

GFWC

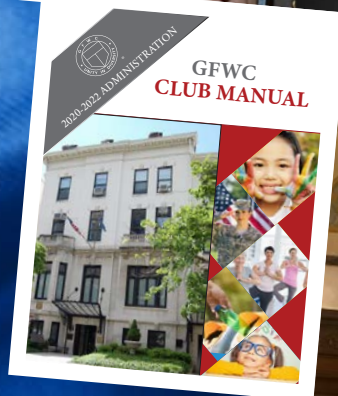
Ideas, Information, Insight, and Inspiration

# Clubwoman Magazine

SUMMER 2022 | Volume 100 | Issue 3

**Celebrating the  
2020-2022  
Administration**

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Collaborative Leaders Ensure That Change is Smooth and Successful

The magazine of the General Federation of Women's Clubs, whose members are dedicated to community improvement by enhancing the lives of others through volunteer service.

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## From the International President



Dear Fellow Members,

Over the past two years, many of us have reconsidered what matters most in life, which is not surprising. Experts say that challenging times can lead people to think more deeply about their core beliefs, questioning their relationships, their work, and how they use their talents.

Looking to the future, most say they want to spend more time with family, take better care of their health, look out for their local communities, and try something new. The pandemic has also inspired more young people to apply to medical school (up 18% in 2021), in the same way that enrollment increased in the U.S. Armed Forces after 9/11.

Some have noted that we need to come together because the world is more connected today than ever. Others say that the internet and electronic interactions cannot replace or fulfill the human need for face-to-face interactions. The comment that resonates most strongly with me is that “our strength lies in being a part of a community.”

As clubwomen, we cannot measure the past two years with our usual yardstick of numbers, hours, and dollars. This time called on us to use our greatest strengths to fulfill our greatest purposes. We can only access what we hold in our hearts and evaluate our commitment to making the world a better place, not only for humanity but for all living creatures and the earth itself.

The work undertaken by GFWC members, from supporting teachers, first responders, and medical professionals, to volunteering in vaccination clinics, sustaining domestic violence shelters and their services, advocating for children, and carrying on with community programs, has been invaluable.

Since joining GFWC in 1989, I have seen that working together creates change in our communities, but I have also seen that working together creates change in us—through our successes and failures and the revelation of new experiences and self-knowledge.

Where would our communities be without us? And where would we be without the opportunities we have had to grow and learn through community service?

As we rush towards the future, with the best intentions to love more, live better, look out for each other, and indulge in new experiences, remember where your strength lies. It is the power of connection through GFWC that has made us more than ourselves and continually drives us to be gamechangers in our communities and around the world.

Yours in *Living the Volunteer Spirit!*

**MARIAN ST. CLAIR**  
GFWC International President

## From the Director of Junior Clubs



Dear Federation Sisters,

Jane Cunningham Croly wrote in her book, *Thrown Upon Her Own Resources or What Girls Can Do*, “Very much of our happiness, as well as of our misery, depends upon the viewpoint from which we look at the events which mark our lives.”

As I look back at events during this Administration from my viewpoint, I see the challenges faced. But more importantly, I see all of the successes that took place, which have been so rewarding and brought me so much happiness.

It makes my heart happy that you all embraced the **Stick Your Neck Out** Challenge and did so much good for the children of our communities. You did it all, from Giraffe Hunts to advocacy to collections for area Children’s Hospitals.

It makes my heart happy to see how GFWC International President Marian St. Clair led our organization in ways we had never anticipated. Zoom and Webinars are now a part of our vocabulary, thanks to her tireless dedication and service to GFWC. Thank you, Marian, for everything you do.

It makes my heart happy to see how the Junior Board members were able to **Stick Their Necks Out** in so many new ways. This Administration, the Junior Board members were asked to focus on three goals:

1. To Strengthen the bonds between Woman’s Clubs and Junior Woman’s Clubs members.
2. To Strengthen their Federation knowledge.
3. To Advocate for Children promoting the Juniors’ Special Program Challenge Project.

We were able to accomplish these through virtual meetings and in-person conventions and formed bonds that we will have forever.

As we close out the 2020-2022 GFWC Administration, it makes me happy to see how our clubwomen continue to work together, as we have since 1890, to promote volunteer community service. You all have embraced kindness and grace in a time when it was so desperately needed, which has paved the way towards a brighter future.

Eleanor Roosevelt once told us “The future belongs to those who believe in the beauty of their dreams.” Keep dreaming. Keep sticking your neck out.

Wishing you Peace, Love, and Friendship,

**KRISTINA HIGBEE**  
Director of Junior Clubs

# Celebrating the 2020-2022 Administration

MARIAN ST.CLAIR, GFWC INTERNATIONAL PRESIDENT



**A**s we reach the end of the 2020-2022 Administration, I sometimes look back and wonder, “How did we do it?” How did we overcome the biggest challenge of our time, as well as our inclination to hold with tradition, to create and embrace new ways to carry on the programs and projects that make a difference in the lives of others? In the face of adversity, how did we prove to be so resilient, responsive, and flexible?

Success, I believe, came down to one essential asset—that GFWC is a collaborative organization that empowers each member to be a leader. Every division of GFWC (clubs, Districts, State Federations, Regions, and the Federation) are part of a hierarchy that advances and educates members through joint efforts that require teamwork, a practice that is crucial to success.

In fact, each member, from the grassroots clubwoman to the GFWC International President, has the same job, which is to work with others to create change. Our impact, however, depends on our ability to plan ahead by visualizing something better, developing a task-driven plan, and then inspiring others to work together towards a new reality.

Groundwork for 2020-2022 started long before the Administration began. The 2020-2022 Meeting Schedule was finalized in 2018 and hotel contracts were signed soon after, including Board of Director Meetings in Washington, DC, and Albuquerque, New Mexico, and Annual Conventions in Toronto, Canada, and New Orleans, Louisiana.



As the 2018-2020 President-elect, I also began working with others to consider priorities for the Administration and examine our Bylaws and Standing Rules to create a clear path for change. For example, we believed the Community Service Programs would benefit from an update, and since each CSP is named in the Bylaws, the Executive Committee worked with the Strategic Planning Committee to determine, through input from a membership survey and Committee members, what changes should be made and to bring recommendations forward for amendments to the rules.

The 2020-2022 Orientation Meeting in November 2019 kicked off other efforts, including a revision of the *GFWC Club Manual*. The manual is updated every two years, but it had been more than a decade since it was revised. So in the seven months between the Orientation Meeting and the beginning of the Administration in June 2020, the GFWC Executive Committee, Staff, and incoming Chairmen worked together to rewrite the Club Manual—standardizing its format and incorporating new material.

The Orientation Meeting also brought the GFWC Committees together for the first time and many were similarly guided by directives from the Strategic Plan. The Leadership Committee was tasked with creating a toolkit of leadership materials and the Membership Committee was asked to formulate a plan to attract members of all ages. The selection of Honorary Program Chairmen was encouraged for the promotion and implementation of programs, each Affiliate Organization was to be incorporated into as many Special and Community Service Programs as possible, and new and unique benefits of belonging were slated for inclusion in the GFWC Member Portal.

The biggest job, however, fell to the Resolutions Committee, which began work on a full revision of the GFWC Resolutions. The purpose of the revision would be to clarify and further define GFWC's work, and when possible, to combine resolutions to reduce their number and broaden their scope. It has been a multi-year job and each Resolutions Committee member has put hundreds of hours into the effort. Ultimately, the revision will allow the work of the Federation and our business meetings to be carried out more efficiently in the future. With members' help, we hope this important job will be completed at the 2022 GFWC Annual Convention.





# GFWC leaders understand it is important to put others first by encouraging meaningful relationships...

With the arrival of 2020, the future looked bright. When the sitting Executive Committee meet at GFWC Headquarters in early March under the direction of GFWC International President Mary Ellen Brock, we had no idea it would be the last time we would be together for more than a year.

In the final months of the 2018-2020 Administration and the first year of the 2020-2022 Administration, other leadership talents developed through GFWC teamwork, including communication and relationship skills, got us through the tough months ahead.

GFWC leaders understand it is important to put others first by encouraging meaningful relationships, in one-on-one interactions and among the group as a whole, and that building a cooperative and compassionate group is vital. Kindness, empathy, and fair play are key in fostering respect and working together productively.

GFWC leaders also know that effective communication is key; it sets the stage for agreement and buy-in and, in the best of circumstances, creates passion for collaboration. By clearly expressing expectations and listening to others, good leaders create a cohesive environment where there are few misunderstandings and trust is easily and quickly established.

Of course, the first and biggest hurdle for everyone was learning how to meet remotely. One of the greatest achievements of this Administration was moving forward with the first GFWC Board of Director's Meeting on July 1, 2020, as scheduled. With just a few short weeks of preparation, the Executive Committee choose a meeting platform and with the help of knowledgeable volunteers such as GFWC Secretary Jolie Frankfurth and Communications Chairman Karyn Charvat, made the meeting a success.

If the 2020-2022 Board of Directors' members could view the video now, I'm sure we would all cringe, but I will never forget the happiness of that day or the exhilaration from our sense of accomplishment. We had faced our first and most important obstacle head-on and emerged victorious, or at least with our self-respect intact!

One success led to another. The July meeting was followed by a summer webinar series featuring the Special Programs and Advancement Areas, and a second Board of Directors Meeting in August. Later, Affiliate Organization webinars and remote Region Conferences were conducted and then, in December, the first remote GFWC Holiday Open House was held. It was a joy to share the beauty of our GFWC Headquarters and the excitement of the season with members across the country.

Even more importantly, State Presidents quickly embraced remote meetings and clubs were not far behind. Many clubs also connected with members through new or established telephone trees or gathered in outdoor spaces such as parks, porches, or backyards. Throughout this Administration, many clubs worked to support teachers, first responders, medical staff, and others who have given their all during the pandemic. And, with time, clubs found new ways to raise funds, collect needed items, carry on with long-standing projects, and take on new efforts such as supporting vaccination clinics.

In Washington, DC, GFWC has worked hard to reestablish our longstanding relationship with the White House and connect with members of the White House Council on Gender Policy, including Rosie Hidalgo, Special Assistant to the President and Senior Advisor on Gender-Based Violence. In March, I was honored to visit the White House for an event observing the 5-year reauthorization of the Violence Against Women Act (VAWA) and shake the President's hand and tell him about the more than 2,000 letters sent to the Senate and House by GFWC clubwomen to advocate for this law that will protect and support women.

GFWC has taken other important steps. One that I'm especially proud of is the selection of a teen dating and healthy relationship emphasis for the Signature Program's Challenge Project. Over the years, our members have been committed to securing and providing much-needed support to victims and survivors, such as housing and scholarships, but now we must do more. To be game changers in the persistent problem of gender violence, we must also work collectively to change the behaviors that are acceptable in personal relationships and educating young women and young men is the surest and most expedient way to end the tolerance for abuse in America.

In the past two years, GFWC has also worked to enhance and improve our communications so we can connect with members more readily and provide the information and inspiration to grow and support clubs.



...we must also work collectively to change the behaviors that are acceptable in personal relationships...





One communication tool that has received attention is the *GFWC Volunteers in Action Blog*. The blog highlights club success stories, from fundraisers to hands-on-projects that make a difference in communities. As International President, I have enjoyed choosing a project to be featured in *GFWC News & Notes* each month and thus bring more awareness to the amazing projects carried out across the country. The blog is the perfect place to be inspired by the work of other clubs, but more importantly, it allows each of us to experience the connection that we have through GFWC.

The *GFWC Website* has been improved with a campaign to highlight club presidents and through the refinement and expansion of the website's member portal. *GFWC News & Notes* has been enhanced with new features, including information about our international clubs. GFWC introduced an electronic *GFWC Convention Daily* publication in 2021, which will continue in 2022 to share information about the GFWC Annual Convention with members who are unable to attend. Look for news in June about convention speakers, workshops, awards, and much more.

The biggest and most exciting change, however, is the transition from a print to an electronic *GFWC Clubwoman Magazine* (which began with the Winter 2022 issue). Now the Federation's premier communication tool is available to all members at less cost than it was printed for 1,200 paying subscribers and provided free to approximately 3,000 club presidents. Additionally, the magazine has been updated so that it includes more programmatic materials and information from outside experts. Find your issue of the current magazine on the front page of the *GFWC Website* by clicking on "News & Publications" in the toolbar, then clicking on "[GFWC Clubwoman Magazine](#)."

When I look back over the many months of this Administration, I am amazed at how quickly we adapted and how much we accomplished. The future was not what we expected, but it brought unforeseen and timely opportunities. It helped GFWC change when we did not have the conviction to take steps on our own and it made each of us, as individuals, grow in new directions.

Have there been personal disappointments? Yes, but only a very few. I am grateful beyond measure that I was given the opportunity to be the 2020-2022 GFWC International President. And I'm thankful for the many blessings of membership, especially the lessons of leadership that guided our way. We pulled together as a team, we communicated effectively, we supported one another in meaningful relationships, we worked cooperatively and compassionately in communities at home and around the world, and we touched and found "the great common, human heart of us all."





# How to Advocate for Women and Girls in a Changing World

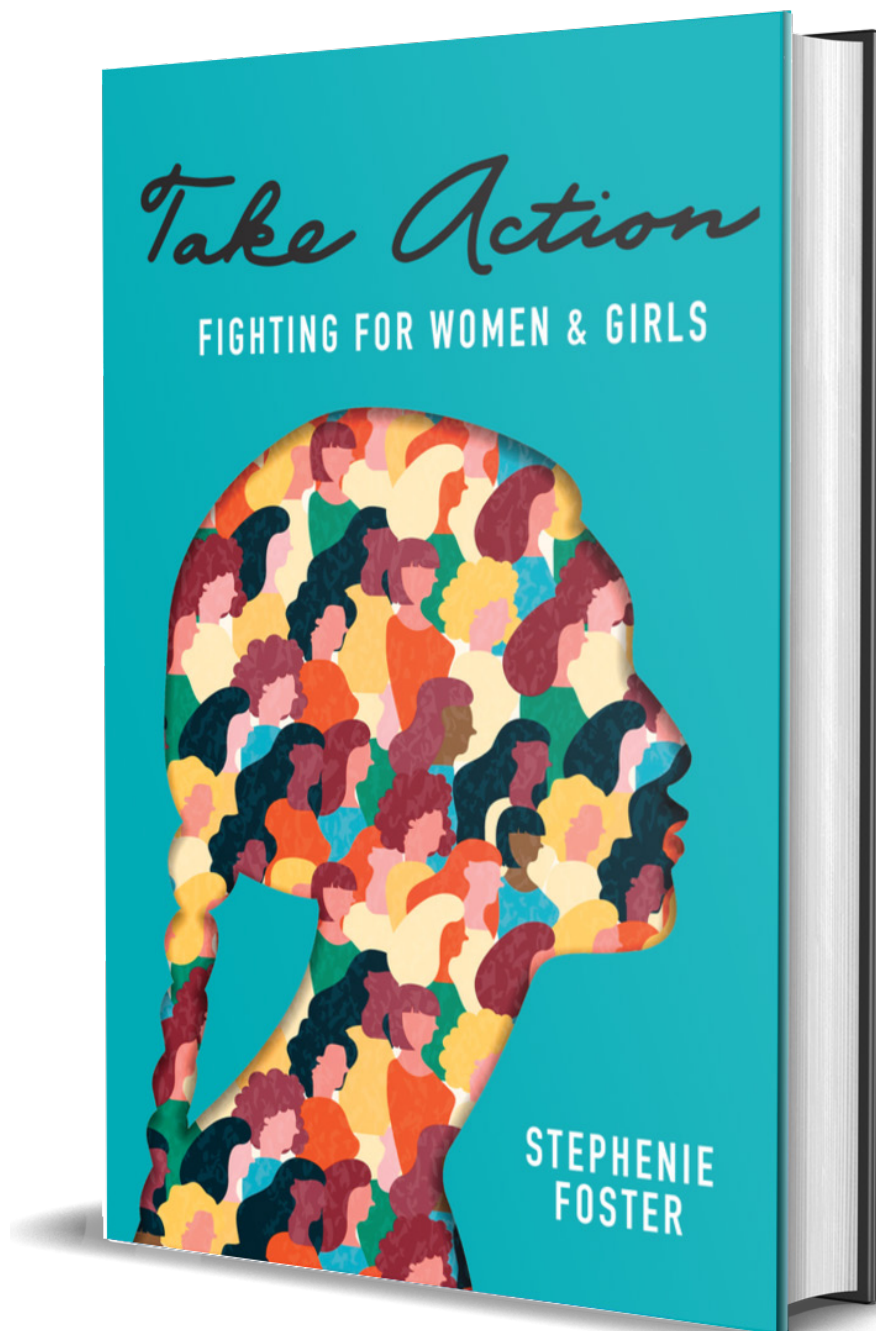
BY STEPHENIE FOSTER

As the world around us changes daily – from global conflict to pandemic updates to day-to-day living – it's important to remain focused on fighting for women and girls in a way that is productive and successful.

Let's address a few key issues.

## Girls' Education

When girls and young women are educated, the benefits reach families, communities, and countries. As Nobel Laureate Malala Yousafzai said "Let us pick up our books and our pens. They are our most powerful weapons. One child, one teacher, one book, and one pen can change the world." Keeping girls in school helps eradicate poverty, leads to economic prosperity, growth, and builds stronger and healthier families. When women are educated they are healthier, participate more in the workforce, earn more money, and have fewer yet healthier and better-educated children. In the United States, 90% of young women graduate from high school and 37% of women from college.



Girls everywhere face different obstacles than boys in attending school. Globally, families may decide against sending their girls to school because they are needed to work at home. In the U.S., girls and young women enroll and excel at school, but that doesn't always mean they have time for activities like clubs, leadership opportunities, and sports. These activities increase confidence and often lead to other growth opportunities.

Girl-focused schools can make a difference. A recent US study found that students in all-girls public schools have increased their educational scores, particularly in math and science.

Here are some things to consider when thinking about girls education in your community:

#### Hygiene

It is important to ensure that girls are healthy, well-nourished, and have access to hygiene products. Girls who have access to proper nutrition and healthcare are more likely to attend school and more able to learn when they are there. The impact of poor nutrition on education outcomes is pronounced in the U.S., as many low-income students depend on school meals. As we saw during the pandemic, when the schools closed, meals were often unavailable. When nutrition isn't readily available, students are prone to fatigue, poor focus and psychological, physical, and emotional harm. If a girl is menstruating and does not have access to hygiene products, she's likely to stay home, miss class, and fall behind her peers. A recent World Health Organization report underscores that girls are more likely to attend school and complete their education if safe hygiene and sanitation facilities exist in schools.

#### Sports

Playing sports is transformative. Encouraging girls to play sports

and ensuring that activities are accessible can change lives. Women who play sports have higher levels of confidence and self-esteem, are more likely to get good grades in school, more likely to graduate, and less likely to have an unplanned pregnancy than girls who do not play sports. By playing sports, girls learn critical skills such as teamwork



**At least 35% of women worldwide have experienced gender-based violence (GBV). In the U.S., more than 43% of women report experiencing some form of sexual violence over the course of their lifetime.**



and goal setting, behaviors that are critical for success in the workplace. More than 80% of women executives at Fortune 500 companies have been active in sports. Sports are about so much more than the game being played; girls learn about overcoming adversity, collaboration, and working through differences, as well as becoming a humble winner and a gracious loser. All of these are skills that help navigate through life.

#### Gender-Based Violence

At least 35% of women worldwide have experienced gender-based violence (GBV). In the U.S., more than 43% of women report experiencing some form of sexual violence over the course of their lifetime. The statistics are sobering:

- One in three women in the U.S. has experienced physical violence by an intimate partner in her lifetime.
- Every minute, 24 people in the U.S. are victims of rape, physical violence, or stalking by a partner.
- During COVID, these cases have increased significantly with the United Nations calling domestic violence a secondary pandemic.
- Girls are much more likely than boys to be bullied at school, and are twice as likely to be cyberbullied. And data shows that students who are bullied earn lower test results.

#### Sexual Harassment

Sexual Harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment in the workplace or at school. Unfortunately, sexual harassment is widespread and under-reported. It can manifest verbally, physically, mentally, or visually. More than 80% of women will experience sexual harassment at work in their lifetimes. Abusers can be supervisors, co-workers, colleagues, friends, acquaintances, teachers, and other officials. We have seen the #MeToo Movement help increase awareness of how widespread the issue is, including how women are frequently fearful to report it. Even with these and many other efforts to help women to be able to report harassment, it is still widely under-reported. For example, in schools, where peer pressure is high, girls are less likely to report sexual harassment for fear of being penalized by a teacher, a club, or by their friends.



**Women in the Economy**

“When money flows into the hands of women who have the authority to use it, everything changes” - Melinda French Gates

Increasing women’s participation in the economy is not only good for the individual woman, but also benefits her family, her community, and her country. Societies with greater gender equality and economic participation by women grow faster and more equitably, have lower rates of poverty, and more successfully encourage innovation. One study indicated that if women participated in their economies at the same level as men, global GDP would increase by \$12 million (to \$28 trillion).

In order for more women to have a stronger impact on local and global economies, we need more women in the workforce, more women being promoted, more women in senior management, more women on corporate boards, and a greater commitment to gender equity within organizations among other things.

**What can you do to take action?**

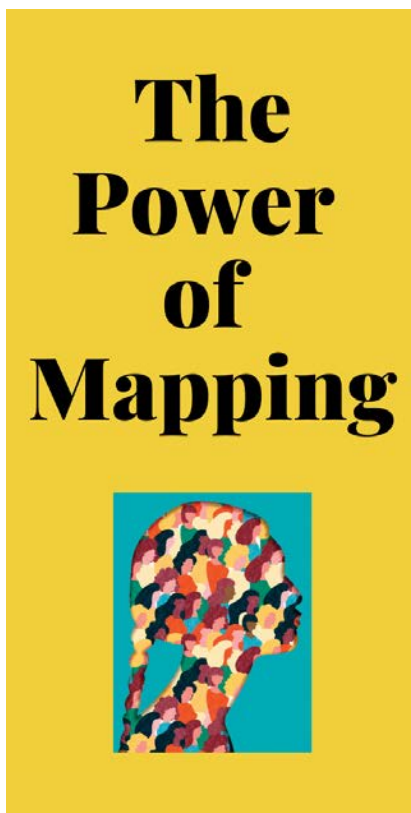
If you are looking for ways to explore advocacy and further your involvement, there are many areas where your help can improve the landscape for women and girls and other marginalized populations.

*The following are specific steps to take:*

- 1. Identify the issue that you or your group cares about.** The more focused and clear that you are on what you want to achieve, the more likely you are to reach your goal. For example, if you choose to address gender-based violence, you can narrow your focus to, for instance, ensure that there are adequate shelters and emergency services in your community or ensure that the local crisis hotline is fully funded.
- 2. Investigate how current laws affect your issue.**
- 3. Understand the context and landscape of the issue.** Every

community addresses the issue differently (education or domestic violence) and has various systems in place. One area to start is if you are interested in advocating for safer communities, find out if a domestic violence hotline is available 24/7 and multilingual. You can also ask if there are available shelters and how often do they reach capacity? Do shelters support families in crisis or only the victim?

- 4. Find out who has the power to make change.** Depending on the issue you’ve chosen, identify who has the power to allocate funds, resources, or make the change you seek. Those in power could be members of the U.S. Congress, state legislatures, city councils, school boards, or other elected bodies. If you seek corporate change, then decision-makers would be the CEO or senior executives, members of the corporate board or shareholders. After you’ve identified the decision makers, the next step



is creating a power map. This helps you understand which organizations and individuals in those organizations have the power to make the change you want. Your advocacy goal will dictate who you target with your questions.

5. **Define your issue.** Dive deeper to the issue you've chosen and begin letting people know who you are and how you came to care about this issue. Your statement or plan does not have to be long or complicated, in fact the more clear, concise/short, concrete/ understandable, and convincing, the better. Refrain from making broad statements such as "I am for women's rights" or "I am for girls' education." General statements do not express exactly what you want or demonstrate the knowledge and thought you have about the issue. The more you can talk about the specifics of what you want, the more effective you will be.
6. **Prepare your questions.**
7. **Develop suggestions for solving the challenges you are raising.**
8. **Ask your questions and outline your suggestions.**
9. **Follow up!**

## Resources

The following organizations can be helpful when gathering information on girls' education, women in leadership or gender-based violence.

### Girls Inc.

Girls Inc. is a network of local non-profit organizations serving girls ages 6-18 in 350 cities across the United States and Canada.

### Girls Opportunity Alliance

Part of the Obama Foundation, the Girls Opportunity Alliance brings together grassroots leaders supporting adolescent girls' education and works with GoFundMe to directly support these leaders.

### Girls Who Code

Girls Who Code aims to close the gender gap in technology and STEM. The organization provides summer and after-school programs for teen girls to learn to code. So far, over 300,000 girls have been served through in-person camps and classes.

### FUTURES Without Violence

FUTURES provides groundbreaking programs, policies, and campaigns to empower individuals and organizations working to end violence against women and children.

### Glitch

Glitch works to end online abuse by focusing on increasing responsible digital citizenship across all online users and instilling these beliefs: that the online community is as real as the offline one and that we all should be working together to make it a better place.

### V-Day

A global movement to end violence against all women and girls, V-Day works at the intersection of art and activism to shatter taboos, create space for women and the most marginalized, and initiate community-led culture and system change.

### She Should Run

She Should Run is a nonpartisan organization to inspire women to run for office, with a goal of 250,000 women running for office by 2030.

### Vital Voices Global Partnership

Vital Voices invests in women leaders who are solving the world's greatest challenges. Guided by the belief that women are essential to progress in their communities, Vital Voices identifies and supports women with a daring vision for change. Through long-term investments that expand a woman's skills, connections, and visibility, Vital Voices accelerates and scales her impact.



**Stephenie Foster** has deep and broad expertise in women's economic and political empowerment, with decades of experience on Capitol Hill, in the Executive Branch, the nonprofit sector, and the law. She has been fighting for women and girls her entire career – empowering women in Afghan war zones, monitoring elections in Ukraine, representing the U.S. State Department in meetings with government and civil society leaders, serving as a Chief of Staff in the U.S. Senate. Having traveled, lived, or worked in more than 100 countries, she has consistently used her voice and actions to change discriminatory laws and policies and help shift cultural norms and inequalities. She is a founding partner of Smash Strategies, which provides strategic advice to corporations, institutions, and philanthropists to ensure that their investments in women and girls are effective and transformational. You can reach her at [StephenieFoster.com](http://StephenieFoster.com).



# Five Ways GFWC Helps Increase Access to Vaccines Around the Globe

BY MARTHA REBOUR, EXECUTIVE DIRECTOR OF SHOT@LIFE



One of the joys of my job as the Executive Director of Shot@Life is seeing what happens when a motivated group of people work together to do something good for the health of children around the world. I witness that powerful synergy whenever GFWC clubwomen gather at Shot@Life trainings, and I was able to see it at our annual Champion Summit earlier this year.

Many GFWC clubwomen attended the summit this year and hailed from states such as Washington, California, Tennessee, Colorado, and Utah. They gathered with other Champions to hear from speakers, including Dr. Rochelle Walensky, Director of the CDC (Centers for Disease Control and Prevention), who in her keynote address stressed the importance of increasing global childhood vaccination rates, especially for children who had missed out on their routine immunizations during the COVID-19 pandemic. “We know that no community, district, or province within any nation will truly be safe from health threats until all are,” she said, “We will only achieve our goals by working together.”

Dr. Atul Gawande, Assistant Administrator for Global Health at USAID told Summit attendees that “we must take [scientific] breakthroughs and turn them into follow through.” GFWC clubwomen make sure that follow through happens through a variety of actions throughout the year, and these five are among my favorite ways.



Martha Rebour

### Clubwomen add value with their knowledge and experience.

On the first day of our Champion Summit, GFWC members contributed as engaged learners and educated advocates. They learned from a variety of vaccine experts, including Chloë Cooney, Director of U.S. Strategy at Gavi, the Vaccine Alliance, and Dr. Amit Srivastava, Senior Director in Medical and Scientific Affairs at Pfizer.

The second day of the Summit, they shared that information in virtual meetings with lawmakers and staffers on Capitol Hill. Bridget Murphy and Irene Stamper of GFWC Morgan County Woman's Club shared their stories and motivation with Senate Minority Leader Mitch McConnell, a polio survivor who shared what his mother went through with his illness. It was proof that powerful officials take time to hear what their constituents care about and why, and are willing to share their own stories, too.

GFWC members have riveting stories that help make those with whom we are meeting understand exactly why global vaccination programs are so important. I cannot overstate the value of GFWC members sharing their stories with members of Congress and their staffers.

## GFWC commands attention. There is power in numbers, and I love watching GFWC members use that power to make our world a better, healthier place.

### Advocacy gets results.

When lawmakers hear those first-hand accounts and know that their constituents care about global vaccination efforts, they are more likely to support our funding asks in the next budget or agree to requests such as signing a "Dear Colleague" letter, which reinforces the importance of funding for polio vaccination campaigns.

### Membership matters.

I have been in meetings with members of Congress with Shot@Life Champions, and have seen lawmakers and staff members sit up a bit straighter and lean in when a GFWC clubwoman introduces herself, shares her club affiliation, and notes that she represents thousands of clubwomen from the around the state. GFWC commands attention. There is power in numbers, and I love watching GFWC members use that power to make our world a better, healthier place. Your support makes an impact.

### Generosity goes a long way.

Generous financial support from GFWC helps to support Gavi, the Vaccine Alliance, a public private partnership that works with the world's poorest countries to ensure that people around the world have access to vaccines, in part by buying in bulk to lower vaccine prices. I saw the incredible

work that GFWC generous donations support when visiting the UNICEF distribution facility in Copenhagen, Denmark this spring. It's the largest humanitarian warehouse in the world, and it holds supplies like syringes and protective equipment needed to administer vaccines - items purchased by Gavi, which your local action and fundraisers supported. Gavi ensures those items get to the hardest to reach corners of the globe. While I was in the warehouse I saw supplies going out to Ukraine and Afghanistan. It was amazing to be in the midst of an overwhelming number of shipments and see workers meeting incredibly complex logistic challenges. I was able to see the GFWC mission in action and can attest that your local actions have global impact.

### GFWC's steadfast support helps save lives.

GFWC is Shot@Life's longest-standing partner, and I am very grateful for the dedication and steadfast support year after year—especially after these challenging past few years. The pandemic may have altered our lives in many ways, but the commitment of GFWC members to serve as a force for global good has never wavered.

Our advocates who are GFWC members are a determined group, and we reap the benefits of their dauntless

determination to save and transform lives. That happens both in the short term, such as when a GFWC meeting becomes a phone bank generating dozens of calls to Capitol Hill, and in the long term, as we continue to work towards the eradication of polio, which is endemic in only two countries. Knowing that dedicated individuals such as GFWC clubwomen continue to be devoted to the cause makes me feel more confident that we can achieve the tremendous milestone of polio eradication.

### Seeking more advocates

We would love to welcome more GFWC members as advocates with Shot@Life. Here are some easy ways to get involved:

- Sign our petition requesting full funding of global immunization programs here [bit.ly/gfwcpetitiona2v](https://bit.ly/gfwcpetitiona2v).
- Call your members of Congress on our two Call-In Days.
- Become a trained Champion by registering for an upcoming hour-long training at [shotatlife.org/training](https://shotatlife.org/training).
- Already a trained Champion? Attend a webinar to keep learning and sharpening your advocacy skills.

Please email us at [champions@shotatlife.org](mailto:champions@shotatlife.org) with questions.





Bridget Murphy and her GFWC advocacy group meets with Senator Mitch McConnell, a polio survivor and Shot@Life supporter.

## Advocating for Change: Shot@Life Champion Shares Her Story

When clubwoman Bridget Murphy learned about the shocking child mortality rate due to vaccine-preventable deaths in countries around the world during a Shot@Life workshop, she knew she had to do something to help.

“We don’t realize how blessed we are in the United States that we have this access [to vaccines]. We can get our children immunized and they have a better chance of living a healthy life,” she said. “Not everybody has that, but if we have it, why can’t we share it?”

A member of GFWC Morgan County Woman’s Club, in Kentucky, Bridget soon began looking into GFWC Affiliate Organization Shot@Life’s Champion Training. The trainings prepare members and future Champions to help promote and advocate for policies to ensure the U.S. government continues to fund global childhood immunization programs.

Bridget, who completed her training in 2017, said Shot@Life representatives

explained that Champions could help by raising awareness through community outreach and inspiring others to get involved, fundraising, and advocacy efforts, such as meeting with Congressional representatives to try to garner federal funding support for global vaccination efforts. At first, Bridget never thought advocacy would be for her.

“The first time I went, I was scared to death,” she said, noting her original plan was to focus on speaking to clubs and organizing fundraisers.

Despite her concerns, Bridget said everyone at Shot@Life made advocacy seem more approachable, and she soon came to love meeting with her legislators and their staff members.

“The team at Shot@Life is phenomenal. They not only provide good training and tell you what to do, but they are only a text, call, or email away, and they give you materials if you are going to a meeting.”

Bridget explained that while the training provides participants with the knowledge they need to become a Shot@Life Champion and teaches them about what advocacy is, she actually learned the most by attending the annual Shot@Life Champion Summit.

In addition to her advocacy efforts, Bridget acts as a Champion in her community by sharing Shot@Life’s message with fellow members and recruiting new Champions, by distributing information about the organization as GFWC Kentucky’s Health and Wellness Chairman, hosting fundraisers at the Southeastern Region and Kentucky State Conventions, and speaking to other local community groups.

“One of the things we always say is disease anywhere is a threat everywhere,” she said. “Saving children’s lives is not Republican or Democrat, it’s just human.”

For anyone considering Shot@Life’s Champion Training, Bridget said attending the training and becoming a Champion is a step toward saving the lives of children and babies everywhere.

“When you see the numbers of child mortality going down and down and down, you can’t help but think it’s because they are getting vaccinated,” she said.

# Do you know how human trafficking works? *It's probably not how you think.*

BY AYAN AHMED, POLARIS PROJECT COMMUNICATIONS MANAGER

**Y**ou have probably heard a lot of things about human trafficking that are not true—that traffickers always use force or violence to kidnap their victims or that traffickers frequently target

victims they don't know. In reality, human trafficking, at its core, is about the exploitation of existing vulnerabilities for profit. Human traffickers are really good at identifying their victims' vulnerabilities and their needs to give them the upper hand to exploit them. In sex trafficking situations, traffickers may offer their victims material support such as a place to live, clothing, a chance to “get rich quick,” or they may offer less tangible things such as love, emotional support, or a sense of belonging in order to manipulate their victims into selling sex. Labor trafficking situations most often begin with a simple job offer. These situations can become trafficking when pay or working conditions are abusive and the worker cannot quit or complain because the boss is threatening them or exploiting their desperate economic circumstances.



While anyone can become a victim of trafficking, data shows that the majority of trafficking victims identified in the United States are people of color, people from indigenous communities, immigrants, and people who identify as LGBTQ+. This is because human trafficking does not happen in a vacuum. It is the end result of other persistent, current, and historical inequities in our society and economy. These inequities—which foster vulnerabilities to trafficking—are concentrated in some communities that have historically faced discrimination and its political, social, and economic consequences. For example, people living in poverty are vulnerable because of simple economic need, or people who grew up or are living in foster care often have dealt with trauma, abuse and instability that leaves them vulnerable to emotional manipulation. Immigration status can be another significant vulnerability, as many immigrants are fleeing violence or poverty and traffickers can exploit their fears of being forced to return.

U.S. law defines human trafficking as the use of force, fraud, or coercion to compel a person into commercial sex acts or labor against their will. The **Action-Means-Purpose (AMP) Model** can be helpful in understanding the federal law. Human trafficking occurs when a perpetrator, often referred to as a trafficker, takes an **Action** (induces, recruits, harbors, transports, provides), and then employs the **Means** of force, fraud or coercion for the **Purpose** of compelling the victim to provide commercial sex acts (sex trafficking) or labor/services (labor trafficking). At a minimum, one element

from each column must be present to establish a potential situation of human trafficking. There is, however, one major exception to the rule about force, fraud or coercion—anyone under the age of 18 who is having sex for money or for something of value, such as a place to stay or a meal, is considered a victim of trafficking.

Since 2007, Polaris has operated the U.S. National Human Trafficking Hotline, which connects victims and survivors to support and services. We have learned from those survivors that in this country, [human trafficking generally falls into one of 25 categories](#) or “business models.”

Some of these are formal businesses that are otherwise operating within the law, such as farms, factories, restaurants, industries like landscaping, janitorial services, and construction. Trafficking also happens in fraudulent businesses—such as massage parlors that are licensed to provide health and wellness services—but in fact sell commercial sex. And of course, trafficking happens in entirely illegal or illicit operations, such as street-based prostitution and drug sales. Trafficking also happens informally, in opportunistic ways that might surprise you. For example, landlords extorting sex for rent from their tenants is trafficking, children being sold to support a parent's drug habit is trafficking, housekeepers who come to the United States to work for diplomatic personnel and are mistreated and threatened if they complain may be trafficking victims.





Chances are there's going to be nothing visible, nothing that you can see from across the room, or even from up close, that should alert you that a stranger is being trafficked. That may come as a surprise—especially if you have been to a training where you have been taught the 'signs' or indicators of trafficking, such as a person looking disheveled, upset, or scared. But as we learn more about how trafficking really works, we are also learning that the best way to help is to pay attention to people you actually know or interact with – your students, your tenants, your children, your patients, your co-workers. It is all about two magic words: **proximity and context**. Having proximity and context does not mean you have to be extremely close with someone. You don't need to know every single detail of what is happening. But some relationship to the potential victim or trafficker (even in passing) coupled with your knowledge of how human trafficking actually works—makes a huge difference in determining how much you are able to help.

Prosecuting traffickers and seeking justice for survivors, while important, is not enough to end human trafficking. Instead, we must work together as a society to increase supports and services for vulnerable people and change the conditions—like homelessness, family violence, poverty, and discrimination—that make people vulnerable to the lure of traffickers. We must also increase labor protections for workers, increase efforts to ensure they know their rights, and hold exploitative employers accountable.

On an individual level, you can work towards ending trafficking by educating yourself on what sex and labor trafficking actually look like; having hard conversations with friends and family when you are concerned that they may be vulnerable; listening to survivors—they are the REAL experts on human trafficking; and supporting legislation and organizations that are working to change the conditions that make trafficking possible in the first place.

## About Polaris

[Polaris](#) is leading a data-driven social justice movement to fight sex and labor trafficking at the massive scale of the problem—25 million people worldwide deprived of the freedom to choose how they live and work. For more than a decade, Polaris has assisted thousands of victims and survivors through the U.S. [National Human Trafficking Hotline](#), helped ensure countless traffickers were held accountable and built the largest known U.S. data set on actual trafficking experiences. With the guidance of survivors, we use that data to improve the way trafficking is identified, how victims and survivors are assisted, and how communities, businesses, and governments can prevent human trafficking by transforming the underlying inequities and oppressions that make it possible.



# Fundraising Agreement with Starfish Project

*Extended Through June 2024*



**F**or the 2020-2022 Administration, GFWC entered into a fundraising agreement with Starfish Project, an organization that supports women escaping human trafficking and exploitation, to help grow the GFWC Success for Survivors Scholarship Fund. This agreement allocated that 25 percent of the proceeds from any Starfish Project products purchased through [a dedicated link](#) would go to GFWC's Success for Survivors Scholarship Fund. The jewelry and garments featured at [this link](#) are made by one of the 150+ survivors that Starfish Project employs to make their products. In addition to employment, Starfish Project is arranging for their safe housing, healthcare, education, and training to provide a fresh start at life.

This endorsed fundraiser with Starfish Project was a tremendous success, raising nearly \$4,700 since the start of the Administration and more than \$2,200 in 2021 alone. The success of this agreement made it possible to fund two additional Success for Survivor Scholarships in 2022. GFWC had initially expected to award ten scholarships (as in the past) but was able to award twelve, making it possible to help two additional survivors achieve financial and personal independence!

Therefore, GFWC is pleased to announce that the endorsed fundraising agreement has been extended through June 2024. Thank you to all of the clubwomen, clubs, State Federations, and others who have generously donated to the Success for Survivors Scholarship Fund!



# Five Can't-Miss U.S. National Parks

**Pack your backpacks,** bagged lunch, and water bottles. It's time to enjoy the great outdoors ... in one of the uniquely beautiful U.S. National Parks! There are many benefits to enjoying our parks; the peacefulness of nature is a great way to prevent or mitigate anxiety and depression, while lowering your blood pressure and allowing some distance from the daily grind.

With more than 60 parks throughout the nation, the task of compiling a top five must-visit list was a bit overwhelming. After researching the geography, accessibility, remoteness, and recreation of each National Park, we were only able to narrow our list down to 12. Fortunately, with the help of hundreds of member votes, GFWC now has its top five, must-visit list.

Now it's time to decide which breathtaking trip is next on the horizon for you! This top-five list has something for everyone—whether you prefer admiring nature from a steep mountain top, easy-going valley, or kayak on a lazy or white-water river. All five of these parks are easily accessible and offer both remote and more populated recreational activities to enjoy with your family, friends, and of course, your club.

1st Place



## Yellowstone

Of Yellowstone's 2.2 million acres, the Old Faithful Geyser and the Upper Basin area may be the most known attractions. But about half of the world's active geysers are located within the park's geothermal areas and are just as deserving of a visit. The park also offers world-class wildlife watching opportunities within a complete ecosystem, as well as jaw-dropping views of the Grand Canyon of the Yellowstone.

[LEARN MORE > www.nps.gov/yell](http://www.nps.gov/yell)



# Grand Canyon

Take in the Grand Canyon's beauty that spans 18 miles wide from the many scenic overlooks or by hiking a mile to the bottom for an unforgettable camping trip. There are also trails that take you partially down the canyon if you would prefer to admire the layers of vibrantly-colored rock more up-close and then retire to a hotel bed at night.

[LEARN MORE > www.nps.gov/grca](http://www.nps.gov/grca)

2nd Place



# Great Smoky Mountains

The antique ridges of forest that make up the Great Smoky Mountains create a picturesque border between North Carolina and Tennessee. According to the National Park Service, the Great Smoky Mountains has the most visitors each year—likely because you can take in the beauty by foot along one of the park's many nature trails or by car on the scenic Foothills Parkway.

[LEARN MORE > www.nps.gov/grsm](http://www.nps.gov/grsm)

3rd Place



4th Place



# Acadia

Explore the highest rocky headlands along the Atlantic coastline at Acadia National Park. Celebrate the park's cultural heritage by taking a ride on 27 miles of historic motor roads and 45 miles of carriage roads. For the more adventurous, there are more than 158 miles of hiking trails and Thunder Hole, a semi-submerged cave in water right before high tide.

**LEARN MORE >** [www.nps.gov/acad](http://www.nps.gov/acad)

# Shenandoah

Cascading waterfalls and fields of wildflowers are only a few of the reasons why the Shenandoah National Park is a must-visit. Traveling along Skyline Drive is a great way to begin your journey, but take your time to watch the deer, bears, and other wildlife along the way. Shenandoah also includes 101 miles of the Appalachian Trail!

**LEARN MORE >** [www.nps.gov/shen](http://www.nps.gov/shen)



5th Place

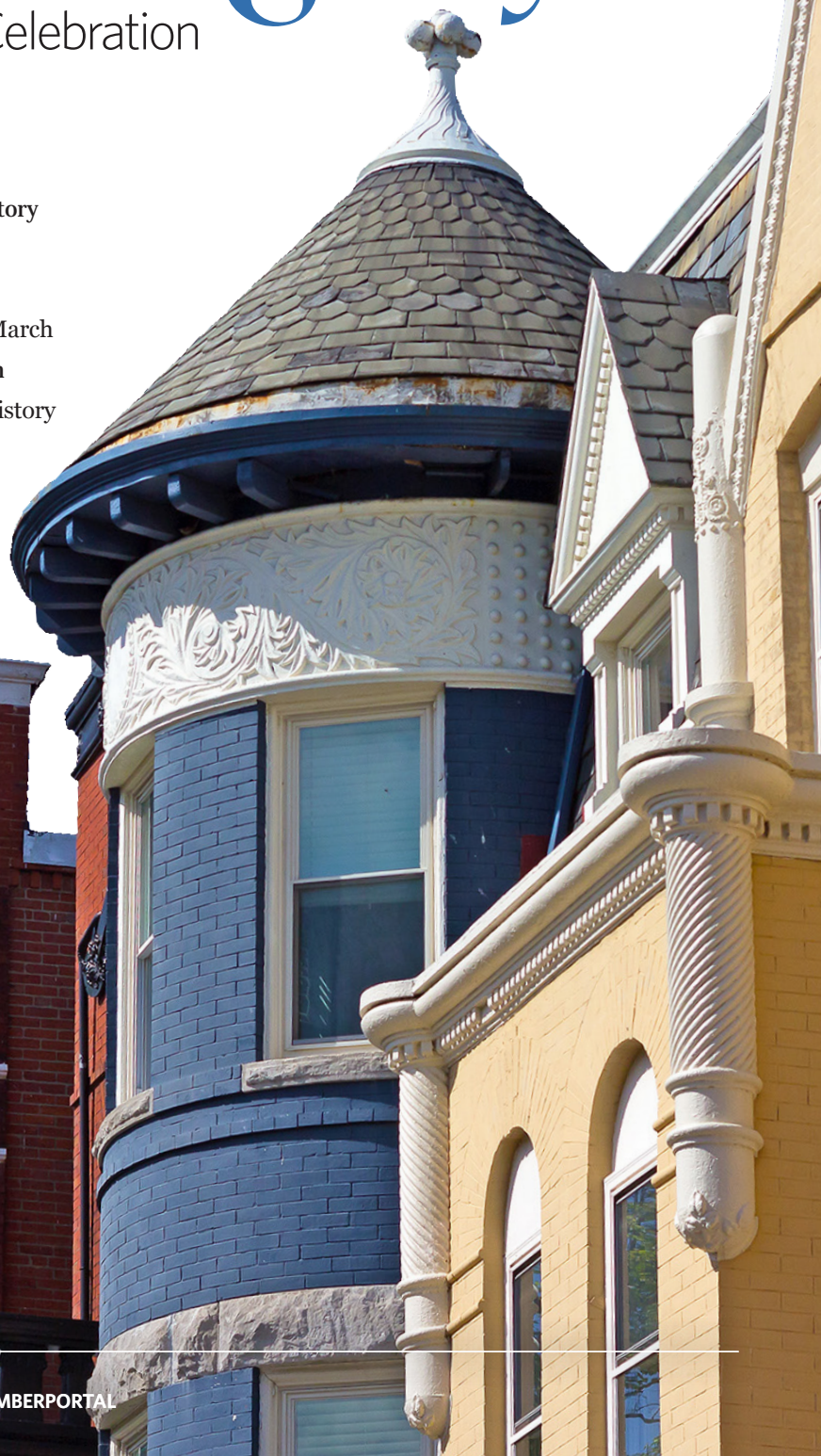




# Honoring GFWC's Legacy

A Women's History Month Celebration

**Throughout March,** GFWC continued its tradition of celebrating Women's History Month in honor of the contributions made by women and the Federation in history and contemporary society. As part of this month-long observance, clubwomen and other esteemed guests were invited to GFWC Headquarters in Washington, DC, on March 9 for an enjoyable and educational afternoon. Along with offering time to mingle and appreciate the art and rich history on display throughout the home at 1734 N St. NW, this event featured guest speaker Stephen A. Hansen, architectural historian, historic preservation specialist, and author.







With more than 30 years of experience in historic preservation and cultural resources management, Hansen is the author of *A History of Dupont Circle: Center of High Society in the Capital*, which chronicles the neighborhood of GFWC Headquarters. Hansen also wrote the book *Kalorama Triangle: The History of a Capital Neighborhood*, and authors the website Washington Chronicles, which focuses on the history of Washington, DC, through the stories and images of its people, neighborhoods, and architecture.

During the Women's History Month Event, Hansen shared stories about the history of the Dupont Circle area and its earliest residents, touching on how the neighborhood first developed and then expanded and became more popular over time. Throughout the afternoon, members could purchase copies of *A History of Dupont Circle: Center of High Society in the Capital* and Hansen offered book signings to those interested following his presentation.







In addition to the many welcomed attendees, GFWC was excited to open its doors to Anna Fierst, a Past President of the Woman's National Democratic Club and great granddaughter of Eleanor Roosevelt, who was a GFWC member.

Enjoy this year's Women's History Month event [photo album](#) and [download photos](#) of this fun and educational event.



# Are You Using Your Superpowers to Leave a Membership Legacy?

BY BECKY WRIGHT, GFWC MEMBERSHIP CHAIRMAN

**T**o quote Dolly Parton, “If your actions create a legacy that inspires others to dream more, learn more, do more, and become more, then you are an excellent leader.”

When we think about the power of one member—one member who inspired a Federation, we might immediately think of Jane Cunningham Croly. We might also think of our Jennie Award winners. But do we ever stop and think about the value of the one less known member who inspires the future, electrifies our clubs, and empowers our members?

Ethel Bush from GFWC Alabama used her power. In 1971, when the need arose to form a new club in the Huntsville area, Ethel went to work. Starting with fifty-two members, charter members joke that they joined because Ethel told them to. Ethel used her power to empower club leadership, sending a telegram to inform one member that she “needed” to be the club’s first president. Ethel used her influence to leave a legacy—a club that just celebrated its 50th anniversary with a membership of more than 140 members!

Eighty-five-year-old Viona Ranney, GFWC South Dakota, has enjoyed her most energetic year ever as a member. When the 2021 membership had dwindled, she decided something had to be done, and she had a plan. She started with a luncheon and encouraged each member to bring a guest. A simple invitation resulted in many additional members. Next, she devised a plan to diversify, inviting



GFWC ladies from five churches to her house; each lady brought her church directory along, having someone from another church call the potential member. More members gathered. This successful outreach was repeated and repeated. As a result, the Yankton GFWC has realized a 70% increase in membership thanks to the power of one member with an idea.

Mickie Reed, GFWC California, uses her power to inspire the future by letting passion for membership inspire potential recruits. Mickie wears her legacy with pride! She is a star recruiter, having recruited thirty-six members in the past three years!

Additionally, she has used her actions to start a Juniorette Club! How is that for inspiring the future?

How will you use your superpower? Will you use your power to ignite enthusiasm that leads to recruiting? For retention? Will you use your power to encourage personal growth and build the connection?

We cannot all be Jane Cunningham Croly. We can be an Ethel. We can be a Viona. We can be a Mickie. Our actions can create a legacy. The power of one member can ignite our future. How will you use your power to recruit, retain, and build new clubs?



## Recruitment List

GFWC Naples Woman's Club - **43**  
Naples, FL

GFWC Sparta Woman's Club - **28**  
Sparta, TN

GFWC St. Petersburg Woman's Club - **19**  
St. Petersburg, FL

GFWC Ossoli Circle - **13**  
Knoxville, TN

GFWC Miami Woman's Club - **12**  
Miami, FL

GFWC Tampa Woman's Club - **12**  
Tampa, FL

GFWC Boise Columbian Club - **11**  
Boise, ID

GFWC Woman's Club of Ft. Pierce - **11**  
Ft. Pierce, FL

GFWC Zwaanendael Women's Club - **11**  
Lewes, DE

GFWC Dawson County Woman's Club - **10**  
Dawsonville, GA

GFWC Treasure Coast Woman's Club - **10**  
Vero Beach, FL

GFWC Madison Valley Women's Club - **9**  
Ennis, MT

GFWC North Carolina Sorosis Club - **9**  
Wilmington, NC

GFWC Sparta Woman's Club - **9**  
Sparta, NJ

GFWC Woman's Club of Paramus - **9**  
Paramus, NJ

GFWC Semper Fidelis Club - **8**  
Skowhegan, ME

GFWC Chilhowee Club - **7**  
Maryville, TN

GFWC Progress Club of Las Cruces - **7**  
Las Cruces, NM

GFWC Rotonda Woman's Club, Inc. - **7**  
Rotonda West, FL

GFWC Village Improvement Association - **7**  
Rehoboth Beach, DE

GFWC Women's Club of Odessa, Inc. - **7**  
Odessa, DE

GFWC Woman's Club of Ste. Genevieve - **7**  
Ste. Genevieve, MO

GFWC Clarksville Women's Club - **6**  
Clarksville, TN

GFWC Greater West Palm Beach Women's Club - **6**  
West Palm Beach, FL

GFWC Hobe Sound Woman's Club - **6**  
Hobe Sound, FL

GFWC Satellite Beach Woman's Club - **6**  
Satellite Beach, FL

GFWC Woman's Club of Merchantville - **6**  
Merchantville, NJ

GFWC Burlington Woman's Club - **5**  
Burlington, WI

GFWC Kentucky Barbourville Junior Woman's Study Club - **5**  
Barbourville, KY

GFWC Monticello Woman's Club - **5**  
Monticello, KY

GFWC Mountain Pine Woman's Club - **5**  
Parker, CO

GFWC Sebastian Woman's Club - **5**  
Sebastian, FL

GFWC Sisters of Service Woman's Club, Inc. - **5**  
Tallahassee, FL

GFWC Viera Woman's Club - **5**  
Viera, FL

GFWC Woman's Club of Cypress - **5**  
Cypress, CA

GFWC Woman's League of Mt. Holly - **5**  
Mt. Holly, NJ

GFWC Atlanta Woman's Club - **4**  
Atlanta, GA

GFWC Denville-Rockaway Area - **4**  
Denville, NJ

GFWC Federation Guild - **4**  
Dover, DE

GFWC Palm Beach Gardens Woman's Club - **4**  
Palm Beach Gardens, FL

GFWC Tuesday Club of Columbia - **4**  
Columbia, MO

GFWC Woman's Club of Charleston - **4**  
Charleston, SC

GFWC Woman's League of the Lowcountry - **4**  
Bluffton, SC

GFWC Casuarina Woman's Club, Inc. - **3**  
Lantana, FL

GFWC Cocoa Beach Woman's Club, Inc. - **3**  
Cocoa Beach, FL

GFWC Floucester County Women's Club - **3**  
Sewell, NJ

GFWC Fort Walton Beach Woman's Club, Inc. - **3**  
Fort Walton Beach, FL

GFWC Hartwell Service League - **3**  
Hartwell, GA

GFWC Jacksonville Beaches Woman's Club - **3**  
Jacksonville Beach, FL

GFWC Lutz-Land O'Lakes Woman's Club, Inc. - **3**  
Lutz, FL

GFWC Orange Park Woman's Club - **3**  
Orange Park, FL

GFWC Ruskin Woman's Club - **3**  
Ruskin, FL

GFWC Woman's Club of Colorado Springs - **3**  
Colorado Springs, CO

GFWC Woman's Club of Lakeside - **3**  
Lakeside, CA

GFWC Woman's Club of Sarasota - **3**  
Sarasota, FL

# The Power of Podcasts

BY KARYN M. CHARVAT, GFWC COMMUNICATIONS AND PUBLIC RELATIONS CHAIRMAN

**T**he 2021 Jane Cunningham Croly Award winner was Amy Brittain, an investigative reporter with *The Washington Post*, for her work on Canary, a seven-part investigative podcast about two women who refused to stay silent about their experiences with sexual assault.

This left many wondering, what is a podcast?

A podcast is a collection or series of digital audio files that are made available for downloading or listening via the internet. Each individual audio file is called an episode, and you listen to podcast episodes on a podcast app or by subscribing to podcasts online. Podcasts are hosted by an individual (the podcaster) who leads the conversation about a particular topic.

According to buzzsprout, a leading podcast hosting platform, 73% of the U.S. population 12 years and older have listened to online audio as of April 2022. Over one-third (104 million) Americans listen to podcasts regularly and 28% (80 million) are *weekly* podcast listeners.

This form of communication witnessed unprecedented growth during the pandemic and has continued a meteoric rise in popularity, mostly due to the convenience of listening to the content. Using a podcast app like Apple, Spotify, or Audible, audiences listen to content while driving/commuting, exercising, and working and at home.

Why should you consider starting a podcast? Industry experts expect podcasting to grow significantly as on-demand audio increases in popularity, with forecasts projecting

total podcast listeners will exceed 160 million by 2023! Additionally, monthly podcast listening is growing fastest among Americans ages 55+, a prime target for you to find potential *new members and donors!*

To get started, you will need to find a podcast hosting platform. Buzzsprout does have a free plan, allowing for two hours of uploaded content a month; however, the episodes are deleted after 90 days and will contain advertising. They also offer a \$12 per month paid option, which allows for three hours of content a month; you can opt to remove advertising and the episodes are hosted indefinitely. You can cancel anytime; there are no contracts to sign!

Podbean is another platform to consider with a free option which allows for five hours of content a month and a paid option at \$9/month if paid annually or \$14/month if billed monthly. There are many platforms to consider; take your time in researching and reading reviews. Once you are ready to take your messaging public, you want to have confidence in the service you select.

You can find podcast content by searching a podcast directory, like Apple Podcasts, or by searching Google. You can also ask for recommendations from your social media network; podcasts have become the “new book club” for many.





# Collaborative Leaders Ensure That Change is Smooth and Successful

BY SHANNON BAILEY, GFWC LEADERSHIP COMMITTEE CHAIRMAN

**C**hange is a predictable constant in our lives as GFWC clubwomen. Our club is always changing as new members join. Our club and state leadership changes yearly or biennially. The needs in our community change, and our club projects change to meet those needs. How can we, as leaders, make these inevitable changes successful and exciting, rather than stressful and disruptive? Involve our members in every step of the process!

## Planning

A key difference between dictatorial leadership and collaborative leadership is seeking, and listening to, input from others. The final decision may rest with just a few

people, but actively seeking input from as many members as possible will ensure that members will know they are heard and that their opinions are valued. New members offer fresh perspectives in evaluating needs and options. Veteran members offer an historical perspective on what has (or hasn't) worked before, and why it may be time to switch things up. Members may have talents or experiences that could completely change the course of a project or fundraiser but, if they aren't given an opportunity to share ideas, you'll never know that! Surveys, brainstorming sessions, and focus groups are great ways to involve more members in the decision making process and ensure better buy-in.

## Implementation

If you want members to move from buy-in to ownership, communication is key as changes are implemented. Does everyone understand the scope of the new project or fundraiser? Are all members clear on the shared vision for the new club year, new leaders, or the next course of action? Communicate the details, timelines, and expectations of the new event or project. Clearly outline the responsibilities of the leaders and members involved. If a committee is in charge of implementing the change, make sure they communicate regularly with the leadership and the whole membership.

## Evaluation

Whether the change has been to an ongoing process or a one-time project or event, evaluation must take place in a timely manner. Take time to debrief after an event. Celebrate what went well and make notes of less successful aspects to tweak for future events. Survey members throughout the year—and in the middle of changes—so that tweaking occurs as the project moves along. Again, giving *all* members a chance to offer input validates their importance to the club and encourages future participation.

Collaboration and communication are keys to making changes in our clubs or State Federations as smooth and successful as possible. Encouraging and implementing member input at every stage ensures ownership and enthusiasm. Embrace change as an opportunity to grow and learn—it's a benefit of belonging!





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of WOMEN'S CLUBS

2020-2022

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# Administration Reports



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## THE GOOD TIMES WILL ROLL THIS SUMMER

**WE CAN'T WAIT TO JOIN YOU IN NEW ORLEANS!**

At Heifer International, we know women have the power to do anything they set their minds to. Your support gives women the resources, knowledge and opportunity needed to reach their potential. Throughout the decades, GFWC members have helped countless women, families and communities lift themselves out of poverty and hunger — and create the futures they deserve.

**Stop by our booth at the annual GFWC convention to hear some of the incredible stories you made possible.**

**SCAN. ENTER. WIN!**  
Prizes from Heifer's gift shop

