



Tuesday, November 14, 2023 - Called to Order @ 10:01 AM

**ATTENDANCE: P=present, A=absent**

**BOARD:** Anna Cicero-P, Ken Freed-P, Maria Leyva-P, Steve Linder-P, Julie Horwin-A, Luci Messing-P, Danny Barlow-P, Peter Coston-P, Cynthia Couture-P, Janice Dwosh-P, Jeanne Erickson-P, Cynthia Hale-P, Marilyn Freed-P, Norma Jimenez-P, Deb Larned-P, Sharin Manes-P, Barbara Matteson-A, Gary Mehok-P, Lizzie Menefee-P, Marshall Militano-P, Nancy Putman-P, Nancy Riley-P, Michele Smith-P, Susie Sommer-P

**CHAPTER CHAIRS:** Suzan Austin-P, Janie Hydrick-P, Sally Rosen-A, Ellen Shamah-P

**OTHER LEADERS:** Aurora Aber-A, Shirley Boswell-P, Marilyn Calhoun-A, Kristine Ehlis-A, Ellie Feldner-A, Bart James-A, Marilyn Kinnie-A, Jan Nichols-A, Debbie Odle-A, Carmen Peters-P, Steve Ramos-P, Judy Robbins-A, Linda Somo-P, Sandra Warns-P, Ellie Perez-Pawloski-P, **GUEST(S):** Cecilia Garcia

Call to Order - Anna Cicero, President

Land Acknowledgement - Racial and Social Justice -

Welcome: Guests, Celebrations: Carmen went to KISS concert, Peter is now working with MailChimp. Many leaders visited their Adopt-a-Local. It is Amer. Ed. Week Nov. 13-17

**Approval of Agenda** - with flexibility. Moved by Ken. Seconded by Steve L. Vote: Passed

**Approval of October Minutes** - Moved by Ken. Seconded by Gary. Vote: Passed

**Financial Report** - Steve L./Treasurer presented, and reported ready for audit. Steve L will "clean up" budget lines from grants with very small balances.

**Approval of Financial Report** - Moved by Ken. Seconded by Danny. Vote: Passed

**Membership-** Nancy P/Shirley/Michele: Nancy P reported SEVEN new members, Lizzie received two \$10 gift cards and Cindy received a \$10 gift card. Two-Hundred and fifty letters were printed to send to potential members by mail. This is one of 3 "touches" of a membership strategy. Maria shared the QR code from the Advocate ad and about a dozen people have given us their information online. Michele passed around the Adopt-a-Local sign up to confirm people's commitments, and gave each Chapter Chair a membership packet. Each Chapter is encouraged to set their own new member goal for this year. Janie H and Ellen S visited Kyrene and shared snacks. Nancy attended NEA membership ZOOM and discussed the Spirit of Membership Award, building relationships and quality of thinking. Shirley has called forty-five members who have not renewed their memberships by check or by card.

**Political Action-** Luci: Requested for all board members to attend Dec. 6 Advocacy Training. All Pima and Pinal County districts passed their bonds and overrides. She spoke with Hampton Inn regarding rates for Jan. 8, 2024 Opening Day for Legislature and will send information as soon as she receives it. Luci has stamped postcards for Legislators and Governor Hobbs. Maria will send a link to the board for Dec. 6. Ellie P-P shared that AEA's response to legislators' proposal to raise teacher pay is online. NEA has endorsed President Biden. Be aware of Project 2025 and undoing American democracy.

**OFFICER REPORTS:** (Refer to documents in Appendix)

**President- Anna:** Mileage for board meetings will be paid-any future revision of this practice will be handled by the Documents Committee in proposed changes for 2025. Policy vs Practice. Inclusion of NEA Retired President's Report will continue, very good information. Anna will send President Gibson, Board member representation in the AEA affiliate board and

state assembly.

**Vice President- Ken:** (Refer to documents in Appendix)

**Secretary- Maria:** (Refer to documents in Appendix)

**AEA Director- Luci:** Reported that there was a “healthy” discussion of how AEA financials will be reported quarterly vs. monthly. Motion passed by majority vote to report quarterly.

**NEA Director/Past President- Julie:** No report

**AEA Liaison- Ellie Perez-Pawloski:** April 8 is the last day to announce as candidate. There was good attendance at the AEA Election Training. She will be out for 5 weeks for maternity leave after her baby girl is born. Rodrigo will support AEA-R during her leave until further notice.

**New Business Items/Motions: Ken:** Discussion of proposal to the AEA Board for 1 AEA-R Rep on AEA Board for every 1,000 members means 2 AEA-R directors on AEA Board, discussion continued on December or January 9???. Danny: Motioned for AEA-R President to send a written invitation through the AEA-R Liaison, Ellie, for the AEA Vice President to attend an AEA-R Board meeting. Vote: 21= Yes.

### **COMMITTEE CHAIR REPORTS:**

**Racial & Social Justice-RSJ Update- Janice** shared the results of the Board survey regarding banned books. Banned books are part of Janice’s Equity Project. Board activity that discussed banned books and why they have been banned.

#### **Communications:**

**Website/Instagram- Maria** (Refer to document in Appendix) Discussion of more ways to communicate to members via text. Hustle app? Ellie P-P recommended the Mobilize app and would be willing to help with training. Steve L and Anna will check with Julie H. will check into MailChimp bills and what we are paying for.

**Facebook-** Steve R. No report due to time.

**ZOOM Link Support- Susie S/Sandy W.** No report due to time

**MailChimp/SurveyMonkey- Julie H.** No report, continue mentoring Peter Costen to transition some tasks.

**The Conduit Newsletter- Jan/Bart.** No report, but will be coming to our members that first week in December.

**Strategic Planning-**Continue the implementation of all committee action plans, evaluate, collect data and assign missing work teams such as Documents Chair throughout this year.

### **SPECIAL COMMITTEES/AD HOC:**

**ASRS- Steve R** reported that costs may be increasing next year and perhaps a new provider? Discussion about ASRS investment in Alfalfa farm. There will be an article in The Conduit.

**M.O.R.E.- Cindy C/Lizzie M** Time for the event is 10am-2pm. Secretary of State, Adrian Fontes, was confirmed as the guest speaker.

**Fundraising- Marilyn F.** All is good and will pass around the quilt table volunteer list.

**Annual Meeting- Norma J** toured the Renaissance Hotel on Oct. 8. AEA-R will be meeting in the Pueblo Room! Facility appears to be very accommodating for retiree needs. More details to come.

**Elections- Steve L** reported that Feb. 22 is the last day to nominate for 6 At-Large representative positions and the Vice President.

**Annual Award- Nancy P** reported that March 12 is the deadline to nominate a recipient.

**Documents- Anna** reported that the proposed changes may require more time to ensure alignment with strategic planning changes or new items that work teams developed that may or may not belong in Documents. In 2025, changes will be presented for a member vote.

**Budget- Steve L** Set a date of January 30 @ 10:00 AM at the AEA-R office for the committee to meet. Anna will book the room with AEA.

**Audit- Carmen** is collecting documents, and needs copies of logs. His team will be ready in January.

**CHAPTER CHAIR COORDINATOR - Susie Sommer** reported a new procedure for Chairs to report directly to her regarding their meetings like attendance, speakers, topics, etc. She will then send a collection of reports to AEA-R Secretary, Maria.

**West Valley- Marshall** verbally reported the future guest speaker this Thurs. is Maricopa County Recorder, Stephen Richer.

**East Valley- Janie Hydrick** written report on new location and guest speakers. See Appendix  
**Scottsdale/PV- Nancy R** verbally reported their meeting is Monday, Nov. 20.

**Greater Tucson- Peter** written report from October 17. See Appendix

**Kyrene- Ellen S** is working with Janie H. See Appendix

**Southern/Sierra Vista- Sally R.** No report due to medical issues. She is seeking a substitute.

**Interstate Report- Danny.** No report.

**Marana/Northwest Tucson- Deb L.** Still working with Greater Tucson regarding meetings.

**Southwest Phoenix- Marilyn K.** Absent. No report.

**Prescott Area- Julia Watson.** Absent. No report.

**AT-LARGE REPRESENTATIVE REPORT (18):** Received all recommendations document to review. At-Large will ZOOM to continue to finalize the document. (Roles & Responsibilities/Bylaws). The recommendation is that they will be part of the standing agenda and one representative will report out.

#### **ALLIANCES AND COALITION UPDATES:**

**ARSC- Linda, Steve R, Anna, Luci** There will be a ZOOM December 21 4:30-5:30 for Legislative training.

**AARA-AZ Alliance for Retired Americans- Linda, Julie.** Linda shared a video of her and Marshall giving real-life experiences and gains from the Inflation Reduction Act and other Biden initiatives.

**AIN- Ken** reported that AIN is in sync with our choices.

**Kinnaman Raffle- Ken** 50/50 was \$30 each way. Linda S won.

**Closure and Adjournment @ 2:27 PM.**

## **APPENDIX**

### **President's Report by Anna Cicero November 14, 2023**

**This month I will speak to the areas that I spend time on moving Goals forward:**

#### **Liaison Topics (Ellie Perez-Pawloski):**

1. **5-year Active LISTS**-active members who could retire in 5 years. Solidify the use and progress of the perspective Retired members to apply membership strategies suggested through Adopt-A-Local, all board members', chapters, committees "All hands on deck" engagement.
2. **AEA mini-grant:** Increase retired teacher membership-turned in our short application on Nov.1 to meet deadline. Ellie mentioned the possibility of using "other funds" to support planning in June for an AEA-Retired needs. The mini-grant monies applied for may or may not be available for "retirees".
3. **March 3-5 NEA-Retired Conference in Chicago-** Ellie cannot attend. I requested information from NEA-R if anyone else can attend in her place. Also, more details to come.
4. **March 1-3, 2024 -NEA Leadership Summit:** Information about the this Chicago event will come your way in a separate email. We are working on a google doc application if you have a desire to attend. Funds are budgeted but, at any time we exceed the funds, available funds will

be divided among those AEA-R board members who apply and are selected. There is a possibility that some funds may have to be covered by each attendee. More clarifications at our Nov. 14 meeting.

### **Communications Support:**

1. **Proud of our MAIL CHIMP** expert board members: **Julie Horwin** has begun to train **Peter Costen** to transition him to work with me (and others) on our monthly BLAST to our 2100 members. I will address this during our meeting. Congratulations on a job well done Peter, your first BIG member Blast (Email) using mailchimp...as Steve L. says, you are on your way to mastering “one of our monkeys”☺. I also hope many of you enjoyed reading the long awaited email and electronic newsletter.
2. **Attended Communications ZOOM on** – Excellent zoom. Thank you to all who contributed. Our efforts continue to better solidify our AEA-Retired marketing, visibility, increased membership and engagement. Please read Maria’s Mtg. notes carefully. The definition of everyone’s roles is now at the level of “checking for understanding”, suggested strategies application and engagement to increase retired membership.
3. **Presentations/Pre-Retirement Seminars-** Suggestion to begin in Jan. 2004. Anna will follow up with AEA staff on the progress to market EARLY. Linda Somo and Steve Ramos agreed.
4. **Adopt-A-Local strategies-** took off through social media support and reaching out to the East Valley Chapter to support efforts. Thank you to all who participated. By the time you read this article, we may know many of the outcomes.

### **Other Action Tasks:**

1. **AEA Task Force-Met with the Government Relations and Legislative ACTION (Agenda/Platform) task force.** Wow, talk about an excellent team! I am so proud to be part of this task force and the vision, changes and documents that will follow. Nov. 13 is our next Zoom as a Q&A to all suggested revision, formatting and message delivery to our legislators, stakeholders and members. Impressed by the team-leading new vision and format suggestions by **Isla Blanc**, **Emily Kirkland** (communications) and our Chair, **Mike McGowen**. I am loving this project which eventually we will all know like the “palm of our hand” as we get ready for the new Legislature and to amplify our message to all stakeholders.
2. **AARA and ARSC-** As your elected AARA Affiliate Officer and Representative at ARSC, it’s been a pleasure to attend, support and give feedback to our alliances and Coalitions. I will follow up with The Conduit staff, President’s Message, the importance of highlighting our efforts in terms of results and “return on investment”.
3. **Documents Committee Update:** there is a need to re-evaluate this committee revision and goals. I will share briefly my conversation with Ken Freed, Vice President and our AEA-R Past President, RA Rep. and NEA Director, Julie Horwin. The direction they both suggested makes sense so that the work with do is in alignment with the implementation of our strategic plan for the next 5-6 years. Julie Horwin has stepped down from being chair of this committee due to more balance of her time with family. Thank you Julie for originally volunteering to chair this very important AD Hoc committee.

Thank you for reading.... **Anna** ☺

## Vice-President's Report for 11/14/23 – Ken Freed

I shall be brief; Since our last Board Meeting, I

- \*conferenced with members about ongoing issues,
- \*chaired a Tucson chapter meeting,
- \*emailed, texted, met, or spoke with members,
- \*chatted with actives and retired at social events,
- \*attended a Wednesday AEA Zoom meeting,
- \*helped canvass for Tucson city candidates,
- \*attended AEA-R Board Meeting.

That is all. See you Tuesday.

## Secretary's Report – November 2023 by Maria Leyva

Since the last Board Meeting I have done the following:

- Attended a Membership Leaders ZOOM
- Collaborated with the Membership Leaders to revise the letter to potential members
- Facilitated a Communications Committee ZOOM with a focus on Purpose and Alignment (to the AEA-R Mission)
- Updated the website (new East Valley Chapter information, added new photos of leaders)

## CHAPTER REPORTS ALIVE AND WELL...

### "ALL HANDS ON DECK!"

November 2023

**AEA Retired East Valley Chapter**

**New Dates for 2023-2024**

**November 7, 11:00-1:00, January 16, 11:00-1:00**

**March 5, 11:00-1:00, May 14, 11:00-1:00**

**Scrumptious New Venue**

**Mi Amigo's Fresh Mexican**

**1264 South Gilbert Avenue, Mesa 85204**

**We've reserved a separate banquet room where we can meet, eat, drink, and catch up with friends and colleagues. BUT there is a deposit and minimum tab,**

so **PLEASE** let us know if you are joining us.

Bring friends and colleagues!

To see a delicious, varied menu and to begin drooling, visit

<https://miamigos.com/locations/mesa-gilbert-az/#!/menus>

Questions? Please contact Janie Hydrick [hydrick@aol.com](mailto:hydrick@aol.com)

Join Us! Be Happy!

KEA-R Happy Hours are back!

**AEA-Retired/Active Kyrene Chapter is back at The Hub Grill and Bar**

**14205 South 50th Street, Phoenix!**

**November 3, 4:30**

**December 1, 4:30, January 26, 4:30, March 22, 4:30**

Please contact Janie Hydrick [hydrick@aol.com](mailto:hydrick@aol.com) or

Ellen Shamah at [EShamah@cox.net](mailto:EShamah@cox.net)

**AEA Retired Tucson Chapter**

**by Peter Coston**

October 17, 2023 at the Southern Region Office

The Tucson chapter met both on Zoom and in person and had approximately 18 people in attendance. We had two speakers who arrived at the beginning of the meeting, so we delayed our business meeting until after their presentations.

Julie Kaiserman, from the Pima County Attorney's Office, attended via zoom and Sgt. Kimberly Frie, from the Tucson Police Department, attended in person. They both shared their experiences dealing with fraud and scams that target the elderly. Sgt. Frie left many brochures for us to read and share. Very worthwhile.

We then had our business meeting that included reports from the AEA-Retired Board, the AEA Executive Board, the PCIC and the AZ Legislative Report. We were reminded that the Advocacy Training is December 6th, 10:00 to noon, at the Headquarters Building. All are invited.

Our next meeting is changed to Tuesday, November 28th so as to not conflict with Thanksgiving. It will be at the TEA office and Frank, Kathy and Theresa have volunteered to bring snacks.

**Greater Phoenix Chapter Report**

**by Suzan Austin & Gary Mehok**

The next meeting of the Phoenix Chapter of AEA-Retired Meeting will be held on Nov. 20 from 11 AM to 1 PM at the Beatitudes Campus at 1610 W. Glendale Ave., Phoenix. Our guest speaker will be Senator Lela Alston. Please bring magazines and books and empty pill bottles for donation.

RSVP TO GARY MEHOK at [LOJO40@cox.net](mailto:LOJO40@cox.net) by Nov. 15.