors
4. Dues Second in Household		\$ 280.00	\$ 245.00	\$ 350.00	\$ 350.00	same as current yr
5. Student				\$ 10.00	\$ 10.00	same as current yr
Contributions						
1. Member Contributions	\$ 3,500.00	\$ 4,275.00	\$ 3,500.00	\$ 4,462.00	\$ 5,000.00	generous members & more asks
2. Non-member Contributions (no designation)	\$ 1,000.00	\$ 895.00	\$ 750.00	\$ -	\$ -	
Event Income						
1. HoliBrunch	\$ 1,300.00	\$ -	\$ 1,300.00	\$ 600.01	\$ 1,500.00	
2. Annual Meeting	\$ 1,200.00	\$ -	\$ 1,200.00	\$ -	\$ 1,400.00	
3. Women's Equality Day		\$ -		\$ -	\$ 1,500.00	
Other Income						
1. Interest	\$ 30.00	\$ 54.99	\$ 30.00	\$ 13.18	\$ 30.00	on \$10K CD vs \$5K CD
2. Transfer from Savings	\$ 5,000.00	\$ -	\$ 5,000.00	\$ -	\$ -	
3. Fundraising	\$ 1,000.00	\$ 1,408.00	\$ 1,200.00	\$ -	\$ 1,200.00	Silent Auction
4. Merchandise Sales				\$ 10.00	\$ 1,000.00	New swag to sell
5. Grants					\$ 5,600.00	Transfer from 100th Anniver
100th Anniversary Revenue		\$ -		\$ 58.00	\$ -	
Designated - Voter Services		\$ 350.00	\$ -	\$ -	\$ -	
Designated - Youth MDWork	\$ 100.00	\$ -	\$ -	\$ -	\$ -	
Designated - Website/Technology	\$ -	\$ 50.00	\$ -	\$ 709.00	\$ -	
Designated - DEI		\$ 500.00	\$ -	\$ -	\$ -	
(Spending from Checking)	\$ 3,739.00	\$ -	\$ 2,050.00	\$ -	\$ 7,415.00	Needed to balance - from cash reserves
In Kind - not in totals		\$ -		\$ -		
TOTAL INCOME	\$ 24,569.00	\$ 19,168.99	\$ 28,521.00	\$ 16,827.19	\$ 35,955.00	

2022-2023 Annual Budget - Expenses

League of Women Voters Appleton							
	2020-21		2021-22	2021-22			
	Budget		Budget	YTD through 3/31/22	Proposed 2022-2023 budget		Notes
EXPENSES							
Board and Committees							
1. Fund Raising	\$ 750.00	\$ 245.03	\$ 500.00	\$ 230.82	\$ 500.00		
2. Membership	\$ 500.00	\$ 678.29	\$ 500.00	\$ 154.76	\$ 500.00		
3. President	\$ 350.00	\$ -	\$ 250.00	\$ 160.77	\$ 250.00		
4. Board	\$ 100.00	\$ -	\$ 100.00	\$ -	\$ 100.00		
Communication			\$ -				
1. Newsletter/Publicity	\$ 600.00	\$ -	\$ 100.00	\$ -	\$ 200.00		FB increase priority
2. Website	\$ 250.00	\$ 572.21	\$ -	\$ -	\$ -		moved to technology
Delegates, Travel & Workshop			\$ -				
1. State Annual Meeting	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00		Jun-23
2. National Convention	\$ 4,000.00	\$ 50.00	\$ 4,000.00	\$ -	\$ -		Next Nat'l Conference 6/2024
3. Workshops	\$ 500.00	\$ -	\$ 500.00	\$ -	\$ 500.00		
4. Committee Travel	\$ 250.00	\$ -	\$ 250.00	\$ -	\$ 250.00		
Educational Activity			\$ -				
1. Programs	\$ 300.00	\$ 389.48	\$ 500.00	\$ -	\$ 500.00		
2a. Voter's Service (Registration)	\$ 2,000.00	\$ -	\$ 3,300.00	\$ 227.50	\$ 3,300.00		Printing/Postage/signage
2b. Voter's Service (Voter Education)	\$ 1,000.00	\$ 1,403.83	\$ 1,200.00	\$ 364.64	\$ 1,200.00		
3. Legislative Action Committee (includes advocacy)	\$ 150.00	\$ -	\$ 600.00	\$ -	\$ 600.00		
4. Archive	\$ 25.00	\$ -	\$ 25.00	\$ -	\$ 25.00		
5. Study Activities	\$ 200.00	\$ -	\$ 200.00	\$ -	\$ 200.00		
6. Youth Voter Registration grant	\$ -	\$ -	\$ -	\$ -	\$ -		
Technology Expenses		\$ -					
1. Club Express - ongoing		\$ -	\$ 300.00	\$ 196.48	\$ 325.00		\$24/mo +\$25 for add'l email addresses
2. Club Express - new LWV website - set up		\$ -	\$ 1,550.00	\$ 1,690.00	\$ -		
3. Websites (webcitz + domain names)		\$ 47.93	\$ 150.00	\$ 86.27	\$ 150.00		
4. Zoom		\$ -	\$ 275.00	\$ 188.99	\$ 300.00		now \$21/mo; possible increase
5. Event Management		\$ -	\$ 120.00	\$ -	\$ 1,000.00		Hybrid meeting/social media
6. WiFi	\$ 600.00	\$ -	\$ 600.00	\$ -	\$ 600.00		Hot spot
7. Club Express Webmaster		\$ -			\$ 2,400.00		Per Coalesce Contract
8. Misc technology		\$ 57.00	\$ 75.00	\$ 227.64	\$ 1,200.00		OWL meeting technology
Event Expenses		\$ -	\$ -				
1. Holiday Brunch		\$ -	\$ 1,300.00	\$ -	\$ 1,300.00		
2. Annual Meeting	\$ 1,200.00	\$ -	\$ 1,200.00	\$ -	\$ 1,200.00		
3. Women's Equality day		\$ -	\$ -	\$ -	\$ 1,500.00		
4. Making Democracy Work Award	\$ 200.00	\$ 490.00	\$ 250.00	\$ -	\$ 250.00		
Financial Support for League							
1. Lake Michigan Interleague	\$ 25.00	\$ -	\$ 25.00	\$ 53.00	\$ 60.00		
2. State PMA	\$ 3,810.00	\$ 2,865.00	\$ 4,050.00	\$ 2,955.00	\$ 3,000.00		based on 1/31/2022 counts
3. National PMP	\$ 4,064.00	\$ 3,632.00	\$ 4,704.00	\$ 3,536.00	\$ 3,750.00		based on 1/31/2022 counts
100th Anniversary Donation		\$ -		\$ -			
100th Anniversary Expenses		\$ -		\$ -			
Operating Costs		\$ -					
1. Corporate Filing Fee (fed + state)	\$ 10.00	\$ 10.00	\$ 10.00	\$ 10.00	\$ 10.00		
2. General Supplies	\$ 250.00	\$ 168.78	\$ 250.00	\$ 56.45	\$ 1,000.00		Name chg expenses
3. Insurance	\$ 300.00	\$ 250.00	\$ 250.00	\$ 260.00	\$ 275.00		
4. PayPal Fees	\$ 200.00	\$ 184.11	\$ 200.00	\$ 185.93	\$ 250.00		
5. Post Office Box	\$ 160.00	\$ 168.00	\$ 175.00	\$ 204.00	\$ 210.00		
6. Postage		\$ 55.00	\$ -	\$ 58.00	\$ 100.00		
7. Bank and Service Fees	\$ 75.00	\$ 12.50	\$ 50.00	\$ -	\$ 50.00		
8. Fundraising Envelopes	\$ 1,500.00	\$ -	\$ 1,500.00	\$ -	\$ 1,500.00		
9. Merchandise Expenses		\$ -			\$ 1,000.00		
10. Youth Marketing (Willems)	\$ 200.00	\$ -	\$ 200.00	\$ -	\$ 200.00		youth project expenses
11. Rent		\$ -			\$ 4,200.00		12 months @ \$350/mo
12. DEI outreach		\$ -			\$ 1,000.00		subsidies, translations
** In Kind		\$ -		\$ -			
TOTAL EXPENSES	\$ 24,569.00	\$ 11,266.66	\$ 28,509.00	\$ 10,846.25	\$ 35,955.00		
		\$ 7,902.33	\$ 12.00	5,980.94	-		

League of Women Voters Appleton-Fox Cities

2021 MEMBERSHIP REPORT

Cindy Fallona, VP Membership

2021 was once again a challenge for membership due to Covid 19. The membership team put on our thinking caps and successfully added 22 new members. Our total membership at the end of 2021 was 142.

Just like last year, the membership team utilized Zoom technology, email, text, snail mail and our website to recruit and orient new members.

- The second year of our revamped dues structure, with dues options for members, continues to be a benefit to our League. Finances are no longer a barrier to joining the League of Women Voters Appleton-Fox Cities. Gratitude goes out to all members for their continued financial support.
- We were able to have a summer program in-person at an outside venue. Two new members attended and it was great to meet and greet them in person.
- The summer social for members was well attended as it was held outdoors.
- The plan for the balance of the 2022 membership year is to get back to in-person recruiting and orientations. Zoom will still be an option as a convenience to our members.

2022 League Email List

First Name	Last Name	City	Email
Shirley	Adams	Appleton	shirladams@sbcglobal.net
Kristin	Alfheim	Appleton	kristin.alfheim@gmail.com
Karin	Alvarez	Appleton	karin.j.alvarez@gmail.com
Georgia	Berceau	Appleton	gakayberceau5@gmail.com
Penny	Bernard-Schaber	Appleton	pennybernardschaber@athenet.net
Linda	Bjella	Appleton	lindabjella@gmail.com
Rick	Bjella	Appleton	rick.bjella@gmail.com
Karla	Blumreich	Shiocton	karla.blumreich@gmail.com
James	Bowman	Appleton	james@jbassoc.org
Lois	Bressette	Clintonville	lbressette@alumni.nmu.edu
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Laurie	Cesar	Appleton	1000laurie@gmail.com
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Maren	Peterson	Appleton	marenhpeteron@gmail.com
Karen	Pfefferle	Appleton	frauinator@gmail.com
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Babs	Smith	Appleton	michael_babs@yahoo.com
Shirley	Strange	Appleton	shirleywstrange@gmail.com
John (Dave)	Strange	Appleton	dave@daveandshirley.com
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John	Thompson	Appleton	johndthompson@gmail.com
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Diversity, Equity, and Inclusion Director Annual Report
Jeanne Roberts

In 2020, the League of Women Voters elevated their position on Diversity, Equity and Inclusion (DEI) to be equal to their nonpartisan position. This means that everything that is done by the League needs to be viewed equally through a nonpartisan lens and a DEI lens. The DEI Committee of the League of Women Voters of Appleton-Fox Cities set forth goals and an action plan to aid the League’s work for the journey toward a more diverse, equitable and inclusive organization. The DEI committee is currently planning a summer program focused on issues specific to the Fox Cities area.

LWV Appleton-Fox Cities Annual Meeting
Communications-Technology Team Report 2021-2022
Submitted by: Kathy Voigt, Communications/Technology Director

Communications and Technology were benchmark focuses for the League during the Covid-19 pandemic as we sought ways to continue to conduct business and keep members and the community engaged while in-person gatherings were restricted. Many of the new technologies and procedures we employed will continue to be integral pieces of how they League does business.

When we changed the League name to better represent the expanding and evolving makeup of our service area, we launched a communications strategy including emails to members and community leaders and partners, newsletter content, news media outreach, and fresh messaging to convey the growth and future goals of the League.

While we first adopted use of the Zoom platform for meetings, programs, forums, town halls, etc., the paramount communications/technology achievement was the creation of a completely new website that integrated our membership and broadcast emailing capabilities.

This approximately year-long process transferred these operations to ClubExpress, the organization management tool adopted by the LWV US. The technical expertise and dedication of Dave Strange, assisted by Barbara Kelly, resulted in a powerful and user friendly website that integrated efficiently with video, Zoom, You Tube and other interactive media. All board members are to be commended for their work to generate content and participate in training to understand how their respective portions of the site worked and the process to see that content was generated and deployed.

In response to Dave's resignation as webmaster effective at the end of April 2022, Co-Presidents Marti Hemwall and Linda Bjella and Comm/Tech Director Kathy Voigt created an RFP to engage a professional website and social media partner to manage these tools going forward. In April we contracted with Coalesce Marketing and Dave led training to bring the Coalesce team up to speed on ClubExpress. One of their first challenges will be to create an online store to enable sales of the League's new Spirit items.

Through the work of Dave, Barb and Michael Goodnight, we will continue to use technology to widely offer candidate interviews, forums, town halls and virtual meetings.

Issues of The Informed Voter e-newsletter provided detailed information on League activities as well as timely topics of fair maps, ARPA funds, DEI issues, etc. New features like the Member Spotlight (suggested by Membership Director Cindy Fallona), extensive links to the new website, and a "Want ADDS" feature to encourage more members to volunteer, became features of the newsletter.

As part of the renaming of the League, the entire business system — letterhead, business cards, Membership brochure, Spirit swag, etc. — needed to be redesigned and printed.

The Communications Director contributed strategic messaging, media and communications support to the Board.

When an opportunity to explore a potential collaboration with Lawrence University was presented to the League by member and LU grad April Savage, Communications Director Kathy Voigt was part of the initial team. This connection may also link back to the interests expressed by an associate member who wished to create something special in the League in honor of his mother, who at one time had been active in the League and the community.

An ongoing goal of the Communications/Technology area will be to better utilize emerging social media to engage more an younger members, and to continue to upgrade the look and content of the newsletter as well as print and electronic tools.

Program 2022 Annual Report

Prepared by Renee Gralewicz, Vice President, Program

Programing in 2021 – 2022 followed our virtual meeting style, except for one. June 24th was our first program held in Jaycee Park Pavilion where Dr. Monica Rico shared some of the US history regarding relationships with Asians and Pacific Islanders and the challenges for them to obtain citizenship. After that short reprieve from isolation, we went 100% virtual for programs.

Given the political climate across the US, we began with a presentation by Brian Post, “Civil Discourse to Change Public Discourse” on **September 13, 2021** (41 attended). That conversation was helpful as we gathered with some of our elected officials on **October 4** (24 attended) for a Legislative Town Hall. **November 15** (17 attended) we were enlightened by Nancy Jones’ “Local Engagement: An Upward Spiral” program where she highlighted local engagement activities and organizations. Unfortunately, our **December 11** Holiday Brunch never happened due to the rising COVID-19 rates once again.

Our 2022 year began as it usually does with Lively Issues discussion on **January 22**. Lively Issues brought 38 of us together virtually and we generated 27 topics which were then narrowed into 13 unique broad topics. Those topics are guiding our programming for 2022 – 2023. **March 21, 2022**, we were introduced to four area small businesswomen. **April 18** (21 attended), we celebrated Asian and Pacific Americans including a bit of history on Appleton’s Asian Pacific American citizens. We close the year here at the Annual Meeting, May 19.

Once again, none of this would have been possible without the diligence and willingness of Dave Strange, Barb Kelly, and Mike Goodnight! THANK YOU for stepping up and going far beyond expectations. I learned much working with you. I am grateful for that.

DEI Healthcare Study Committee Annual Report

Renee Gralewicz, VP Program

Board-recommended study: Diversity, Equity, and Inclusion (DEI) issues in the Appleton Area for 2021 – 2022. The study team will be able to define the scope of the study. The study needs to be focused with measurable action outcomes. Needless to say, this is a very broad study statement. After a few meetings, the team decided to focus on DEI issues within the healthcare system for the purpose of advocacy.

1. The charge of the study was very broad; too broad. We gathered interested people and brainstormed ideas. Given the events of 2020, we saw across the US racial disparities within the justice system (e.g., George Floyd), within education (e.g., internet access), and within healthcare systems (e.g., COVID-19).
 - a. Judicial positions: Local Police Protection (1973), Regional Law Enforcement (1994), Juvenile, Law Enforcement and Correctional System (1973), Youth Advocacy and Services (1996 and 1997, revised 2019), Alternatives to Incarceration (2002),
 - b. Education: Education (1983 and 1993, revised 2006 and 2019 – with a DEI lens)
 - c. Healthcare: Mental Health Care (2008), Public Health Services (1986), County Department of Health and Human Services (1984)
2. We decided that the current positions do not reflect our task of assessing diversity, equity, and inclusion. Still, “healthcare system” was too broad.
3. The next task was also to clearly articulate “DEI” for this study and how to use this to assess various aspects of the healthcare system. Our selected method was to address DEI using these categories. These categories are not clean and intersectionality plays a major role in our healthcare and our study.

Human Rights

- Age
- Ability (physical & cognitive)
- Race
- LGBTQ+
- Gender Identity
- Religion

Social / Economic

- Income
- Location
- Education
- Work

- Citizenship status

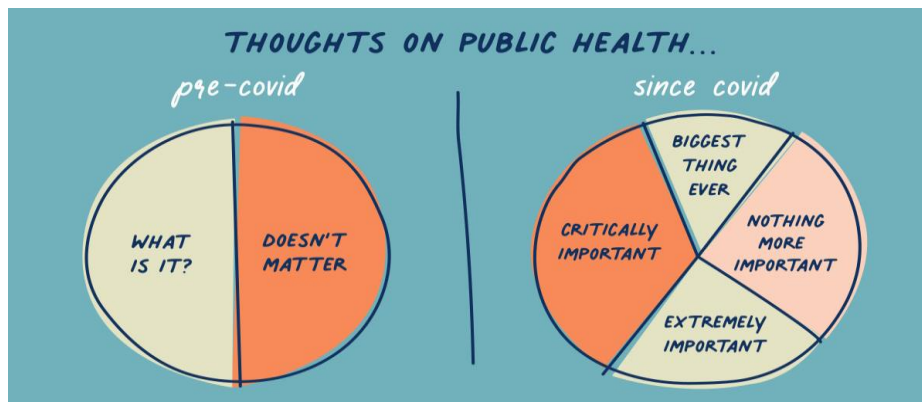
4. As we progressed, we narrowed down some of the subtopics regarding healthcare. From the list, we asked participating members to vote on which topic they prefer to research. As our work began and time constraints, we narrowed the subtopics to:

- Maternal & Infant Health/ Reproductive Health
- Mental Health
- Underinsured and Uninsured

Again, these categories are not clean, their borders are ill defined and intersectionality plays a major role in our healthcare and our study. They all fall under public health and are public health issues. Please note that the healthcare system is vast, and we found ourselves going down “rabbit holes” during our investigations. There is no means of doing an in-depth study in such a short time and it was not our intention to do so. We believe that these areas will provide “case study” details for developing position statements. We are focused on our community.

5. Public Health Definitions (from Johns Hopkins Bloomberg School of Public Health)

- Public health encompasses almost everything. In the medical field, clinicians treat diseases and injuries one patient at a time. In public health, researchers, practitioners, and educators prevent disease and injury at the community and population level. We identify the causes of disease and disability, and we implement large-scale solutions.
- For example, instead of treating a gunshot wound, we work to identify the causes of gun violence and develop interventions to prevent it. Instead of treating premature or low birth-weight babies, we investigate the factors at work and we develop programs to keep babies healthy. Instead of prescribing medication for high blood pressure, we examine the links among obesity, diabetes, and heart disease—and we use data to influence policy aimed at reducing all three conditions.
- What are health disparities? Health disparities are preventable differences in the burden of disease, injury, violence or in opportunities to achieve optimal health experienced by socially disadvantaged racial, ethnic and other population groups and communities. Achieving health equity, eliminating disparities and improving the health of all U.S. population groups are all goals of public health. (CDC <https://www.cdcfoundation.org/what-public-health>)



(Robert Wood Johnson Foundation graphic)

6. Current participants include the core team (April Savage, Shirley Strange, Jeanne Roberts, Gayle Hardt, Linda Bjella, and Renee Gralewicz) and investigative teams of

- Maternal & Infant Health/ Reproductive Health
 - Jeanne Roberts
 - Teri Gonya
 - Brianne Connelly
 - Mental Health
 - Penny Robinson
 - Stephanie Malaney
 - Judy Goodnight
 - Renee Gralewicz
 - Underinsured and Uninsured
 - Helene Pohl
 - Kathie Kinnaman
 - Xitlali Moore
 - Linda Bjella
7. The teams made a conscious decision for the first year to do most research via internet searches with a very few interviews in order to respect that healthcare providers during the pandemic are already overwhelmed. This also allowed us to create a general base of knowledge and a general template related to diversity, equity and inclusion in health care from which we will create interview questions and develop our final position statements.
1. List of area providers, profit and nonprofit
 2. General list of available services for the subtopics under study
 3. General list of potential digital resources
8. Our reports will focus on the areas of
- affordability (e.g., copays, deductibles, coinsurance payments)
 - availability (e.g., enough providers in area, appointment availability)
 - accessibility (e.g., geographic considerations, ease of travel to/from)
 - accommodation (e.g., flexible work schedules, flexible clinic hours)
 - acceptability (e.g., racial/ethnic, gender considerations to foster patient-provider relationships).

Proposed direction for the second year of study

We believe that it's going to be difficult to get data to figure out what issue to focus on because it doesn't look like it's being systematically collected and analyzed from an equity lens in your area. However, it is possible and necessary for local health departments to think about equity. Our investigation should advocate for them to do so.

May – August - During this period we will develop interview questions, a strategic list of relevant organizations/ individuals to interview and begin to develop/ deepen connections to these groups in preparation of interviews. Our investigations and research will be a two prong effort to assess diversity within the institution as well as their relationship with external communities.

Our current list of relevant organizations include the following. Please note that these lists are not meant to be exclusive.

- County health departments
- City of Appleton reports

- NAMI (Maren Peterson)
- MOSAIC (Lee Vogel)
- Partnership (Trish Sarvella)
- Diverse & Resilient (Kathy Flores)
- Develop client/consumer connections in preparation of interviews
 - Immigrant & refugee communities
 - Underrepresented communities (ethnic, marginalized, economic)
 - LGBTQ+
- Health departments in Wisconsin are mandated to do a needs assessment and improvement plan every 5 years. Appleton is due to do another one this year. The most current healthcare status reports are:
 - Appleton Health Department (2016 - 2021) Be Well Be Healthy: A Plan for a Healthier Tomorrow
<https://www.appleton.org/home/showpublisheddocument/12055/636136129813270000>
 - Outagamie County Community Health Survey Report 2018
<https://www.outagamie.org/home/showpublisheddocument/63984/636857367208100000>
 - Theda Care 2020-2022 Community Health Needs Assessment and Implementation Plan Appleton
<https://thedacare.org/wp-content/uploads/2021/01/CHNA-CHIP-Appleton-No-Dollar-Amts.pdf>

August – November

- Conduct interviews
- Receive presentations from agencies

November – January 2023

- Complete interviews
- Start positions
- Prepare presentations for Consensus

February 2023

- Present positions at consensus meeting

March 2023

- Revise positions based upon consensus

April 2023

- Present positions to Board for approval

May 2023

- Present positions at Annual Meeting for approval

The recommendation is to continue with the current study for 2022-2023 with a focus shift from a general understanding of DEI concerns in healthcare to a more specific focus on the healthcare DEI concerns in the Appleton-Fox Cities area.

NOTE: Health care are the specific things that people do: see a patient or prescribe a medication. Healthcare is an industry, the system by which people get the health care they need.

Lively Issues Report
By Renee Gralewicz, VP Program

January 2022 Lively Issues brought 38 of us together generating 27 topics. Those topics were grouped into 13 unique broad topics. We will use this list to generate programs for the coming year as well as the list also helps our Action Committee focus on issues important to our members.

American Rescue Plan Act (ARPA)	Continually monitor how local govt is using ARPA funds, mitigating effects of pandemic
Child Care	Accessibility & affordability of childcare in our area.
	Extending child tax credit which helps with affordability of child care
	Child well-being in our area--health care, developmental milestones
Civil Discourse/Polarization	Political polarization--tendency of someone to vote for a party vs a candidate
	Civil discourse--communicating with people we don't agree with
Climate	Caring for the earth & dealing with climate change--changing energy sources & lifestyles
	Appleton as a carbon-neutral city
Elections & Voting	Support to local election officials--we should all consider being poll worker & support election officials & process
	Voting rights/integrity of elections in the future
	Understand who is most severely impacted by removal of absentee ballot drop boxes--work w/municipalities to ensure all can submit ballots
	Fair Maps
Housing	Accessible & affordable housing in Appleton & how it's developing
Immigration/Refugees	How do we better integrate immigrant services in our area? difficult to navigate services & nonprofits even though the area is very welcoming
	Refugee resettlement & services
Mental Health	Availability & affordability of mental health care
	Suicide prevention
	Support and education to families, individuals with mental health
Position Review with DEI/COVID lens	Complete review of all positions thru DEI lens
	Have we applied a COVID lens to our positions to protect vulnerable people?
Racial Disparities in OC Jail	Racial disparities in Outagamie County jail/prison population--why? [The new Jim Crow?]
Schools	Appleton Area School District (AASD) transparency & keeping good statistics on truancy & SROs. How is AASD handling referral cases?
	Revisit culturally responsive & inclusive curriculum; educate our members on CRT & how to respond
	Support to teachers/education system as schools have become the new battleground for issues such as guns
Senior Care	Adult senior communities' transparency, especially during pandemic--quality of care, statistics
Transportation	Public transportation, basic to accessing child care, health care, dental care, etc
	affordable transport--older adults; disabilities

The proposed programs below are tentative. If you have ideas regarding speakers, please send them to program@lwwappletonfoxcities.org

- **September** we would like to offer a panel explaining and discussing the potentials of the American Rescue Plan Act (ARPA) which are the Local Fiscal Recovery Funds are being provided by the U.S. Department of Treasury (Treasury) to help local governments recover from the Coronavirus pandemic.
- **October** we are considering a panel exploring the local housing issues.
- **November** we hope to have a presentation regarding local immigration issues and populations.
- **December** will be our Holiday Brunch.
- **January 2023** we'll once again have a Lively Issue conversation.
- **February 2023** the DEI Study Group will present possible positions for consensus.
- March and April 2023 are still open for topics.

2022 Nominating Committee Report

Nominating Committee: Stephanie Malaney (Chair) Gayle Hardt, Cindy Fallona (board member), Linda Bjella (board member)

To be elected to two-year term:

Vice President of Program - Renee Gralewicz
Treasurer - Diane Putzer
Director of Communication and Technology – Kathy Voigt

To be elected to a one-year term:

Director of DEI - April Savage

2023 Nominating Committee -To be elected to one year term:

Chair – Stephanie Malaney
Member-at large – Brian Post
Member-at-large – Jeanne Roberts
Board Representative –
Board Representative –

For information only

Continuing Board Members (year two of two-year term):

Co- Presidents - Linda Bjella & Marti Hemwall
Vice President Action - Jan Quinlan
Secretary - Julie Evers
Director of Voter Services - Jacqui Klimaszewski
Director Membership - Cindy Fallona

LWV Appleton-Fox Cities Board of Directors 2022-23

President	Linda Bjella & Marti Hemwall	2021-2023 (1 st term)
VP Action	Jan Quinlan	2021-2023 (1 st term)
VP Program	Renee Gralewicz	2022-2024 (2 nd term)
Treasurer	Diane Putzer	2022-2024 (2 nd term)
Secretary	Julie Evers	2021-2023 (2 nd term)
Director of DEI	April Savage	2021-2023 (1 st term)*
Director of Voter Services	Jacqui Klimaszewski	2021-2023 (1 st term)
Director Membership	Cindy Fallona	2021-2023 (2 nd term)
Director Communications	Kathy Voigt	2022-2024 (2 nd term)

*one-year term (completing 2nd year of Jeanne Roberts' term)

Respectively Submitted, Stephanie Malaney

Voter Services Report- Annual Meeting May 2022

Compiled by Brian Post – Director of Voter Services &
J. Klimaszewski, Director of Voter Education & Turnout

John Lewis National Day of Action – Votercade

Goals/Results:

- Conduct a safe event – no incidents reported
- Have 50 cars – we had 25-30 cars
- Get local media coverage – we made an appearance on WFRV local newscast at 6 and 10 pm on Saturday
- Create awareness on the importance of getting these bills passed – volunteers and participants, people who saw the Votercade, people who saw the local news, people who follow social media – all were exposed to our message
- ~35 of the buttons, placards, pamphlets were distributed

Voter Registration - in-person Events:

- Juneteenth event in Jones Park
- August 28- Farm Market

Connecting with High Schools

Conducted Voter Registration training for 6 AHS East Key Club students in Dec 2021. The AHSE Key Club has agreed to incorporate voter registration efforts as a part of their ongoing activities. Their efforts resulted in 13 high school seniors registering for the Spring election.

AHS North Marketing program – This program was paused this year due to an unknown school policy situation with the student.

Voter Registration Reminder Project with Starbucks:



The Voter Services Team was able to connect with local Starbucks management and The League of Women Voters of Winnebago County to produce table tents, wallet cards and 500 stickers to add to the cardboard sleeves for the cups (pictured above). We distributed materials to 10 Starbucks in the Outagamie/ Winnebago County areas.

VS Team is in the planning stages of contacting other businesses in the valley to provide these materials.

Candidate Interviews/Forums

Produced and distributed 14 candidate interviews/forums for the Spring primary and general elections

AASD School Board Interviews-all 9 participated

Grand Chute District #4 participated

Appleton City Council - District #4 Forum and District #10 Interviews

Outagamie County Supervisors-District #19 Forum

VOTE411

Contacted candidates and solicited responses to VOTE411 resulting in more than EVER before and a more solid base for future elections. We had a 48% response rate!

- **All AASD School Board** responded
- **Appleton City Council:** All candidates were invited; some who didn't respond already participated in a forum and others were in uncontested races.
- **Grand Chute Town Supervisors:** Both candidates in #2 responded and candidates in #4 participated in a forum.
- **Outagamie County Supervisors:** All candidates were invited for contested and non-contested races.

Jail Voting

Sara Companik has asked Winnebago League to contact County Clerk and sheriff, and has written to Calumet Co. Sheriff to encourage a shift in emphasis from them having to ASK to vote to being offered information on how to vote.

Action Report 2021-2022

Janice Quinlan, VP Action

Legislative Listening Sessions

We held two Legislative Listening Sessions this year in which a bipartisan group of our region's Wisconsin legislators participated virtually due to the pandemic. These were held on October 4, 2021 and February 7, 2022. Nine legislators were invited by letter, email, and phone. October's Listening Session's sole participant was Representative Lee Snodgrass. February's Listening Session included Senator Andre Jacque, and Representatives Snodgrass and Ron Tusler. Questions were prepared by our LWV-AFC Executive Action Team and audience members submitted their own questions following the prepared question forum.

Public Statements & Government Listening Sessions

Our local League made or delivered formal public statements at the Outagamie County American Rescue Plan Act (ARPA) hearing, City of Appleton Budget hearing, City of Appleton hearing on Climate Change Task Force, Town of Grand Chute ARPA meetings, and to the AASD Board of Education supporting mask mandates. Jan Quinlan, Linda Bjella and Nancy Jones participated in Outagamie County facilitated ARPA sessions last summer. Jan, Nancy and Marti Hemwall participated in a budget listening session with Mayor Woodford in October.

Fair Maps

Our local LWV is a member of the WI Fair Maps Coalition with Linda Bjella and Penny Bernard-Schaber in leadership roles. A number of our members attended an August Fair Maps rally in Green Bay, and a virtual Legislative Lobby Day on Fair Maps and met with Representative Snodgrass, and aides from Senator Roth's and Rep Dave Murphy's office. Individual members wrote letters to the editor, Ann Muenster hand-delivered postcards we wrote to our elected representatives in November, and many of us rallied on a brutally cold day in January in Houdini Plaza where Linda Bjella was a featured speaker. As of this writing, we continue to wait for the Wisconsin Supreme Court to issue their ruling on "fairer" maps.

Climate Resiliency Action Team

The Climate Resiliency Action Team grew out of the recently concluded Climate Resiliency Study Committee. They have met several times this year and crafted our statement to the City of Appleton about the City's Climate Task Force recommendations.

Executive Action Team

This year 15 LWV members who are especially well-versed in local government issues met bimonthly to discuss local issues. In January this group composed draft questions for the Legislative Listening Session, and in March they discussed the Equity Network and how to expand our Observer Corps.

Observer Corps & Equity Network

LWV-AFC is a member of the Equity Network, a group founded by Nancy Jones to bring together organizations interested in observing government meetings through an "equity" lens. Nancy has recruited a large pool of observers including about 8 of our local League members. She found an online reporting system that records reports of observers and emails alerts when each new report is filed. This winter and spring, Nancy is training a UWO intern majoring in political science to assist with Equity Network efforts.

Linda Bjella activated a group of about 10 local League members who live in the Town of Grand Chute. This new GC observer corps meets monthly to share updates. We see this as a great model for expanding our LWV Observer Corps in other Fox Cities regions.

Fundraising Committee Sue Hopfensperger

In 2021 the Fundraising committee actively engaged in fundraising activities including our Women's Equality Day fundraising letter campaign, and Membership Sustaining Contributors campaign. Thanks to our generous members and friends, we received \$3,925 in donations from our Equality Day fundraiser!

In 2022 we are proud to announce our newest fundraiser, "Show Your Pride" Promotional Items sales which will debut at our Annual Meeting on Thursday May 19, 2022. A variety of promotional items will be available for sale at the meeting. We will also be opening our on-line store later in the year!

Also, we will be replacing the Women's Equity Day fundraising letter campaign with a Women's Equality Day fundraising drive. The campaign will offer a variety of promotional packages at increased donation levels. (Similar to the PBS membership drive). This fundraising event will run through the month of August ending on Women's Equality Day, August 26th.