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DAWN BREAKER

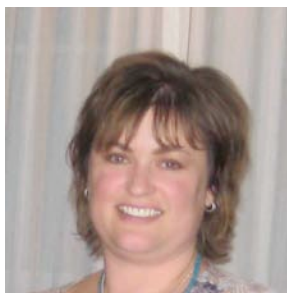
**THE NEWSLETTER OF
AAUW MAINE
SPRING 2008/09
VOLUME 56, NUMBER 3**



President's Message

by Charmen Goehring-Fox

This year has certainly begun with a flurry of AAUW activity! As an AAUW member, I was so proud that the first law that President Obama signed into law was the Lilly Ledbetter Fair Pay Act. AAUW was a major supporter of the legislation and had been actively working to seal the deal. Our own two senators helped to get it passed in the Senate. Now we are working to get the companion piece, the Paycheck Fairness Act, through the Senate and to the President's desk. Both pieces of legislation will help close the gap between women's pay and men's.



The proposed Association bylaws have recently been published on AAUW's website and will be voted on at the national convention in June. The bylaws follow the historic restructuring vote that took place at the national convention in June, 2007. I hope that each of you will take a few minutes to review the proposed bylaws, talk about them in your branches, and let me know if you have any concerns. Our delegation to the convention will need to know how Maine's members feel so that we can vote appropriately. They appear to be concise and thorough to me. We will also discuss the proposed bylaws at our state convention in May.

Speaking of state convention, I hope that each member will put May 1-2 on her calendar and meet with us in Presque Isle. Pat Rathbun and her committee have worked hard to create a wonderful, interesting program for us! They have also arranged a pre-convention reception, an early nature walk, and several other enjoyable activities! We will also honor our Achievement Citation Award winner and our branch honorees, elect new officers, and hear from fellow AAUW members! We anticipate a few of our Canadian Federation of University Women - Atlantic Region sisters will be able to join us! See the accompanying article for all the details and registration information.

Your state board has been busy working on a strategic plan to help guide us through the next few years. We all know that some changes have to be made if we are to continue attracting women to our organization and growing the membership. Coalition building is one way we are hoping to do this. It is our intention that the plan will be ready and available for members to view at the state convention. There will be action items for the state, branches, and individuals to engage in on this journey.

Enjoy the coming of spring! I look forward to greeting you in May in Presque Isle!

AAUW of Maine Convention May 1-2, 2009

See pages 2-3 for news of this exciting "must-do" event.

"KEEP MAINE CONNECTED" CAMPAIGN SUCCESSFULLY MEETS GOAL

AAUW Maine's Keep Maine Connected Campaign has been successfully completed. With contributions from many generous members throughout the state, the Keep Maine Connected Campaign reached its goal of \$2,000, and, thus, balanced the budget for the year. With decreases in income from membership dues, this campaign has made possible continuation of services by AAUW Maine. The state board has agreed that this campaign should be conducted again next year. Special thanks to Marilyn Leimbach, treasurer of AAUW Maine, for her hard work in coordinating this effort.

AAUW's EXPANDING SOCIAL NETWORK

Twitter (<http://twitter.com>) a social networking and microblogging service, allows followers to see what AAUW is doing in real time. Follow AAUW (<http://twitter.com/AAUW>) to see what we're doing now! AAUW can also be found on Facebook (<http://www.facebook.com>).

AAUW MAINE STATE CONVENTION
May 1-2, 2009 “THE FUTURE IS NOW: 21ST CENTURY WOMEN STEP UP”



Northeastland Hotel

436 Main Street, Presque Isle, ME 04769

On May 1-2, 2009, AAUW members from around the state will gather in Presque Isle for the annual State Convention. Our theme for this year's convention is “The Future Is Now: 21st Century Women Step Up.” As we examine some of the educational challenges facing women and girls, our program will focus on educational strategies in today's rapidly changing world, the continuing effort to encourage girls to enter the math and science fields, and the individual challenges we face as women trying to find the balance between work, health, and personal relationships.

Please join us as we explore these issues through thought-provoking speakers and presentations. In addition, we'll hear from our President Charmen Goehring-Fox and AAUW Regional Director Patricia Ho. We'll meet this year's Achievement Citation Award winner, conduct annual business, elect state officers, and hold our basket auction. Optional activities will include a historical walk and reception on Friday afternoon, as well as an early-bird walk to UMPI on Saturday morning – where participants will have the opportunity to tour and explore Gentile Hall, a state-of-the-art exercise facility. **Make plans now to join us on May 1-2 and take the opportunity to be an active member of AAUW Maine. We need your ideas, creativity and energy to make the convention a success!**

Schedule of Events

Friday, May 1, 2009

| | |
|----------------|--|
| 3:00 – 6:00 PM | Registration |
| 4:00 – 5:00 PM | Historical Tour/Reception at Wintergreen Arts Center (<i>Optional</i>) |
| 6:00 – 6:15 PM | Welcome |
| 6:30 – 7:30 PM | Dinner Northeastland Hotel |
| 7:30 -8:30 PM | Presentation of Achievement Citation Award and branch awards. |

Saturday, May 2, 2009

| | |
|------------------|---|
| 6:30 – 8:00 AM | Walk/Tour Gentile Hall, UMPI (<i>Optional</i>) |
| 8:00 – 8:50 AM | Breakfast Buffet- Northeastland Hotel |
| 9:00 – 9:15 AM | Welcome |
| 9:15 –10:00 AM | Keynote: “Assessing Educational Goals and Strategies Amidst the Dynamics of Change,” Ellen Schneider – Asst. Superintendent SAD#1, joined by colleague Donna Lisnik. Ellen will present a powerful assessment of the challenges involved in curriculum development in today's world and follow with a Q & A session. |
| 10:00 – 10:15 AM | BREAK |
| 10:15 - 11:45 AM | Panel – Women Educators Inspiring Others from within Their Professions. Presenters include several AAUW members whose research, experience, adventures, and publications impact both students and colleagues. Brief presentations will be made by the following women: Mena Irving – “My Trip to NASA” Anja Wittington – “Inspiring Courage in Girls” Alice Sheppard – “Of Moose and Women, Sarah Palin in the Editorial Cartoons” Deborah McGann – “Mapping the Diabetes Genome” |
| 11:45 – 1:00 PM | Lunch - Speaker, Rene Laliberty – “Putting a Face on Upward Bound” |
| 1:00 – 2:45 PM | Business Meeting and Elections – Remarks by: Patricia Ho , AAUW Regional Director |
| 2:45 – 3:15 PM | Wrap up – basket drawings and evaluations |

DIRECTIONS to Northeastland Hotel, Presque Isle: Get off at the I95 Houlton exit (exit 302). Turn left onto Route 1 north. Drive straight on Route 1 for approx. 27 miles to Mars Hill. At Mars Hill, stay on Route 1 north by turning left. Drive straight approx. 14 miles to Presque Isle, where the Northeastland is on the right, 436 Main St. Additional parking is available in back.

REGISTRATION FORM
“The Future is Now: 21st Century Women Step Up”



Name: _____

Address: _____

Branch Name: _____

E-mail/Phone: _____

Friday Afternoon Historical Tour/Reception Wintergreen Arts (optional and no charge, but we would like a count)

_____ yes _____ no

Saturday morning walk/Tour of UMPI – Gentile Hall (optional)

_____ yes _____ no

CHOOSE ONE

- | | | |
|--|---------|-------|
| 1) Friday Only (includes registration fee and Friday dinner – make choice for dinner below) | \$35.00 | _____ |
| 2) Saturday Only (includes registration fee, breakfast buffet and lunch) | \$40.00 | _____ |
| 3) Both Days (includes registration fee and all meals – make choice for dinner below) | \$60.00 | _____ |

***Fri. Dinner Meal choice (please circle one): Baked Haddock, Baked Virginia Ham, or Chicken Cordon Bleu**

Total Enclosed _____

Do you have special needs? (Physical or dietary – vegetarian available via hotel menu)

Are you interested in “home hospitality” (staying in local member’s home)? If so, contact Pat Rathbun at 762-1791 to discuss option further – please do so immediately, prior to sending in registration. (Small donation to local member’s branch is suggested in lieu of hotel costs.)

Please mail registration by April 10, 2009 to Donna Hurley, 23 Harvest Road, Caribou, ME 04736.

Confirmation will be emailed if email is provided. **Make checks payable to “AAUW.”**

Please send your registration as soon as possible. A block of rooms at the Northeastland Hotel has been set aside for our use at the discounted rate of \$75.00 per night. Be sure to mention AAUW when making your reservation to get the group rate. The phone number at the Northeastland Hotel is 768-5321 or 800-244-5321. If you have any questions, please contact: Pat Rathbun at 762-1791

AAUW OFFERS FREE E-STUDENT AFFILIATE PROGRAM

Today's tech-savvy undergraduate students who attend an AAUW College/University (C/U) partner member institution may connect with AAUW by becoming e-student affiliates. Undergraduate students from Colby College, Northern Maine Community College, Thomas College, the University of Maine, and the University of Maine at Presque Isle are eligible to be free e-student affiliate members of AAUW. As e-student affiliates, they will receive electronic copies of AAUW's publications and research.

Student affiliates pay \$17 per year to become members of AAUW. They must be enrolled in two- or four-year accredited institutions. Graduate students are not eligible for student affiliate status. They pay \$49 for national dues.

For more information about the new E-Student Affiliate benefit, visit <http://aauw.org/About/join/eStudentAffiliate.cfm> or contact C/U Representative Betty-Jane Meader at meaderb@thomas.edu.

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## NEWS FROM NATIONAL AAUW MEMBERSHIP CHAIR ANN GUSTAFSON AND NATIONAL FINANCE VP LINDA BORS

AAUW National dues for both branch members and members-at-large (MALs) for FY 2010 will remain at \$49 (see NOTE below). This amount was approved by the AAUW Board of Directors at their October 2008 meeting. Beginning April 1, 2009, of the \$49 AAUW national individual member dues, **\$46 is tax deductible**, payable to "AAUW," our 501(c)(3) charitable organization; \$3 go to support your AAUW Lobby Corps and election-related activities and are not tax deductible. However, you should still pay the dues in one payment, to "AAUW," for the full \$49 amount. Student Affiliate dues will continue to be \$17, \$16 of which will be tax deductible for the same reason. Your state and branch dues are not included in the \$49.

NOTE: Delegates at the 2003 AAUW Convention gave approval to raise dues by \$2/year for FY05-10 and directed the FY09 AAUW Executive Committee to review whether or not the annual-fixed-amount-increase concept shall be continued, consider other options, and make a recommendation to the AAUW Board of Directors. The AAUW Board is very sensitive to the impact raising dues has on membership recruitment and retention, along with the financial impact of the current economy. Due to the operational streamlining that has occurred since the 2003 Convention and the additional streamlining with the reorganization, effective July 1, 2009 (FY10), a further dues increase is not needed at this time.

## AAUW MEMBERSHIP PILOT PROGRAM

National AAUW established a new payment system for dues. AAUW Maine is one of 31 states to join this pilot program. Branch officers will be able to update membership data online. The program will likely modify how dues payments are submitted. **National dues for 2010 are \$49.**

Branch treasurers:

Option 1: Send all individual checks (dues payments) to the national office. Branch and state dues will be transferred to branch and state bank accounts from the national account.

Option 2: Branch sends one check to the national office. State dues are transferred to the state bank account from the national account.

Option 3: Member pays national/state and branch dues online with a credit card. Branch and state dues are transferred to the branch and state bank accounts.

Frequently asked questions document is available here: [http://www.aauw.org/member\\_center/briefings/upload/mpFAQ.pdf](http://www.aauw.org/member_center/briefings/upload/mpFAQ.pdf)

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NOMINATING COMMITTEE REPORT Betsy Eggleston

President - elect - no candidate
Program VP - Joan Sanzenbacher
Member VP 1 year - no candidate
Recording Secretary - Mary Ireland
Treasurer - Marilyn Leimbach
Nominating Committee 3-year term - Nominations, according to our bylaws for this position come from the floor at the time of our annual meeting.

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## AAUW SIGNS ON TO FIGHT PREGNANCY DISCRIMINATIONS

Coinciding with the anniversary of the Pregnancy Discrimination Act, AAUW signed on to an amicus ("friend of the court") brief on a case involving Title VII and the PDA. The case of *AT&T v. Hulteen*, which is before the U.S. Supreme Court, will address whether AT&T violated Title VII of the Civil Rights Act of 1964 by awarding women retirees smaller pensions because of pregnancy leave taken before the PDA was passed in 1978. The Pregnancy Discrimination Act requires employers to treat pregnant women the same as other employees with similar abilities or physical limitations.

## ACHIEVEMENT CITATION AWARD

by Kristin Sweeney

AAUW Maine is delighted to honor **Sharon Barker** with our 2009 Achievement Citation Award. She was nominated by her Penobscot Valley Branch where she is an active member. Her laudable work in support of the women and girls of Maine is well known to AAUW members, particularly since she has just been inducted into the Maine Women's Hall of Fame on March 21 of this year. Other recent awards she has received include the Honor Society of Phi Kappa Phi (2007) and the Sarah Orne Jewett Award – Maine Women's Fund (2004). She has been the Director of the Women's Resource Center at the University of Maine in Orono since its inception in 1991. A sampling of her meritorious volunteer activities includes: Project Director for the Maine Girls Collaborative Project, which encourages girls' participation in science, technology, engineering and mathematics; Board of Directors at the Mabel Wadsworth Women's Health Center in Bangor; co-chair of the Expanding Your Horizons Conference Committee; chair of the Women's Employment Issues Committee of the Maine Jobs Council in 2007; and the WAGE Project.

## MAINE WOMEN'S HALL OF FAME

The Maine Women's Hall of Fame inducted AAUW member **Sharon Barker** into its prestigious ranks on March 21. The announcement of the Achievement Citation Award (above) includes a description of some of Sharon's contributions. In addition, the Maine Women's Hall of Fame will be honoring its three founding members, one of whom is the late **Jeanne Littlefield Hammond**. Jeanne Hammond was a significant, active participant in AAUW, serving in many capacities and working unceasingly to strengthen the organization and support women's rights.



PHOTO: Betty-Jane Meader (left) and Sharon Barker (right) at induction ceremony.

## HOW RELEVANT ARE WE?

Patricia Ho, New England Regional Director

Lilly Ledbetter's victory was a significant win for all of us! Not only did passage of the Fair Pay Act reverse a regressive Supreme Court decision, but it highlighted AAUW's advocacy power in leading the fight for pay equity. AAUW staff provided ongoing support to Lilly, accompanied her to hearings, and were seated in the front row as President Obama signed the bill into law. Next step: leading a coalition for passage of the Paycheck Fairness Act, which addresses wage discrimination and empowers women to negotiate for equal pay.

As the recession has deepened, Linda Hallman and staff have increased efforts on behalf of working women and their families. AAUW lobbied members of Congress regarding our priorities for the stimulus package, and most of our key issues were included: extension of unemployment benefits; tax credits for families, especially those in real need; appropriations for food stamps; aid to schools to maintain their budgets and undertake critical construction projects; tax credit for college tuition; increase of \$500 to the maximum Pell grant; and COBRA subsidies allowing families to maintain health insurance after being laid off.

Why is AAUW so involved in economic recovery efforts? Women have lost 495,000 jobs since the beginning of the recession in December 2007, and yet, more families than ever are relying upon women as family breadwinners. Earning only 78 cents compared to a man's dollar, women need equal access to employment and equal pay, especially during painful economic times, to keep their families afloat. Find out how you can spread the message about AAUW's *Keep the Change* campaign at [www.aauw.org](http://www.aauw.org).

Linda Hallman states that "AAUW's mission-related work is ongoing and widespread, that AAUW must do everything we can to help get the American people back to work and to ensure that the unique concerns of women and girls are factored into policy solutions." Recognized for our effective representation of women, AAUW has been invited to the White House Task Force on Middle-class Working Families. In this forum, AAUW has advocated for opening up non-traditional STEM fields to women, apprenticeships for women on construction projects funded through the recovery plan, and work/life balance for women in the workplace.

We can be proud of AAUW's presence and work on behalf of women and families. Relevant? We are indeed!



## AAUW IN THE 21<sup>st</sup> CENTURY

by Ruth Z. Sweetser (President, AAUW Assn.) and Barbara L. O'Connor (President, AAUW Educational Foundation)

Will 2009 be the year of AAUW's transformation? If so, each of us needs to be reminded that policies and procedures by themselves don't change an organization. Rather, it is YOU, the members, who have the opportunity to move AAUW from a 20<sup>th</sup>- to a 21<sup>st</sup>-century organization. Because transformation depends on the human factor, how does this happen?

First, we have to work and think together as an entire community to ensure that we keep our AAUW Value Promise at all times. When planning branch activities or even personal activities, ask "How does this project or program or activity help keep AAUW's Value Promise?" In other words, how am I helping to break through educational and economic barriers for women and girls? Diligence in keeping AAUW's promise will make an enormous difference in getting results for our mission and in branding our organization.

Whenever you read with your granddaughter, play in a bridge tournament that benefits the AAUW Educational Foundation, host a guest speaker on pay equity at a branch meeting, or write your member of Congress through our Two-Minute Activist portal, you're taking a step to break through barriers. Just asking yourself that question brings a new awareness to and appreciation of our work that is vital to making it succeed—and will help you focus as your branch plans its mission-based programming. When you take that planning up a notch—asking how can my branch join with as many other branches and members as possible to apply our collective influence to a breakthrough—barriers, watch out! With nationwide engagement by members, our results, if documentable, will prove to be powerful and persuasive.

Second, plan to attend the 2009 AAUW National Convention: Breaking through Barriers, June 26–28, in St. Louis, where you'll have the chance to experience the new AAUW firsthand and to see what the future holds for our organization. You'll make AAUW history by participating in the bylaws votes, and, of course, you'll reconnect with old friends and make valuable and enjoyable new connections. But, please, come to convention well versed in the proposed bylaws and rationales; the briefings provide extensive information on these new approaches.

Third, adopt innovative tools and future-oriented thinking about what will make AAUW viable, attractive, and competitive. Organizations compete for the attention and participation of current and potential members. If we are unable or unwilling to see the big picture of AAUW and its needs in 2009 and beyond, we risk the future of the entire

organization. So to finalize the corporate restructuring from three separate entities to one tax-exempt umbrella organization [a 501(c)3 with a very small 501(c)4 subsidiary, the Action Fund], we will need to adopt bylaws that support the respective legalities and functions. We also need new ways of operating that recognize updated ways to lead, technology that facilitates administrative work so volunteers can devote themselves to breaking through barriers, 21<sup>st</sup>-century ways of engaging with each other, and other practices.

A number of these innovative tools have been introduced through the series of briefings that AAUW has provided since early fall 2008. These tools include the Programs in a Box, which provide how-to's for mission-based programming; the Membership Pilot Program, which will allow leaders to manage their membership records online; and the Branch and State Local Scholarship Clearinghouse Pilot Program, which will help branches market their scholarships and select their recipients from a pool of prescreened applicants. Our new method of submitting a leadership position application will allow members to express general and specific areas for service, along with an inventory of skill sets they can bring to these positions. The type of work expected of the regional director is so valuable that we are revamping and strengthening that role to ensure grassroots engagement for the new AAUW.

At the AAUW state spring meetings, board members and other leaders—champions—will present and facilitate discussion on all these transitions. Be sure to take advantage of this personalized learning opportunity, especially in preparation for the convention in St. Louis.

Each of these changes marks a departure from our business as usual, yet they are all designed to address our organizational shortcomings. It is up to us to take hold of what organizational development teaches us, leave behind AAUW practices and thinking that don't work, and build on AAUW's unmatched legacy to reshape its potential for the future. We need to be smart, as well as educated!

The critical question is, How will you help AAUW move into the 21st century? As noted, the forward-looking framework and policies/procedures are being developed for your consideration and decision. How you think about AAUW, its future and its promise, will determine both how you receive proposed changes and, more important, what you do with the new AAUW once it is in place. You—both individually and collectively as the AAUW community—are the agent on which AAUW's success rests!

The new AAUW is going to be a force to be reckoned with. With a community of nearly 100,000 determined women and men, focused on a single objective—to break through barriers for women and girls—we will be unstoppable.

## AAUW-MAINE EF/LAF REPORT

by Susan Nolan Landry, EF/LAF Liaison

Thanks to all branches that contributed in 2008, and also to the many individual members who stepped up to be counted. Following are the branch figures reported to me by the Association; if there are any discrepancies according to your records, please let me know so that I can follow up with D.C. and have corrections made if necessary.

For EF: Bath-Brunswick \$500; Caribou \$200; Hancock County \$150; Houlton \$150; Penobscot Valley \$950; Waterville \$525. For LAF: Bath-Brunswick \$250; Caribou \$200; Hancock County \$50; Houlton \$100; Penobscot Valley \$190; Waterville \$225. Individuals in Bath-Brunswick, Hancock County, Mid-Coast, Penobscot Valley, and York County! sent donations to one or both funds. And as a state our contributions, raised by basket raffle at the 2008 convention, are listed as \$338 for EF and \$348 for LAF. (Whether there is actually a \$10 difference or it's merely typographical I'm not sure; it's intended that raffle proceeds be divided equally between the two funds.) All told, in 2008 Maine branches and individuals contributed \$3,188 to EF and \$1,728 to LAF, and "unrestricted support" including note card sales yielded another \$1,115; while certainly we can, should, and do aspire to raise those figures, this is not too shabby for a state with our demographics—relatively small and widely scattered population, aging members, branch membership static or falling, etc.—and considering economic conditions during recent years.

That said, let's buck the current economic outlook and get the ball rolling this spring by raising an exceptionally high donation through our basket raffle! Branches have been given some tickets for pre-convention sales, and information is being shared regarding basket themes. Only three are known at this moment: there will be a TRAVELER'S basket, which sounds intriguing; a MOVIE NIGHT basket, which should be loads of fun for both the assemblers and the winner; and a BUY LOCALLY basket, which is good for the environment and saves energy in transportation costs! This fundraiser has taken on a life of its own. If you've witnessed the baskets contributed in any of the last several years you know how fantastic they are, not only in creativity of theme and the wonderful individual items included, but in their overall sumptuous quality; when the overflow becomes so large that a supplemental container is needed—well, need I say more?? You're really missing something if you aren't at convention to experience these. Fear not if you just cannot be there, however, because winners need not be present at time of drawing. See your branch EF/LAF liaison for tickets, and you'll have as good a chance as anyone. But I do hope to see you there!

## BRANCHING OUT

### BATH-BRUNSWICK BRANCH by Debbie Schall

The Bath-Brunswick Branch has had very interesting programs this year. In September, at our Fall Kick-Off Dinner, we heard from State Senator Paula Benoit, who had a successful first term in the Maine Legislature by helping to sponsor and pass legislation that allows adult adoptees access to their original birth certificates. This work earned her the US Congressional "Angels in Adoption Award." In October, Kathleen Sutherland, Associate Professor Emeritus of Political Science at Bowling Green State University, spoke about "Women in Egypt." She spent many years in the Middle East, mostly Egypt, teaching and researching the Middle East and women's studies. This fall she taught "Inside the Middle East: An Overview of the Politics of this Crucial Crossroads of the World" at the Osher Lifelong Learning Institute at the University of Southern Maine.

In November, our speaker was Alexandra Cowen, recent Bowdoin College graduate and Outreach and Communications Coordinator for *Safe Passage*, the organization that Hanley Denning of Yarmouth started in Guatemala before her untimely death in January, 2007. Alexandra shared photographs she took during a recent trip to that country.

Our two branch fundraisers were held in the fall. During November, we held the annual sale of Sally Foster wrapping paper, an activity that is our longest running fundraiser and generates much of the funds we use for the EF and local scholarship. Our annual Holiday Party and Greens Event, held in December, is our traditional "No bake, no cook, no sew, no craft, but bring lots of greens (cash or check!) event."

During our annual daytime meeting in January (because of winter weather), we met at the Kennebec Tavern in Bath for a great lunch and a conversation with local author, Elaine Ford Boatin. Elaine, who has authored five novels and numerous short stories, spoke about how she came to write one of her short stories.

We met in February to hear from Sarah Kulis, young mother and lobsterwomen, about "Women and Lobsters in Maine." She spent her childhood fishing alongside her father and had her own license and traps by the time she was 12. She now has the help of her two young daughters, ages 7 and 5, who love being on the water with Mom. A representative from the Lobster Conversancy also came to show us what is being done locally to help preserve the lobster industry.



### **PENOBSCOT VALLEY BRANCH** by Phyllis Borns

We held our annual January brunch at the home of Shirley "Lee" Davis. Twelve branch members attended, plus a local Member-at-Large. Following the delicious brunch, Phyllis Borns conducted the brief meeting, focusing on coming events. Afterwards we shared highlights of when and why we had joined AAUW, what we most enjoyed about belonging, and what else was keeping us busy in addition to AAUW activities. One of our 50-year Honorary Life Members, Jane Ann Cooper, told of how, in 1954 as a member of the branch's Legislative Committee study group, she had worked towards a minimum wage law. It took about four years for the Living Wage Bill to be enacted, but the branch's endeavors prevailed. *Note: The minimum wage that was finally set was 75 cents per hour. One of the women interviewed by the study group earned 35 cents per hour and supported her mother.*

In March we helped the Maine Women's Lobby celebrate its 30<sup>th</sup> anniversary with Sarah Standiford, Executive Director, as our speaker. We congratulated member Sharon Barker on being selected by the Maine Women's Hall of Fame as its honoree at their 20<sup>th</sup> Annual Celebration. Cathleen Bauschatz announced that Sharon Barker, our nominee for this year's AAUW's Achievement Citation Award, had been selected as the state's recipient. The branch will be honoring her at our annual May dinner meeting also. We also honored Convenor-of-the-Month Mary Cathcart, contributing \$500 towards the University of Maine's NEW Leadership Summer Institute to be held from June 11-16, at the UM campus. *(See the in-depth description of this endeavor written in the Winter 2008-09 Dawnbreaker on page 5.)*

Our next event will be our 58<sup>th</sup> annual book sale, to be held on April 18 in the vestry of the Church of Universal Fellowship on the corner of Main and Juniper Street in Orono. Early Birds pay \$10 to attend the first hour from 8:00 a.m. to 9:00 a.m. From 9:00 a.m. to 2:30 p.m. admission is free. Peggy Hallee and her crew will be in charge of the snack bar that day. At our very first sale in 1952 Brownie Schrupf had added a food sale and coffee.

Looking ahead: in May our branch will be turning 85-years-young, having been started in May 1924, first as the University of Maine branch, in 1948 renamed the Orono-Old Town branch, and more recently changed to Penobscot Valley branch. We will be celebrating our branch's birthday at our first fall meeting in September.

### **WATERVILLE BRANCH** by Bets Brown

Due to winter weather, the annual December auction had to be cancelled, but is now rescheduled for a late spring auction at the May Gala. This approach will give us an opportunity to sell new items that prepared us for summer (e.g., novels for vacation reading, seeds, plants, gardening

equipment, summer hats, Frisbees, bird books, and more).

At our March meeting, we heard from Dr. Jennifer Coane, Assistant Professor of Psychology at Colby College about "The Interplay of Knowledge, Language, and Memory Speaker." Dr. Coane went from drama school to being a horse therapist for disabled children to graduate work on how our memories work, particularly "false memory."

In February, Stacy Meyer Jochem presented "A Healthy Heart for Women." She provided a review of cardiovascular disease with a focus on physical activity and why being physically fit is the single most important factor to reduce heart disease! We enjoyed a cubicle-yoga-and-office-stretching activity that we could use at home or work. Ms. Jochem is a liaison to the Maine Governor's Council on Physical Activity and is certified by the American College of Sports Medicine as a Physical Activity in Public Health Specialist.

In April we will hear from the Literature Study Group and enjoy a festive book swap.

### **MID-COAST BRANCH** by Judy Dinmore

#### **New Hope for Women honors AAUW at Blaine House Tea.**

On October 28, 2008, at the annual Blaine House Tea to acknowledge significant contributions to ending domestic and dating violence, New Hope for Women honored the Mid-Coast Maine Branch for their work in creating the Information Guide for Abused Women in Maine. The Tea is sponsored by the Maine Coalition to End Domestic Violence. Judy Dinmore represented the Mid-Coast Branch and received the recognition at the annual Blaine House Tea. Tina Tucker, Lincoln County Community Educator at New Hope for Women, made the presentation. Judy made the following statement upon receiving the certificate, "I speak for all our members when I say how much we admire and encourage your good work. AAUW is proud to have made a contribution to it. We continue to advocate for women and girls, mindful that we stand on the shoulders of our forebears, inspired by and grateful for their vision."

The informative Guide, which is 20 years old and still in print, is still available to victims of abuse everywhere in Maine. Kathleen Morgan, Executive Director of New Hope for Women ([www.newhopeforwomen.org](http://www.newhopeforwomen.org)) in Rockland, reported that New Hope has handed out thousands of copies of the Guide over the years, as have the nine other domestic violence projects in Maine and has witnessed first-hand the critical importance of this information to the victims of violence and to their friends and family members. The Guide contains information about the dynamics of abuse, discusses the effects of the violence, offers legal information, and provides other helpful resources. It lets the readers know that abuse is not acceptable and lets

victims know that they are not alone, that abuse has happened to others, and that there are people willing to help them make a change.

The initial idea came from branch member Connie Whiteley. Member Katrina Wilder worked with Mid-Coast Branch members and Lisa Pohlman, the first executive director at New Hope for Women, to compile the information and compose the booklet. AAUW underwrote the development and was issued a copyright in 1988. The copyright later passed to the Maine Coalition to End Domestic Violence ([www.mcedv.org](http://www.mcedv.org)). Past President, Molly Brown, remembers the effort that went into the Guide's composition and publication.

In speaking to individuals involved with the development of the Guide, Kathleen discovered two things. The first is that everyone had fun doing the work. The second is that all involved believe that this was one of the most important pieces of work they have done. It was a collaboration project that lined up New Hope's Mission to serve victims of domestic and dating violence, and the AAUW's mission to advance equity for women and girls through advocacy, education and research. The Guide is a remarkable accomplishment.



PHOTO: Judy Dinmore, president of the Mid-Coast Maine Branch receiving a Certificate of Appreciation from Tina Tucker, Lincoln County Community Educator at New Hope for Women at Blaine House.

**Scholarships** - In January the Branch awarded three Jean Nichols "Lift-Off" scholarships (for an initial course taken by a non-traditional student at University College in Rockland). In addition Branch members voted to increase by \$50.00 each the amount contributed to EF and LAF.

**New Members** - The Branch welcomed four new members this year. The Branch mourns the loss of one of its members, Elizabeth Mary Beach Kinney (1922 to 2009), a

Rockland native, teacher, artist and graduate of the University of Maine Farmington.

**Programs** for the remainder of the season are on Wednesday, April 15, 2009 *From the Inside Out: Why Folklore Matters!* The speaker is Karen Miller, Folklorist. On Wed., May 20, 2009, *SHAKE, RATTLE AND ROLL ON: Maintaining Independence in the Face of Parkinson's* will be presented by Cathy Lickteig Makofski, writer. Programs are presented at the Rockland Public Library at 1:00 p.m.

**Annual Luncheon** - This year our annual luncheon will be held in the new wing of the University of Maine Hutchinson Center in Belfast. Our speaker is Sharon Barker, Director of the Women's Resource Center at the University of Maine Orono. Her topic is the **Maine Girls Collaborative Project** that seeks to create a statewide network of girl-serving organizations that encourages participation in **science, technology, engineering and mathematics (STEM)**. By identifying and coordinating programs participating in this work, and providing a mechanism for active collaboration, we will be better able to bring accurate, up-to-date information to Maine educators about the challenges and opportunities for women in the STEM fields based on best practices and research. This process will increase opportunities for girls in Maine and connect Maine's STEM initiatives for girls with programs throughout the country. Members from other branches are enthusiastically invited to attend. The charge for lunch is \$20.00. Participants must pay and make a menu selection in advance - deadline is May 27th. Contact Judy Dinmore via email at [jdinmore603@roadrunner.com](mailto:jdinmore603@roadrunner.com) or by phone at 354-0008.

## TWO PARTNERSHIPS OF AAUW OF MAINE

### Maine Choice Coalition

#### Notes from Sharon Barker

I attended the Maine Choice Coalition meeting via teleconference. Here are some highlights. We are expecting the Obama Administration to address executive orders and priorities of the Bush Administration related to family planning and reproductive health. These include: overturning the HHS rule that is scheduled to go into effect on January 19th that would require family planning and planned parenthood centers to accommodate people who have a religious or philosophical opposition to the work they do, including in their hiring process. Support funding for Title X, birth control services for teenagers. Eliminate support for Abstinence Only education. Re-instate preferred pricing for birth control, which has become prohibitively expensive under current rules. And include 15 billion in the stimulus package for family planning infrastructure, including buildings, green construction, increase the number of available providers, and expand services. The options to overturn the HHS regulations are:

law suit (current Attorney Janet Mills is good on this issue); through legislation; or have Obama rescind on his own.

### **Women's Leadership Action Coalition**

Notes from Bets Brown

In March, Sarah Standiford invited AAUW to be on the steering committee of the Women's Leadership Action Coalition. I agreed to represent the group, with back up for meetings from Sharon Barker, when she's available. In this capacity, AAUW Maine has signed on in support of the Employee Free Choice Act that will support women's choice to join a union without repercussions. We also are on board to support the formation of a Maine Commission on the Status of Women and the Marriage Equality Bill.



### **AAUW RELEASES 2009-10 FEDERAL POLICY AGENDA**

AAUW today released the 2009-10 federal policy agenda, a comprehensive set of goals aimed at advancing equity for women and girls that builds upon previous policy gains. Toward that end, AAUW remains focused on closing the sizable wage gap between women and men while pushing for policies that promote family friendly workplaces and address the educational achievement gap.

To see the entire policy agenda, visit [http://www.aauw.org/advocacy/issue\\_advocacy/upload/fed\\_policyagenda.pdf](http://www.aauw.org/advocacy/issue_advocacy/upload/fed_policyagenda.pdf)

"We have a proven track record of breaking through barriers in Washington and around the nation," said AAUW Executive Director Linda D. Hallman, CAE. "While the nation has major challenges ahead, AAUW has the experience and the resolve to stay true to our mission and pursue policies that benefit women and their families in these troubled times."

Lisa Maatz, AAUW director of public policy and government relations, said "In the coming months, we will focus on a number of issues including those involving economic security and the workplace, especially in light of the serious economic downturn." Highlights from the 2009-10 federal policy agenda include:

**Promoting women's economic security:** AAUW's report, *Behind the Pay Gap*, found that women earn less than men just one year after college graduation, even in the same major and field. AAUW recommends that the U.S. Senate give priority status to the Paycheck Fairness Act, which would close loopholes in the Equal Pay Act and has already been passed by the U.S. House of Representatives. AAUW also urges the Obama administration to reverse the negative effects of regulations, finalized in November 2008,

which make it harder for most workers to use leave authorized by the Family and Medical Leave Act.

### **Expanding educational opportunities for women and girls:**

AAUW will work to ensure that student aid programs provide additional funding so that current students can stay in school, and workers looking to retool and retrain can affordably access the training they need. AAUW also supports strengthening STEM (science, technology, engineering, and mathematics) education-an area of job growth even in these tough times-especially for women and other underrepresented populations. Women make up only 25 percent of the labor force in science, engineering, and technology fields.

**Promoting and defending civil rights:** AAUW's policy priorities include paying continued attention to judicial nominations, advancing hate crimes legislation, and protecting against attacks on women's reproductive rights. AAUW was pleased to see the new administration rescind the global gag rule as it applies to international family planning programs, and we support new regulatory efforts to rescind the overly restrictive conscience clause regulations.

### **UPDATE: Maine Girls Collaborative Project**

By Anja Whittington, AAUW Liaison

On October 10, 2008, the Maine Girls Collaborative Project (MGCP) held their kick-off conference to showcase the project at the University of Maine at Orono. Over 80 people attended, and lively discussions, collaborations, and presentations were held. During the discussion groups, a series of questions were responded to and have been summarized and posted at [www.pugetsoundcenter.org/ngcp/maine/conference.html](http://www.pugetsoundcenter.org/ngcp/maine/conference.html). Information about the MGCP can be found at [www.pugetsoundcenter.org/ngcp/maine/index.html](http://www.pugetsoundcenter.org/ngcp/maine/index.html).

The Leadership Team is in the midst of reviewing proposals for the minigrants. The MGCP has \$35,000 dollars allocated to providing support for organizations collaborating to create programs for girls in the STEM fields. Support came from the National Science Foundation (\$15,000), the University of Maine Office for Research (\$15,000), and the Maine Women's (\$5,000). The Maine Women's Fund will also train girls to be reviewer's for the next set of mini-grant proposals, allowing girls the opportunity to review projects for girls!!!! The next round of funding will open April 1<sup>st</sup> and close July 31<sup>st</sup>. See the MGCP website for further details.

In April, the Leadership team will plan future activities for the MGCP and create a public educational forum. See the MGCP website for details as we develop these plans. Overall information about the National Girls Collaborative Project can be found at [www.aauw.org/education/ngcp/](http://www.aauw.org/education/ngcp/).

## A NEW PUSH FOR EQUAL PAY

The Equal Pay Act was passed in 1963, but women still make roughly 78 cents to a male colleague's dollar. Why? "A lot of loopholes exist in the law, which isn't always enforced anyway," says Lisa Maatz, director of public policy for the American Association of University Women. "Factors like job segregation and caregiving roles also come into play. A lot of 'maternal profiling' goes on."

Now Congress is renewing its efforts to close the pay gap. Two bills are slated to come before the new President soon: The Paycheck Fairness Act would force employers to justify pay differences and would increase penalties for discrimination. The Lilly Ledbetter Fair Pay Act overrode *Ledbetter v. Goodyear*, in which the Supreme Court ruled that women must sue within 180 days of the start of pay discrimination. The bill's supporters say the time limit is unfair because women often don't know they're earning less until well after the fact. "You're not hanging out by the water cooler asking about salaries, especially as a new employee," says Maatz. The ramifications of the wage gap persist even after women leave the workforce. "If a woman is paid less, her Social Security payments are lower when she retires, and her pension is lower," explains Rep. Jan Schakowsky (D., Ill.). "That's of huge concern as the population ages."

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### NEWS FROM THE WAGE PROJECT: WAGE Announces Spring 2009 Workshop and Facilitator Training Schedule

Below are the workshops and facilitator training sessions scheduled for the spring of 2009. If you are interested in attending one of these, please contact Annie Houle (ahoule@wageproject.org) for more information. We extend a special thanks and congratulations to those who have contacted campuses and done the work required to present \$tart \$mart workshops.

#### March

25<sup>th</sup>- Return \$mart-York, ME's Women, Work and Community's March Money Mini-series - Ruth Graves  
27<sup>th</sup>, 28<sup>th</sup>- Tradeswomen Conference- Augusta, Maine- Annie Houle and facilitators

#### April

7<sup>th</sup>- University of Maine- Presque Isle, ME- Annie Houle  
14<sup>th</sup>- Univ. of Southern Maine, Portland, ME- Annie Houle, Lyndsay Santeusano, and Mary Anne Benson  
22<sup>nd</sup>- Higher Ed Center, Eastern Maine Community College, Dover Foxcroft, ME, Annie Houle  
23<sup>rd</sup>- University of Maine/ Augusta, Augusta, ME- Annie Houle  
24<sup>th</sup>-25<sup>th</sup>- New York AAUW State Conference, Bolton Landing, NY- Annie Houle

We want to mention two notes of explanation about the above schedule. Last fall, the Maine Women's Fund awarded The WAGE Project a grant to sponsor \$tart \$mart workshops on as many campuses in Maine as possible. This support resulted in the large representation of Maine educational institutions in the spring schedule. In addition, local AAUW chapters have successfully gained grants from the national AAUW Foundation which has enabled many AAUW members to become trained facilitators and to schedule workshops this spring. As you can see, such collaborations produce solid grassroots activities.

### Another Wage Project Note

In the newest version of \$tart \$mart workshops, Annie Houle will introduce a Trade \$mart workshop at the 4th Annual Maine Tradeswomen's Conference in Augusta, Maine on March 28th. She will be assisted by trained Women Unlimited staff. The conference also features hands-on workshops in masonry, tile laying, rebar tying, and green building.



### NATIONAL CONFERENCE FOR COLLEGE WOMEN STUDENT LEADERS

For 24 years, the National Conference for College Women Student Leaders ([www.aauw.org/nccwsl/2009](http://www.aauw.org/nccwsl/2009)) has offered students the perfect opportunity to hone their leadership skills and become empowered to implement change on campus and in their communities. During this year's fast-paced, energizing conference students will:

- Hear exciting keynote speakers and meet inspiring Women of Distinction Award recipients. Former awardees have included playwright, performer, and activist Eve Ensler; award-winning journalist and author Kimberly Dozier; and Olympic medalist Dominique Dawes.
- Participate in workshops on advocacy, leadership, health and wellness, and "real world" issues like financial literacy and post-college life.
- Enjoy numerous opportunities to network, network, network.
- Take part in optional community service projects and pre-conference activities that make the most of what Washington, D.C., has to offer.

Take this opportunity to support the conference and send a student leader to NCCWSL! ([www.nccwsl.org](http://www.nccwsl.org))

You can encourage young women students to attend this conference as part of their leadership training. For more information and to register, visit [www.nccwsl.org](http://www.nccwsl.org).



## LEGAL ADVOCACY FUND: News and Notes

Susan Nolan Landry, EF/LAF Liaison

The AAUW Legal Advocacy Fund (LAF) has launched a frontal assault on workplace discrimination with its enhanced emphasis on case support for strategic sex discrimination litigation. The expanded vision for LAF is more inclusive and will support plaintiffs in any workplace. LAF, a program of the AAUW Educational Foundation, seeks member input in targeting cases in which AAUW's voice will make a difference. If you are aware of cases that can set needed precedents to gain justice for supported plaintiffs **and to prevent future discrimination** by letting employers know that workplace discrimination will be punished— send your recommendations to [laf@aauw.org](mailto:laf@aauw.org)! Recommendations are accepted from individual members as well as from collaborating organizations, AAUW affiliates, and lawyers familiar with appropriate cases. A case recommendation form will be provided when you write to [laf@aauw.org](mailto:laf@aauw.org), and applicants whose cases meet initial support criteria will then receive more thorough applications to complete and submit.

**Case support decisions will be guided by the AAUW Value Promise:** AAUW works to break down educational and economic barriers so that all women have a fair chance. A full list of eligibility criteria can be found in the LAF briefing on the website. An interesting criterion is to “have litigants who are willing to engage in branch visits and make appropriate public appearances with AAUW.” AAUW is always thinking ahead and planning for local impact including good promotional opportunities!

AAUW offers monetary support including funding for court filing fees; preparation of briefs, filings, and other case-based costs; plaintiff court travel; and specified immediate, essential plaintiff needs. Nonfinancial support includes signing an *amicus* brief; providing an official statement of support; and “delivering” AAUW members at court and at rallies and other publicity opportunities.

You can **keep up with LAF work by visiting [www.aauw.org/laf](http://www.aauw.org/laf)**. The online presence has been beefed up by the addition of a blog, a resource library, and a list of current national and regional news stories that address LAF issues. Also, at the last minute I've received the March 2009 LAF Express, which I can send to you as a Word attachment if you'd like— let me know ([Susan\\_Landry@umit.maine.edu](mailto:Susan_Landry@umit.maine.edu)).

## EDUCATIONAL FOUNDATION GRANT AT WORK IN MAINE!

Susan Nolan Landry, EF/LAF Liaison

This article is credited to Sarah Standiford, Executive Director of the Maine Women's Lobby. As many AAUW members know, the Maine Women's Policy Center offers a highly regarded **Girls' Day at the State House** program to increase the involvement of young women in civic life. Annually, Girls' Day serves approximately 100 diverse eighth-grade girls from all over Maine through a hands-on day of involvement with women leaders and the legislative process.

For over ten years, Girls' Day has effectively inspired and trained young women to advocate for the issues they care about and to consider a future in public life. However, to have a broader impact and ultimately change the political landscape for Maine women, we need to reach more girls. Currently, demand for the program exceeds our capacity to meet it. In fact, because of the limitations of space and resources, each year we are forced to turn away 40-60 girls.

Fortunately, a **planning grant from AAUW Educational Foundation** is supporting a strategic planning process to expand both the scope and the impact of Girls' Day at the State House and to fund a pilot expansion project so that Maine's young women have increased influence and involvement in public life. With AAUW EF support, we are convening partner organizations who conduct civic leadership programs to assess the landscape and devise ways to expand the scope of our efforts— through collaboration within existing programs, new strategies, or both. We are excited about what the results may be!

Girls' Day addresses three needs: the ten-year decline (beginning to reverse) of women's representation in the Maine State House, the lack of civic engagement opportunities for girls in this age group, and the outstanding opportunity provided by the accessibility of Maine government leaders to young women— and indeed, to all Maine citizens. By offering a structured opportunity for direct engagement with existing women leaders and by demystifying the political process, the Maine Women's Policy Center inspires young women to take the reins of public life. For more information, go to [www.mainewomenspolicycenter.org](http://www.mainewomenspolicycenter.org) and have a look!

### WISE WORDS

When you get into a tight place and everything goes against you, until it seems as though you could not hang on a minute longer, never give up then, for that is just the place and time that the tide will turn. —Harriet Beecher Stowe

## **AAUW MAINE STRATEGIC PLAN: 2009-2011**

### **The Vision**

from the AAUW Maine Leadership

#### **AAUW MAINE SUPPORTS THE ASSOCIATION BOARD'S VISION STATEMENT:**

"AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls."

#### **AAUW MAINE WILL ACTIVELY SUPPORT THE ASSOCIATION'S MISSION STATEMENT:**

"AAUW advances equity for women and girls through advocacy, education and research."

- Support the Association's mission, initiatives, and programs.
- Develop and implement mission-based programming at the state and branch level.
- Align state public policy and advocacy priorities with national Association public policy program.
- Disseminate research findings widely and use released reports as the basis for publicity and programming initiatives.
- Support community initiatives by branches.
- Bring branches together in programming, membership, and diversity initiatives.
- Collaborate with other organizations and groups to advance the Association's mission.

#### **AAUW MAINE WILL PROMOTE, INCREASE, AND RETAIN MEMBERSHIP:**

- Increase AAUW visibility at the local, state, and national levels.
- Provide a welcoming environment.
- Provide ongoing support to at-risk branches.
- Recruit and retain branch members.
- Maintain effective communication within the State organization, with the branches and individual members.
- Increase member involvement in activities and projects that support the Association's mission and initiatives.
- Assess interests and needs of prospective members and develop relevant programs and projects.
- Recruit and retain College/University partners and e-student affiliate members.
- Recruit and retain student affiliate members.

#### **AAUW MAINE WILL BECOME A MORE DIVERSE AND INCLUSIVE ORGANIZATION:**

"In principle and practice, AAUW values and seeks a diverse membership, with no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class."

- Undertake research, reflection, and self-study to uncover barriers to diversity and inclusivity.
- Create programs and action plans that reflect diversity and that are relevant to a wide spectrum of prospective members.
- Schedule meeting times and locations in consideration of the diversity of its current and prospective membership.
- Collaborate with diverse organizations for branch and community programs.
- Accommodate members/prospective members who have financial barriers to membership.
- Consider the needs of people with disabilities in planning and conducting meetings.

#### **AAUW MAINE WILL PROMOTE LEADERSHIP DEVELOPMENT:**

- Develop programs to support state and branch leaders .
- Mentor new AAUW members as potential leaders.
- Spotlight women of achievement as role models and mentors.
- Sponsor student participation in the National Conference for College Women Student Leaders and other Leadership and Training Institute activities.
- Collaborate with other statewide and community organizations and agencies to foster leadership development in women and girls .

#### **AAUW MAINE WILL SUPPORT THE EDUCATIONAL FOUNDATION AND LEGAL ADVOCACY FUND:**

- Encourage all AAUW Maine branches to contribute annually to the Educational Foundation and the Legal Advocacy Fund.
- Encourage members to support fundraising efforts.

### **AAUW NATIONAL CONVENTION BREAKING THROUGH BARRIERS**

**JUNE 26-28, 2009**

**HAVE A VOICE ON AAUW'S ISSUES AT THE NATIONAL LEVEL AND A DIRECT ROLE IN AAUW'S FUTURE**

**GET THE CURRENT NEWS ABOUT AAUW AND HEAR DISTINGUISHED SPEAKERS.**

**RECEIVE TRAINING AND RESOURCES YOU CAN USE IN YOUR COMMUNITY.**

**BE INSPIRED AND REENERGIZED!**

**FOR MORE NEWS ON AND TO REGISTER FOR THIS IMPORTANT EVENT, VISIT  
[WWW.AAUW.ORG/CONVENTION](http://WWW.AAUW.ORG/CONVENTION)**



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## CALENDAR - 2009

|                  |                                          |
|------------------|------------------------------------------|
| May 1-2          | AAUW Maine State Convention              |
| June 26-29       | National AAUW Convention, St. Louis      |
| July 1           | FY09 Branch Dues Reports Due             |
| July 7           | Summer Leadership Team Meeting-date TBD  |
| <b>August 15</b> | <b><i>Dawn Breaker</i> deadline</b>      |
| September        | AAUW Maine Fall Conference               |
| November 20      | <i>Dawn Breaker</i> deadline             |
| December 1       | EF/LAF Contributions due to Susan Landry |