

# Maryland NOW



**FORGING  
AHEAD**

*A Future  
Through  
Action*



**Maryland NOW  
Annual Meeting**

**SATURDAY  
MAY 20**

**VIRTUAL**

Held via Zoom Virtual Meeting Software

Maryland Chapter, National Organization for Women  
P.O. Box 7716  
Silver Spring, Maryland 20907



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# Thank You to Maryland NOW's Vendors

These Maryland businesses help us in our communications and visibility work. King Cow designed and began hosting our very first website in 2005, Letterforms has done outstanding graphics work for us over the years, creating ads, mailings, and posters. House of Printing handles our printing and mailing projects. HayTree is a new small business helping us with website maintenance and statistical tracking to assist us in making our social media presence more effective. We appreciate you all and looking forward to working with you in the coming years.

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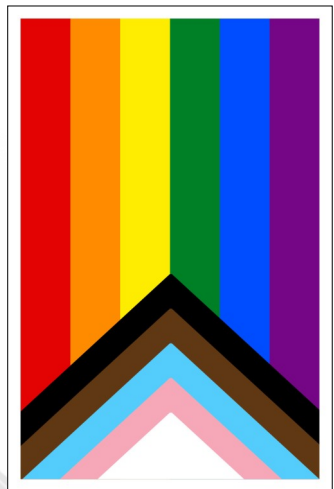
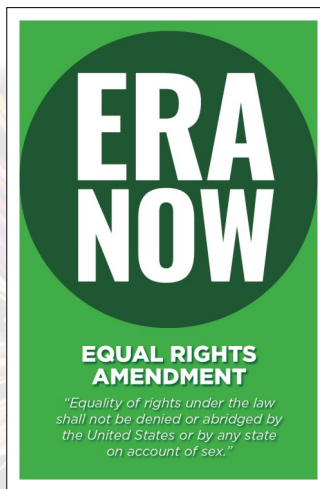
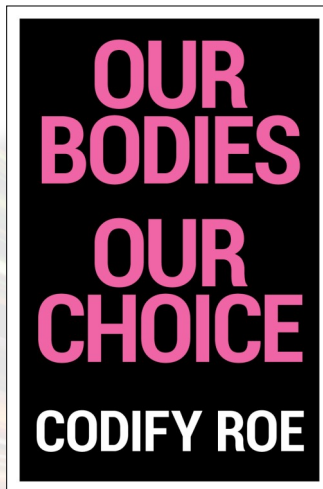
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# Maryland NOW in Action!

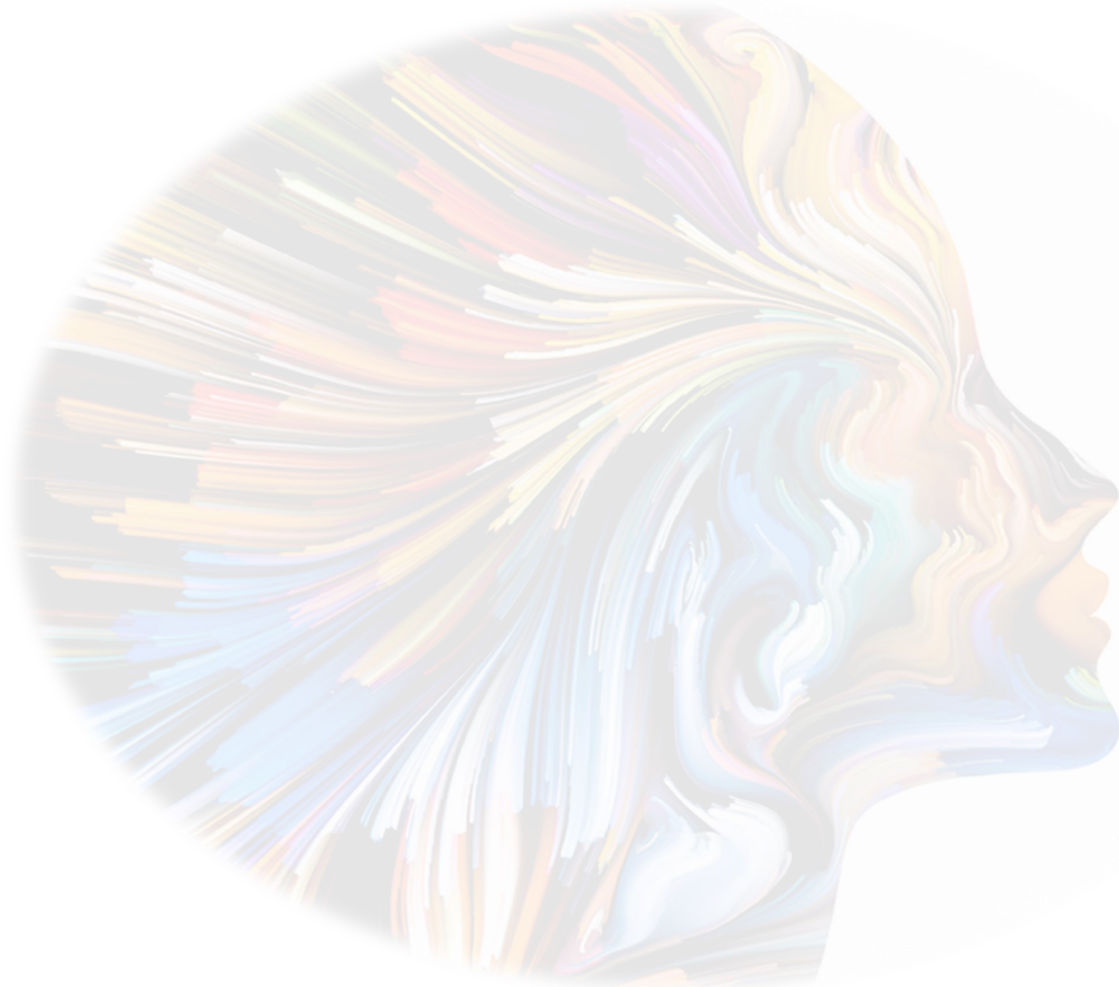
Over the past three years, Maryland NOW has worked to create a series of posters or signs our members can use and which we can distribute at actions and other public events. The signs have been designed by Letterforms and printed by House of Printing. (Please see information about all our vendors on page 4 of this folder.) We are adding and re-printing our signs as issues change and new issues emerge. Each sign or poster is double-sided with an invitation to join NOW (graphic bottom right) printed on the reverse side.



Thanking those assisting with our conference:

**Hosting Zoom:**

Alyssa Zajan is a museum educator and science communicator. She graduated from Barnard College in 2017 with a BA in Astrophysics and has an MA in Museum Studies from the Cooperstown Graduate Program. In her free time, Alyssa is a tap dancer and avid knitter.





**Maryland National Organization for Women**

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Dear Members and Friends of Maryland NOW,

Welcome to our 2023 Maryland NOW State Conference! We're so glad you are able to join us virtually today. And many thank-yous to our presenters for sharing their time and wisdom with us in our quest to not just survive these times but to thrive!

As we wind down our 2022-2023 program year, we are very much aware how discouraged and very pessimistic about the future our members and friends have become. We hope that knowing what groups, including Maryland NOW, are doing to galvanize support in the 2024 elections and beyond will give us all the boost we need to move forward. A special thanks to Jessica Fitzwater for her participation today – I was so honored she asked our PAC for our support in her bid to become Frederick County's Executive. And an unsolicited shout-out to Montgomery County Executive Marc Elrich, who has been a Maryland NOW member since the early 1990s!

I have no idea how we would have been able to accomplish all we have without the whole team of Maryland NOW's Executive Committee and their hard work in leading us toward Maryland NOW's goals! Sandy Bell brings so much in her years of networking and experience in Maryland on behalf of women's issues, there really isn't room in this letter to list her contributions to Maryland NOW's work – thanks so much for her wisdom and insight! Crystal Peters has been invaluable in working on our PAC endorsements last fall, monitoring legislation, and covering for me at meetings when I got overbooked. Jerry Blum keeps our financial books balanced, our bills paid, watches our investments and spending, and records everything where it is supposed to go. Our two active task force chairs have done incredible work – Mary Ann Gorman on the ERA, and Jakeya Johnson on legislation. Mary Ann has helped with everything we've asked including help with that mystery program "Excel," making it possible to work with our membership data base. Jakeya also bails me out by creating great graphics for the website and Facebook, is a really outstanding writer, and has the patience of a saint. Our state council has also shown wonderful support during an unsettling time with national NOW finances and membership issues. I also want to thank the young women who are involved in our Campus Action Network group in Frederick who are developing innovative and responsible programs in their school to benefit young women.

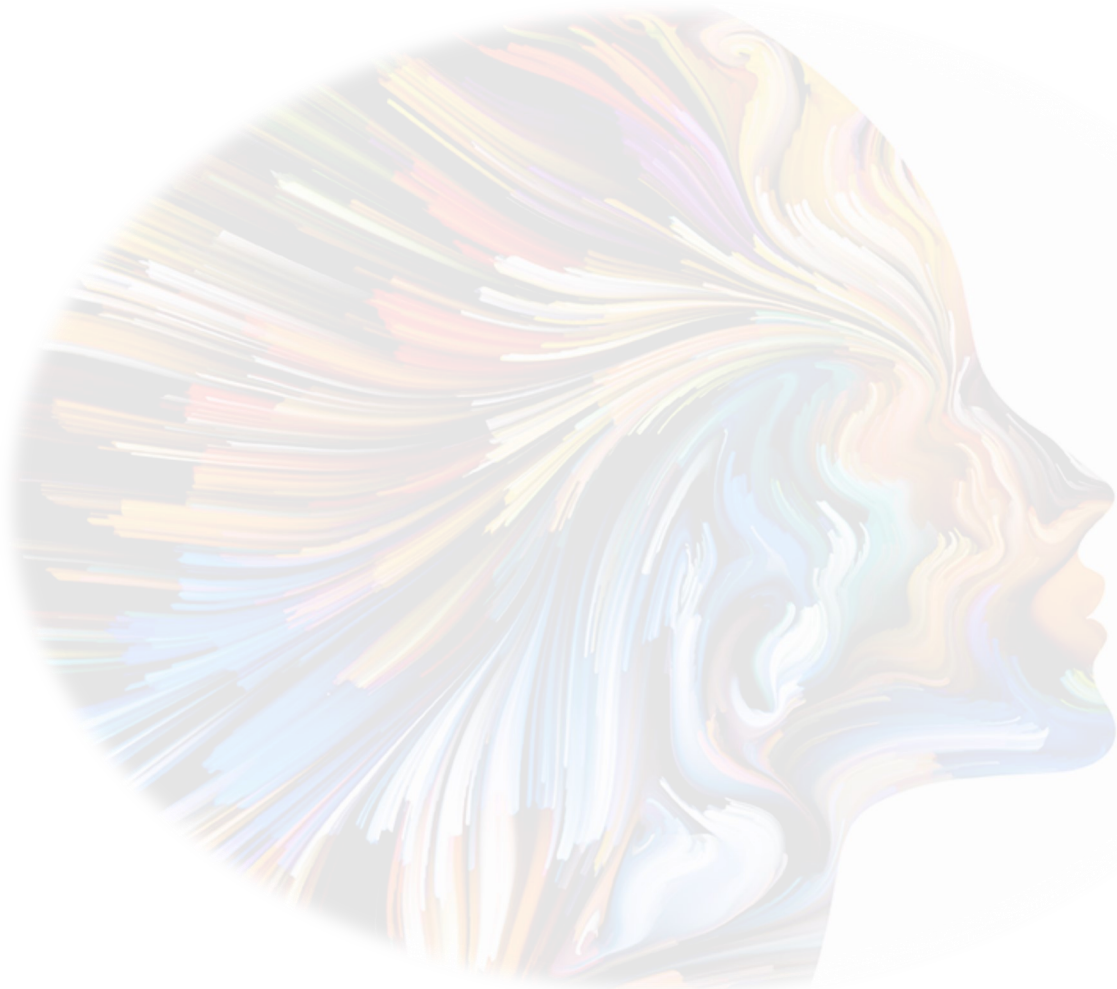
And then, of course, there's every single Maryland NOW member who has joined or renewed their dues during this past year. Your support for our state leadership and work means everything and makes next year possible.

I am honored to represent you and work on your behalf during this really challenging time. Thank you for your faith in NOW and your support of Maryland NOW.

For equality,

A handwritten signature in cursive script that reads "Barbara Hays".

Barbara Hays  
Maryland NOW President





**Maryland NOW Virtual State Conference**  
**Saturday, May 20th, 2023 | 9:30 a.m. – 4:00 p.m.**  
**via Zoom Virtual Meeting Software**

**Proposed Conference Agenda**

9:00 – 9:30 Sign in

**Business Session I**

9:30 – 10:15 Morning Business Meeting

Welcome

Introduction of Elections Chair & Credentialing Report

Adoption of the Agenda

Adoption of Proposed Conference Rules

Approval of the 2022 State Conference Minutes

Credentialing Report

Election of Maryland NOW Officers

Report of the Nominations/Elections Chair and Election of State Officers

Committee Report, Nominations from the floor, Announcement of Balloting Procedures if needed\*, Candidate remarks

(NOTE: if there is extra time in this segment, items from the afternoon business meeting may be addressed.)

10:15 - 10:30 Break

**Morning Program**

10:30 – 11:30 Morning Panel Presentation – **Where Are We Going?**

11:30 – 12:15 Keynote Speaker – Jessica Fitzwater, Frederick County Executive  
**“What’s At Stake in the 2024 Elections and What We Can Do To Turn Things Around”**

12:15 - 1:00 Lunch Break

**Afternoon Program**

1:00 - 2:30 Afternoon Panel Presentation - **How Do We Get There?**

2:30—2:45 Break

**Business Session II**

2:45—4:00 Afternoon Business Meeting

Officer & Task Force/Committee Reports—Discussion

Report on Maryland NOW Chapters

PAC Report (2022)

2023-2024 Discussion and Planning

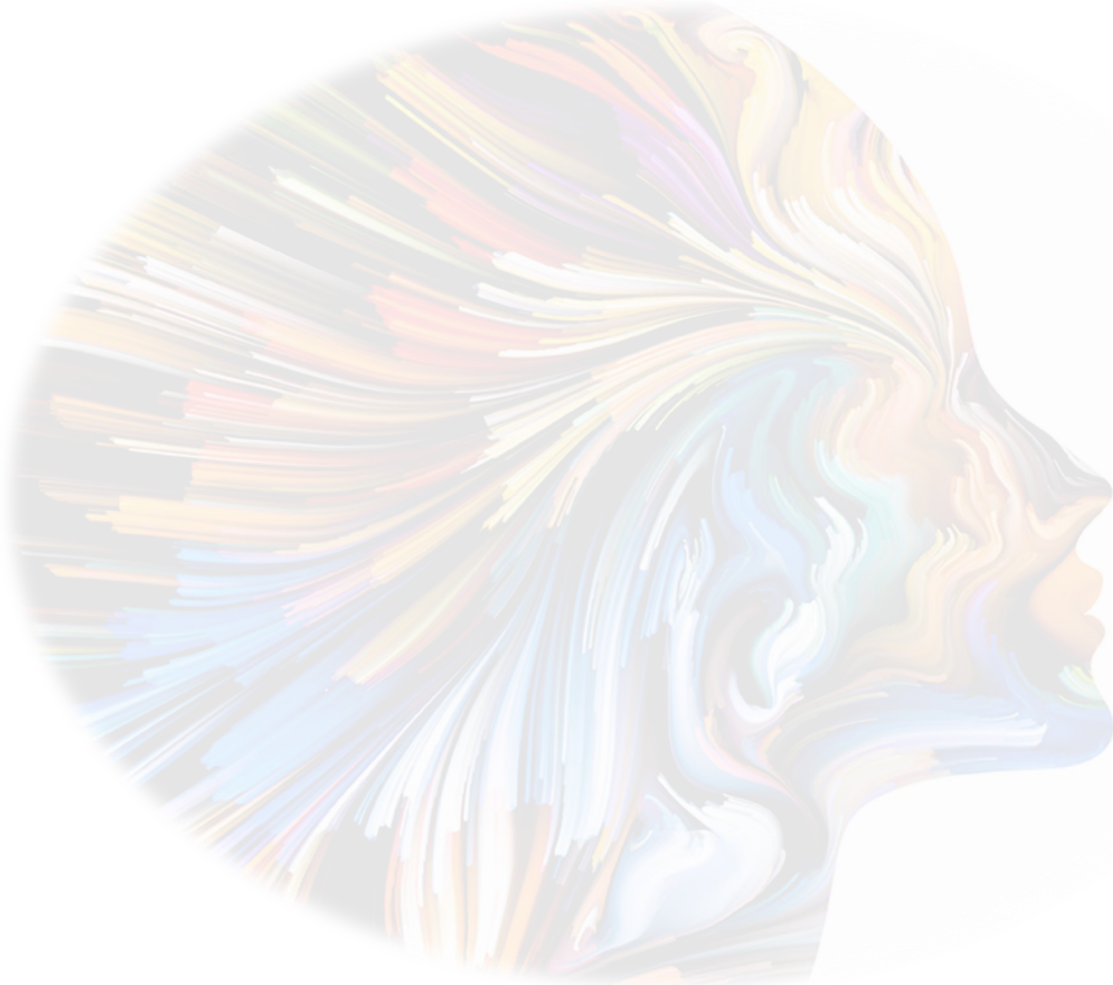
4:00 Adjournment

Thanks for attending our Annual State Conference!

\*See information on the reverse of this page.

**\*Balloting Procedures:**

Voting In the event we have more than one member seeking an Executive Committee position, we will most likely set up a system with Google Forms. Using that program, the Elections Chair will send electronic ballots to all registered members who are eligible to vote using the email they have provided in their registration for the conference. Their votes will be recorded by Google Forms (the Elections Chair will be the only person to have access to this Form and results) into a spreadsheet and the Elections Chair will tally the results and notify conference attendees as soon as possible.





# Proposed Rules

## Maryland NOW 2023 Online Virtual State Conference

### May 20, 2023

#### Registration and Credentialing

- Online conference registration will be open to all NOW members, guests, and visitors. All persons must register for the conference in order to participate in the virtual meeting.
- Registration will be a two-step process. Step One will be that members register electronically using an online form through the link that has been publicized via email, in mailings, and available through Maryland NOW's website. Those whose memberships pre-date 60 days (joined on or before March 22) prior to the conference will be considered credentialed and eligible to vote. Step Two will be logging into the Zoom Virtual Meeting software at the appointed day and time to join the conference online. **Completion of both steps will be necessary to affirm a credentialed member's registration and ability to vote in Maryland NOW meetings and elections.**
- Each conference registrant will be notified by email prior to the conference whether they are eligible to vote at the meeting and for the election of state officers.
  - The designation "attending the conference" will apply to anyone registered through our online form and who has joined the conference via the meeting software.
  - There will be no charge to join the meeting
  - A member shall be defined as any person whose current dues have been paid to any entity of NOW. If the person's dues have been received by a MD NOW chapter or by our state organization's treasurer but their name is not listed on National NOW's membership database, they must only, working with their MD NOW chapter and state leaders, show verification of the receipt of their dues **in our state** to be eligible to vote.
  - Members whose dues have not been received as noted above sixty (60) days prior to the conference may register and/or join the online meeting, but may not vote.
  - A guest shall be defined as a person who is a NOW member, but not a member of Maryland NOW.
  - A visitor shall be defined as a person who is not a member of NOW.

#### Maryland NOW Online Conference Business Sessions

#### Motions and debate

- To be ruled in order, motions at this conference may not involve the organization's finances or any motion involving committing Maryland NOW's financial resources to a

particular issue, project, or goal. No motions involving policy or changes in policy will be in order. The chair will only be able to entertain and call for votes on procedural motions involving accepting reports, moving the agenda, ending debate, or calling to order or adjourning sessions of the meetings. On any matter on which a member may wish further consideration, a request can be made that the issue be brought before the Maryland NOW State Council at their first meeting following the online conference for discussion.

- The agenda shall reflect times allotted for each part of the agenda, and if necessary, the chair may appoint a timekeeper and may indicate a specific period of time for each speaker to address the body.
- Any NOW member may speak having been recognized by the chair. Guests and visitors may participate after being recognized, and will be identified as a guest or visitor.
- Participants agree to respect the times noted on the agenda. Persons recognized to speak are recognized to address the item under consideration, and no person may speak a second time until everyone has had an opportunity to speak.
  - Speakers must give their name and city or chapter affiliation. In debate, remarks must be germane to the question or pending motion, and members cannot question another's motives or attack another member personally.
  - Using the virtual meeting software, Maryland NOW may record the meeting.

### **Elections for State Office**

- The Nominating Committee Chair will report in Business Session I on names they have received prior to the conference for state office. The Chair will open the session to nominations made by members, and anyone nominated or self-nominated must have their membership verified. The Chair will close nominations and the Nominations Chair will outline a process for candidate remarks.
- If there are no nominations from among the participants, the Chair can declare nominations to be closed and either ask for a decision by unanimous consent to elect the officers who have been nominated, or ask that a system be set up through SurveyMonkey, Google Forms, or MailChimp for members to vote within the following 24 hours.
- As stipulated in Maryland NOW's bylaws, elected officers take responsibility for their positions upon announcement of the election results. Any official transfers of records, including signatories on bank accounts, must occur within two weeks of the conference.

### **Voting**

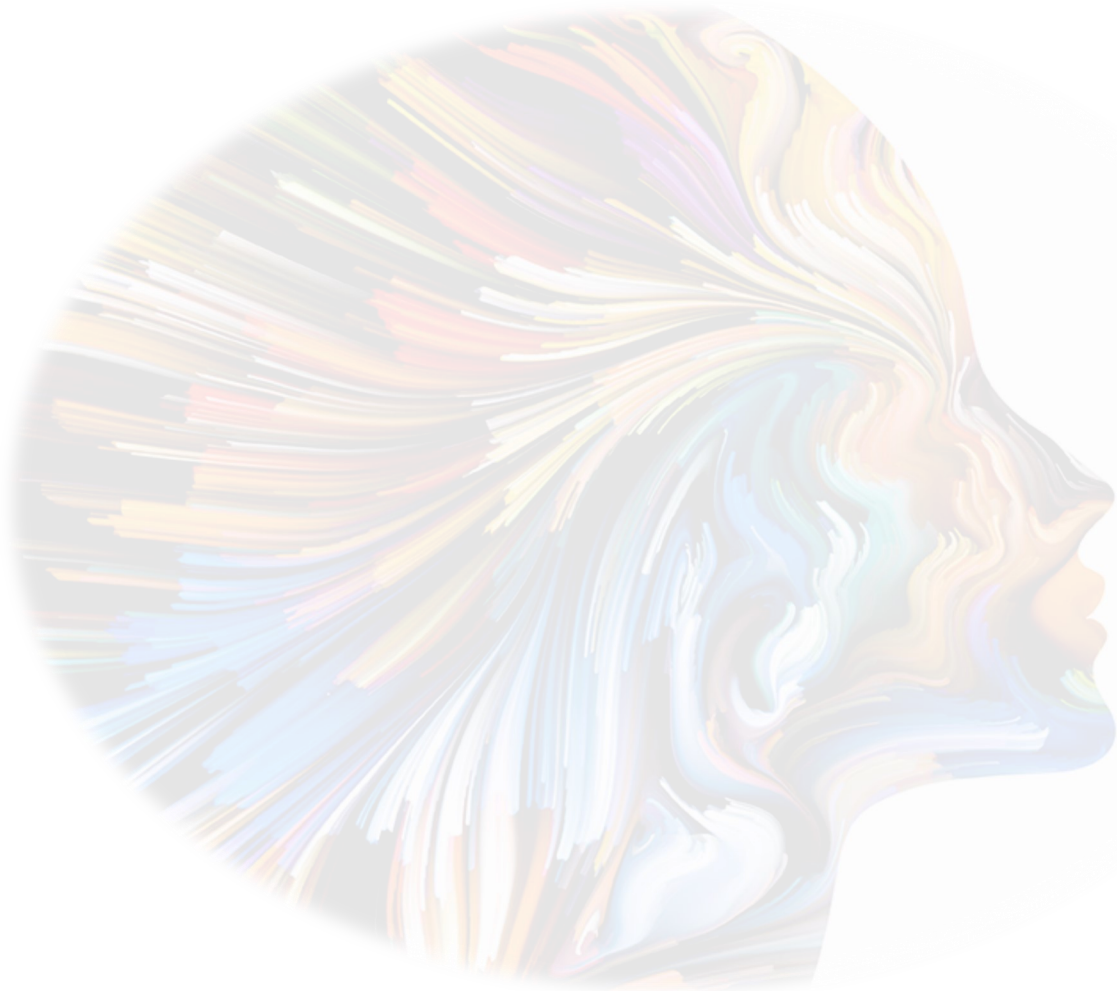
- During any business meeting segment of the conference, members may vote on procedural motions, resolutions, or bylaws by utilizing features of the software allowing them to indicate a "raised" hand.

- A person serving as Credentials Chair will verify the membership for each person who has registered for the conference, and will notify any registrants of any problems with their membership record.
- In the election of state officers, when the Nominating Committee announces that no further nominations appear to be forthcoming, she/he will make a motion that nominations be closed, which will be considered and voted on by the body. At that time, no one not previously registered and in attendance at the meeting can register, have their membership credentialed, and log into the online meeting for the purposes of being able to participate in voting for candidates for state office. Following the end of that business session, someone not previously registered for the conference may register, be credentialed, and participate in discussion and votes of the body in the meeting.
- In the case of a contested race for any state offices, voting will be conducted electronically using software such as SurveyMonkey, Google Forms, or MailChimp. The body will agree on the length of time voting will be open and how soon members must receive the link to their ballot. The Elections Chair or other members deemed necessary by the President shall receive the results of the vote and will announce the results to the State Council by email.

### **Authority**

- The conference shall be governed by the National NOW Bylaws, official policies of the National Organization for Women, the Bylaws of Maryland NOW, Robert's Rules of Order, Newly Revised, and these conference rules.







## Maryland National Organization for Women

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### Maryland NOW 2022 State Conference Minutes Saturday May 21, 2022 10:00 a.m. – 4:00 p.m. Virtual via Zoom Meeting Software

The Maryland NOW 2022 Annual State Conference was called to order by President Sandy Bell at 10:00 a.m. President Bell welcomed members, visitors, and guests to the meeting.

Barbara Hays, acting as credentials chair, reported that 12 credentialed members had signed into the meeting.

The Proposed Agenda for the meeting had been circulated to the group. It was **moved** and **seconded** that it be adopted for the meeting. The motion **passed**.

The Conference Rules for the meeting were proposed, having been pre-circulated to the group, were **moved** and **seconded** for adoption. The motion **passed**.

A proposed Bylaw addition, having met the requirements for consideration, was presented for discussion. The amendment was a complete revision of the position of State Secretary. The amendment proposed expanding the role of the position to include responsibilities for maintaining organizational visibility on social media and for various responsibilities for membership retention. Duties previously assigned to this position involving oversight of meeting records, or minutes, were included in the new duties.

An amendment was proposed to be added to Item 2, adding “and records of meetings” following the word “correspondence.” Discussion included various options for online storage which were noted. The language of the amendment was **moved** and **seconded**. The motion was **adopted**. The amended bylaw language was **moved** by Jerry Blum, and **seconded** by Colleen Dermody, which **passed**.

Approval of the 2021 State Conference Minutes was in order. It was noted that last year’s recordings of the conference were only partially saved, and that the language of the minutes for the 2021 conference were assembled from notes of members of the Executive Committee. One sentence was deemed to have been proposed in error and it was **moved** by Barbara Hays and **seconded** by Beth Corbin that the sentence, which incorrectly described an election to fill a vacant seat in Maryland’s 7th District, be removed from the paragraph listed under “Business Meeting II” The motion **passed**, and the minutes were **adopted** as **amended**.

President Bell introduced Beth Corbin as the 2022 Nominations Chair. Beth informed the group that she had received self-nominations from Barbara Hays for state president, Sandy Bell for state executive vice president, Crystal Peters as action vice president, and Jerry Blum as state treasurer. Beth reported that she had received no other nominations for any office. Beth **moved** the elections of these officers by acclamation, which was **seconded** and **passed**.

Barbara Hays formally thanked Sandy Bell for her three years of service to Maryland NOW as the state's president and shared with the group a photo of a gift being given by members of Maryland NOW to Sandy. The gift was a china teapot and mugs, along with other items which were part of historical reproductions of china used by Alva Vanderbilt Belmont at a lavish fundraising event at her mansion in Newport, Rhode Island, known as "Marble House" which substantially funded the work around 1910 leading to passage of the 19th Amendment. The china is decorated with an iconic blue script "Votes for Women."

Following a break, Delegate Ariana Kelly was introduced as the day's keynote speaker. Biographical information about Delegate Kelly was included in the program materials sent to the conference registrants. Delegate Kelly described the process by which, as lead sponsor, she had directed passage of HB937/SB890, "The Abortion Care Access Act" in the 2022 session of the Maryland General Assembly. This legislation expands Maryland's abortion care coverage to include training of health care professionals to provide abortion care. Governor Hogan vetoed this bill, and his veto was overridden. This positions our state to meet the needs of women, both Maryland residents and women from other states who need abortion care if the Supreme Court dramatically limits or overturns Roe v. Wade in June.

President Bell thanked Delegate Kelly, not only for her remarks, but for her tireless work on behalf of women and children in her 12 years representing Maryland's 16th District in Maryland's House of Delegates.

The meeting was briefly stopped for lunch, and resumed for the afternoon panel.

Barbara Hays introduced the panel members, Congresswoman Donna Edwards, Pat Reuss, and Mike Hersh. These individuals' biographical information was included in the program materials sent to conference registrants. The panel's topic was "Can We Keep the U.S. House and Senate Blue in November?" Barbara posed 4 questions to the panel – key races for the House and Senate which might prove as bell weathers as to whether Democrats might maintain the majority, how the reversal of Roe v. Wade might affect all races in November, what messaging surrounding issues like the war in Ukraine, the economy, and President Biden's job performance and popularity would help drive up Democratic turnout, and the role of registered Independent voters would play in the outcome of key races.

Following the panel's discussion, members of the group posed questions to the panel members.

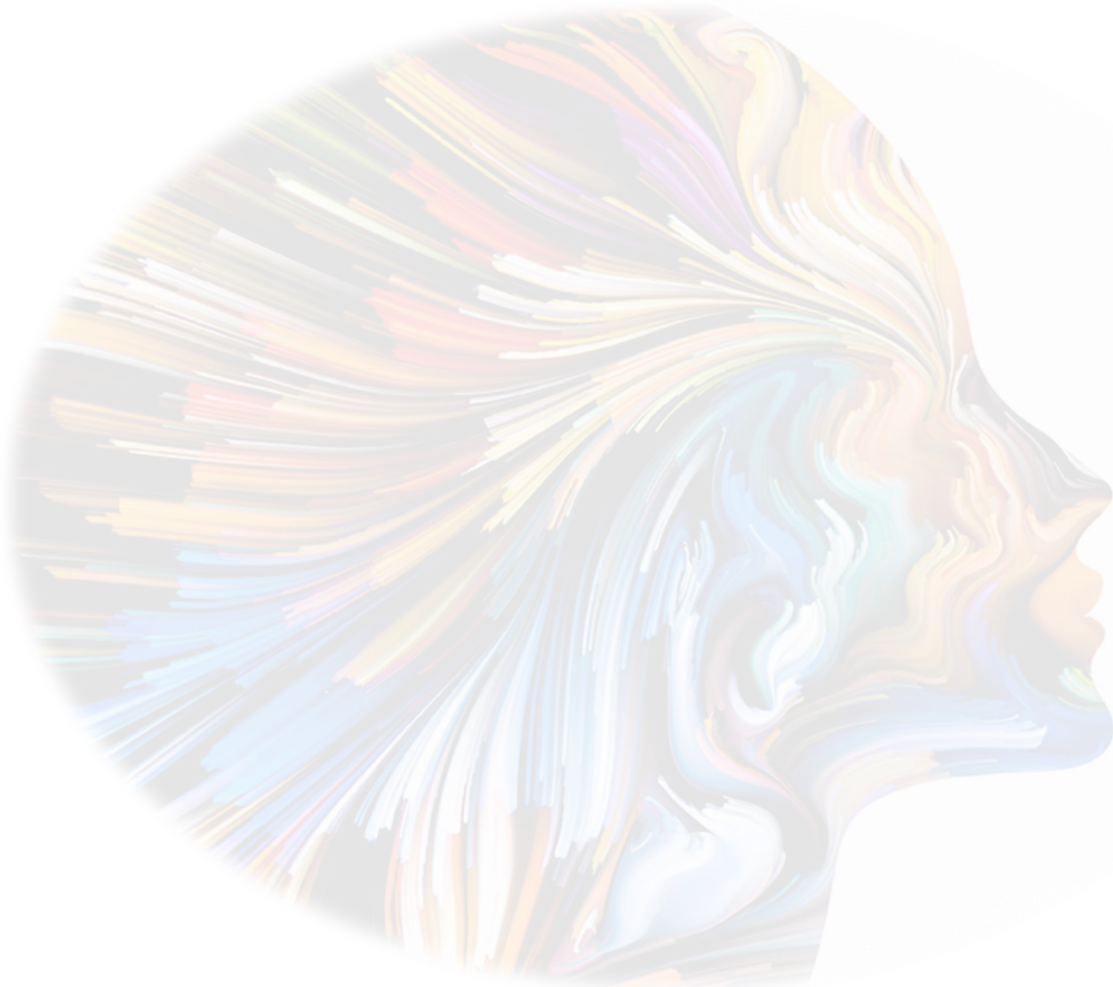
Business Session II followed a short break after the panel discussion ended. President Bell invited discussion on all the officer's reports, which were included in the materials pre-circulated to the conference registrants. Also discussed were Maryland NOW chapters, where we have growing in reorganizing chapters around the state, and what efforts are ongoing to retain members in light of problems with our organization's membership database and their failure to send out customary renewal notices to members.

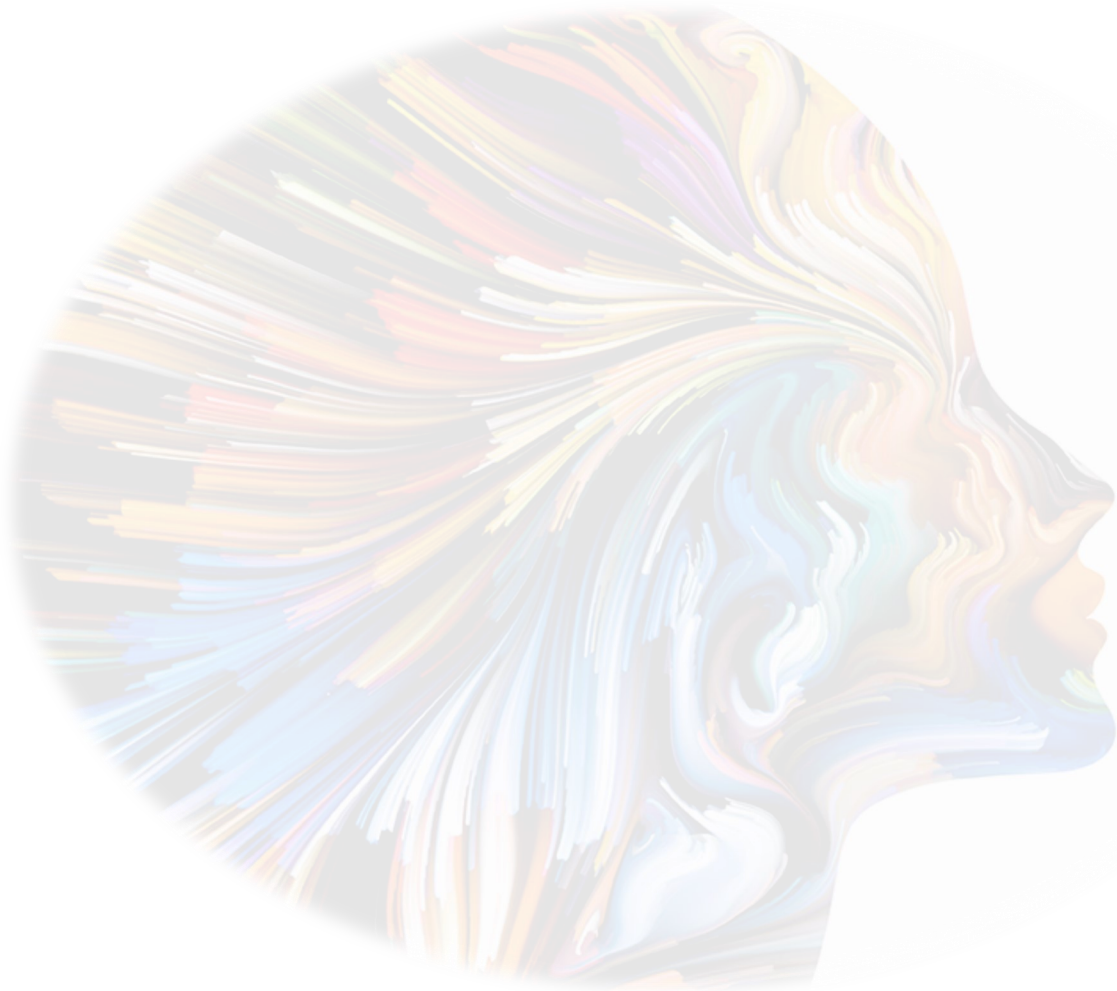
The Maryland NOW PAC's formal report was included in conference materials. Discussion by conference attendees included what questions and issues we should pose to candidates who might want a Maryland NOW PAC endorsement. Barbara will circulate the questions as the PAC currently has them outlined to the state council for suggestions involving the wording of the questions and possible additional topics we might want to ask candidates.



The group further discussed a range of topics, including candidates for Maryland's Gubernatorial position, as well as possible actions and activities of the pro-choice community in the weeks surrounding the anticipated Supreme Court decision reversing *Roe v. Wade*. Sandy noted that Maryland NOW's presence at the Abortion Rights March held in Baltimore on May 14 had received some newspaper coverage. Barbara did a 15-minute radio interview following the Supreme Court's leaked opinion for the public radio station in Salisbury, which was broken up into segments that were used by the station throughout the day.

President Bell officially **adjourned** the meeting at 4:10 p.m.





# Today's Presenters

## Our Keynote Speaker—Jessica Fitzwater

Jessica was born and raised in Smithsburg, Maryland. As a member of the Frederick County Council, she represented District 4 for two terms before being elected as Frederick County Executive. She championed key measures that were passed on a bi-partisan basis: repealing the county's English-only ordinance, strengthening the Housing Initiative Fund, creating a Human Trafficking Task Force, and establishing a Climate Emergency Mobilization Work Group.



Jessica holds a B.A. in music from St. Mary's College and an M.S. in educational leadership from Hood College. She is also a graduate of Emerge Maryland. Prior to being elected County Executive she taught at Oakdale Elementary School. In 2012, she was named one of the Frederick News-Post's Young Professionals Under 30, and in 2014 she was named the National Education Association's (NEA) Political Activist of the year. She is a past member of the Frederick County Education Association's Board of Directors, the Frederick Symphony Orchestra, and the Frederick Arts Council.

The Maryland NOW Political Action Committee (PAC) is proud to have endorsed Jessica's campaign for Frederick County Executive last fall.

We have scheduled two panels to discuss today's program.

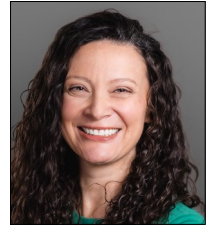
Our first panel, **"Where Are We Going,"** includes leaders of Maryland organizations who are charting a path for their respective issues in the coming months to ensure not just survival but sustained growth — not just for the present—but as we move into the 2024 General Election Cycle. Panelists include Michelle Siri, Executive Director of the Women's Law Center and a founding member of the Marylanders for Reproductive Choice Coalition. Also on our panel is Jennifer Tucker, who serves as the Senior Advisor for Strategic Partnerships and Engagement at the ERA Coalition, and Margo Quinlan, a co-convenor of the Trans Rights Advocacy Coalition. The panel's moderator, Jakeya Johnson, is Maryland NOW's Legislative Task Force Chair.

**"How Do We Get There,"** will include grassroots directors of Maryland organizations who are creating goals and objectives for activist participation for their respective issues in the coming months. In other words, how to get people outside their "comfort" zones to turn things around! Regardless of your age, where you live, or what resources you have, you CAN play a winning role in the 2024 Election Cycle. Panelists include Rahula Strohl, Public Engagement Manager for Planned Parenthood, who will be directing activist outreach for Marylanders in the fight to pass an amendment putting the right to abortion care in our state constitution; Sharon Blugis, with Reproductive Justice Maryland, who has been a dedicated advocate for Marylander's reproductive freedom; Larry Stafford, Executive Director of Progressive Maryland, and Judy Wixted, a Democratic activist leader on the Eastern Shore who will help us understand how our members in "red" areas can and do make a difference on Election Day. The panel's moderator, Barbara Hays, President of Maryland NOW, has been a grassroots organizer and chapter development director with NOW for over 20 years.



## Our Panelists

**Michelle Daugherty Siri, Esq.**—Michelle is the Executive Director of the Women’s Law Center of Maryland, a statewide nonprofit law firm dedicated to ensuring the physical safety, economic security and bodily autonomy of women in Maryland. She has been a practicing attorney since 2003, litigating in public, private, and non-profit sectors until she joined the Women’s Law Center in 2015. She comes to us today as a founding member of the Marylanders for Reproductive Choice Coalition and is a former Board President of Planned Parenthood of Maryland. Michelle also sits on the board of the Maryland Legislative Agenda for Women, a group with which Maryland NOW works closely and supports. Most recently she made her first foray into the political realm when she ran in the 2022 Maryland Democratic primary as a candidate for Lieutenant Governor on John King’s gubernatorial ticket.



Michelle lives in Baltimore County with her husband, two sons, and two dogs. In her free time, she is an avid runner, baker, and travel enthusiast. We are fortunate that she was able to join us today.

**Jennifer Tucker**—Jennifer comes to the position of Senior Advisor for Strategic Partnerships and Engagement at the ERA Coalition with three decades of experience in bringing the intersectional and diverse voices of women and girls into the policy arena. As an independent consultant, she provided senior level strategic support, program development and policy expertise to organizational executives related to promoting gender, racial, social and economic justice. Her clients have included the Leadership Conference on Civil and Human Rights, National Coalition on Black Civic Participation’s Black Women’s Roundtable, and Alliance for Excellent Education.



Jennifer holds an M.A. in Urban Studies from the University of Maryland, College Park, and a B.A. in Sociology from American University, Washington, DC. To ensure the ERA is affirmed as the 28<sup>th</sup> Amendment to the U.S. Constitution, we clearly need people like Jennifer to help us chart our course.

**Margo Quinlan**—Margo is a lifelong Marylander dedicated to leveraging public policy to advance grassroots advocacy campaigns. She believes that only community power can drive true systems change. Margo has spent years lobbying in state and local politics, centering her background as a labor organizer by bringing community voice to these policy arenas.

Margo works at the Mental Health Association of Maryland, sits on the Governor’s Commission on GLBTQ Affairs, and in her free time does community organizing on housing rights and issues of transgender equality. Margo co-convoked the Trans Rights Advocacy Coalition, which recently passed the Trans Health Equity Act. She first began doing LGBTQ+ advocacy over a decade ago, and spends as much time as humanly possible in community with other trans people— sharing joy, building power, and collectively dreaming of a world where we are given the full depth of love that we all deserve.



We’re grateful to Margo for her participation today!

**Sharon Blugis**—Sharon has dedicated her career to serving and uplifting communities and has been a dedicated advocate for Marylanders’ reproductive freedoms. With a career in public service and community advocacy, Sharon brings to Reproductive Justice Maryland (RJM) expertise in community health, political organizing and nonprofit leadership. In addition to her work experience, Sharon has partnered with several public health and gender justice organizations in mobilizing communities and fighting anti-abortion legislation in Maryland’s state and local governments. She is skilled in working in political arenas and identifying opportunities for reform and advancement, as well as building effective coalitions.



Sharon and her husband, Adam, are residents of Annapolis. “As fortunate as we are to be living in Maryland where abortion access is protected, this last year has shown us that there really isn’t a ‘safe state’ - and more work needs to be done.”

**Rahula Strohl**—Rahula is a Public Engagement Manager for Planned Parenthood of Maryland. He comes to our state via a somewhat unlikely route—from the world of sports. He worked as a sports journalist in Chicago and a teacher and coach in Illinois and Florida.



He began volunteering with Planned Parenthood of Southwest and Central Florida in 2016, talking with patients and helping them turn their stories into effective advocacy. He came to Maryland and has worked with advocates who have testified to the Maryland General Assembly, the U.S. Congress, and the White House Office of Management and Budget.

In his spare time, he enjoys—unsurprisingly—sports and does support work for Baltimore Jail Support. Rahula and his partner live in Baltimore City with their retired racing greyhound, Lolo.

**Judy Wixed**—Judy is a lifelong political activist and has volunteered with multiple Democratic campaigns and committees across the country, one of her first campaigns being for then-Senator Joe Biden over forty years ago. She has run her own business, taught public speaking professionally and trained leaders up and down the East Coast.



A resident of Talbot County, Judy has worked to build and execute a strategic plan that started to bring Democratic success in 2016, and turned the state “blue” for Biden for the first time since 1964. She is certified by the National Democratic Training Committee to conduct political training seminars for candidates, volunteers, organizers, and activists on political strategy. Several of her “graduates” are serving in public office on the Eastern Shore today.

Judy lives in Cordova with her husband, George Dappert.

**Larry Stafford**—Larry found his lifetime passion for organizing at the age of 17 as a student volunteer and eventually as a staff member for ACORN, where he fought to protect low-income apartment complexes in some of the most marginalized communities in Prince George’s County. He has since worked on numerous electoral and issue-based campaigns around the country, on ballot rac-



es from gubernatorial contest to city council races. He became Executive Director of Progressive Maryland in 2015 where he has helped grow the organization's budget by 700%, led the organization's electoral efforts which have reached over 500,000 Maryland voters, and elected scores of progressive candidates including 8 who defeated established incumbents.

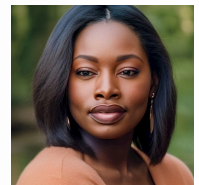


Larry is committed to investing in the power and potential of Progressive Maryland's working class membership base and continuing to win progressive changes at the local, state, and national level.

## Meet our Panel Moderators

### Morning Panel Moderator: Jakeya Johnson

Jakeya Johnson is a dedicated advocate and a Masters of Public Administration and Policy Candidate at Bowie State University. With a background in healthcare management, Jakeya's journey took a transformative turn as she discovered her passion for advocacy and policy. She has actively worked in the Maryland general assembly and currently serves as a valuable member of a philanthropic organization that empowers black and brown led organizations by shifting power to their hands.



In addition to her professional endeavors, Jakeya volunteers as the Young Democrats of Maryland Women's Caucus Chair and The Legislative Task Force Chair for the Maryland chapter of the national organization for women. Her commitment to gender equality and social justice is evident in her legislative efforts.

Notably, she successfully advocated for the passage of House Bill 477 during the most recent legislative session. This bill expanded access to reproductive healthcare on college campuses, impacting the lives of countless individuals.

Outside of her advocacy work, Jakeya finds solace in nature, enjoying the outdoors and embarking on memorable travels with her spirited 4-year-old daughter, Zoey. Her unwavering dedication to amplifying marginalized voices and driving positive change makes her an inspiring force within the field of public administration and policy.

### Afternoon Panel Moderator: Barbara Hays

Barbara can't remember when she wasn't fascinated by public policy and law. She believes she was the only person in her 8th grade class who knew all the members of Eisenhower's cabinet. However her focus sharpened when she became active in NOW in the mid-1970s—specifically working for passage of the ERA. In the process of developing campaigns for grassroots organizing for ratification of the amendment, she worked in Illinois in 1982 for six months as part of NOW's Countdown Campaign. Working for women's rights became her passion.



Barbara moved to the Washington DC area in the mid-1980s, and began what she thought would be a temporary assignment at NOW's National Action Center—at least that's how Ellie Smeal, NOW's President, described what would be her tasks. Her work expanded to include NOW's coalition work on federal legislation, and then into grassroots work as NOW's Chapter and State Development Director. She traveled nationally, visiting and working with NOW's subunits all over the U.S. She also developed training programs for leaders and activists held at NOW's national office in Washington.

Living in Maryland, she became very involved in Maryland NOW and served in several different positions at the chapter and state level. She is again serving as Maryland NOW president as she works to mentor new leadership, and also serves as Treasurer of the Maryland NOW PAC.

Barbara holds a B.A. in political science with concentrations in constitutional and public law, and studied at the University of Maryland-College Park in coursework in political participation. She is an avid genealogy researcher, and loves hiking, gardening, and classical music.



# Conference Business Meeting Information

## Officer Reports 2022-2023 Term

### President's Report

This year has been a very busy one – but often filled with things that I never thought I would see happen. For many of us who have been active in the women's movement for many years, seeing things we have worked so hard for – especially things that are/were settled law – disappear has been our worst nightmare.

For me personally, I cannot look just at what's happening in Maryland, knowing that a conservative sweep in the 2024 elections will make the draconian state laws being enacted around the country become national law – and laws under which we here in Maryland must also live.



Our year started with the Supreme Court handing down their devastating decision in the Dobbs v. Jackson case, overturning Roe v. Wade and turning the clock back 50 years for women and their families. It also meant that Maryland, with our progressive abortion laws, would become a last hope for women from “red” states all over the country in need of abortion care, and that our facilities here would be seriously tested in our efforts to help them.

Sandy Bell, Executive VP, Crystal Peters, Action VP, and I attended the National NOW Conference in Chicago in July. It was the first in-person national conference held by National NOW for several years. There were a number of resolutions that passed in plenary sessions, but some bylaw changes that had raised questions among activists were surprisingly tabled. This conference was memorable in that I was greeted by a NOW person I knew working registration who told me that a woman had come from Maryland and was looking for other NOW members from the state. That person was Mary Ann Gorman who has since last summer been working tirelessly on Maryland NOW's ERA efforts, but has also helped the state's leadership in many ways. Lucky us!

The Maryland Gubernatorial Election Cycle culminated last fall with our Maryland NOW PAC ending the cycle being able to contribute to races all over the state with endorsements and financial contributions to women candidates. This is the first time the PAC has raised money to support women candidates in our state in several decades, and our work to both endorse and contribute to campaigns all over Maryland appears to have been successful.

In developing the state's 2023 budget, we again decided to put substantial funds into our communication outreach. Our basic strategy is to put our energy into posting on Facebook and Twitter and with our posts, try to channel any new interest to our website where visitors might join Maryland NOW. We continue to bring in memberships which is important because these new activists provide us with immediate contact information, and tend to be younger and want to be more active. Names that come in through National NOW's direct mail are usually not interested in activist work.

As we look at goals for this coming fall and next year, we will be working to approve a constitutional amendment enshrining abortion rights in our state constitution on the 2024 General Election ballot. We'll also have an open Senate seat with Sen. Ben Cardin's retirement. And there's always the chance that we can chip away at Andy Harris' grip on Maryland's Eastern Shore in Congressional District 1.

I have relied on Sandy Bell, whose years of work in Annapolis serve us well, to regularly attend several key coalition groups active on abortion, the Time to Care Coalition, and who now adds her voice to the state-wide boards of Progressive Maryland and MLAW. This has helped me a great deal as I've been able to focus more on work on Maryland NOW's communications goals and our website and outreach to new members and chapters.

One bright spot has been the growth of a campus group at the Oakdale High School in Frederick. We've given financial support to a project they wanted to work on in their school, and we attended the Frederick Commission for Women's Awards Night with them in March.

I would really like to serve a second term as Maryland NOW's president and finish the work I've started to strengthen our structure and improve our image and outreach with new chapter interest around the state. If you re-elect me, I will continue these efforts and – I hope – create a stronger Maryland NOW that will attract new leaders and growth.

Again, I want to thank my Executive Committee – Sandy Bell, Crystal Peters, Jerry Blum, and our task force chairs Mary Ann Gorman (ERA) and Jakeya Johnson (Legislative) for their work and support this past year. I look forward to working with all these feminists in the coming year!

Barbara Hays, President.

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## Vice-President—Executive's Report

As the Executive Vice President, my main responsibility is representing Maryland NOW with a number of other groups and coalitions with which we work to get legislation passed to benefit women and their families in Maryland.



I serve on the board of the Maryland Legislative Agenda for Women and Progressive Maryland. Both of these boards meet most months of the year. MLAW also has a Fall Conference, Legislative Reception during the legislative session and a legislative wrap up. At the Fall Conference, proposals are submitted for legislation that legislators and issue groups present to get that proposed legislation into the Agenda. The board goes over the votes cast by members and member organizations and decides on the final Agenda. Progressive Maryland has a yearly member meeting, and during an election cycle, board members read questionnaires from candidates and vote on endorsements as part of PM's PAC. As an officer on PM's board, I filled in as Chair twice last year, and was part of the budget review.

There are also several coalitions working for specific issues in which I represent Maryland NOW, such as MRC (Marylanders for Reproductive Choice); Time To Care whose work was to get paid leave for all Maryland employees, and this year to fix issues with legislation passed last session;



and Progressive Maryland's Returning Citizens Task Force as part of our work with PM to address criminal justice issues. All of these have regular meetings, but the first two are mostly during the legislative session. I went to ERA Coalition meetings twice a month until January when we established our ERA Task Force and appointed Mary Ann Gorman as the Chair. I did work with her to get a couple of legislators to ask the Women's Caucus of the Maryland Legislature to send a letter to the Attorney General asking him to confirm that the ERA has met all Constitutional requirements to be the 28<sup>th</sup> amendment to the US Constitution. Though I no longer attend the regular ERA meetings, I continue to attend their Townhalls, and during last year's election cycle they had a GOTV for Equality Roundtable. The event was co-hosted with Howard University, Gen Z for Change and Black Girls Vote.

Annual events in which Maryland NOW participates are the Women's Legislative Briefing, MLAW, and this year we also cosponsored an MCASA (Maryland Coalition Against Sexual Assault) reception in Annapolis.

Montgomery County NOW had several events last year that I attended such as their 50<sup>th</sup> anniversary celebration, an ERA presentation, and a fabulous event about the Rosies, "Rosie The Riveter." Baltimore NOW had an Equality Day event which was very informative.

At our National NOW Conference last year, I was on a panel in a workshop about reproductive rights in the States. I was very happy to present for our state of Maryland, where our bodily autonomy is respected. There were many meetings with other entities in NOW such as leaders meetings hosted by DC NOW; meetings with our District reps; and a wonderful program by National NOW, Feminist State of The Union with our President Christian Nunes and Hillary Clinton.

During this year's legislative session, there was a Gender Justice Rally and Annual Memorial Service presented by MDNADV (Maryland Network Against Domestic Violence) to honor those killed by DV last year. I attended both.

Last, but not least, I post to Facebook and Twitter for Maryland NOW along with Jakeya and Mary Ann, and I respond to Maryland NOW's phone calls. I also serve as the Chair of MD NOW PAC, but that's another report.

Sandy Bell, Vice President-Executive

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## Vice President—Action's Report

My year as Action Vice President began with the rest of us — stunned at the US Supreme Court's decision to overturn Roe v. Wade. I was told that this would never happen. I was told over and over that Roe was law that had already gone to the Supreme Court and could never be overturned. Clearly that was wrong. I never knew what it was like before Roe and I still can't imagine life without it.

In July, I attended the National NOW Conference in Chicago, Illinois. I thoroughly enjoyed the variety of inspirational plenary speakers as well as the breakout sessions and workshops. It was an excellent opportunity to learn how NOW operates in business or plenary sessions. I met NOW board members, presidents and members from several states. I even met Ellie Smeal, the founder of the Feminist Majority Foundation, a past president of NOW and the owner of Ms. Magazine. The

experience at the convention is one that can never be replaced and I look forward to the next convention in June.

This year I also served as a member of the Maryland NOW PAC and helped identify candidates that Maryland NOW could endorse. I am proud of the number of candidates we endorsed who won in the primary. The PAC sent questionnaires to candidates — feminists and activists — who might be interested in working with us on other issues. We called contacts to learn more about candidates in Western Maryland and the Eastern Shore. We were also able to work with candidates in the Baltimore area. Overall, the PAC had a major role in supporting candidates who support NOW's values and are currently sitting in our legislature.



During the legislative session, I called all 23 members of the Maryland State House Judiciary Committee to express Maryland NOW's support for HB412, Criminal Law—Sexual Crimes—Consent and Second-Degree Rape. This legislation passed and changed Maryland's rape law to focus on whether there was clear and voluntary consent between the parties involved. Prior to this law passing, the threshold for rape required the victim to prove that he or she had actually tried to fight off their attacker. The passage of this bill was a huge win for the state of Maryland and Maryland NOW.

On several occasions I was able to sit in on the monthly State and Chapter Leaders' Meetings for Barbara Hays, President, when she had a calendar conflict. The topic in January was press coverage of the January 22<sup>nd</sup> march held in Washington and the right-wing bias in local media. Internal NOW questions of Membership are often a topic of discussion with this group and they shared strategies with each other about working to help membership retention efforts, which I was able to share with the Executive Committee.

Overall, there was a lot of action in Maryland this year with regard to women's rights, our state election and the subsequent legislative session. Still, there is work to be done.

Crystal Peters, Vice President—Action

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## Treasurer's Report

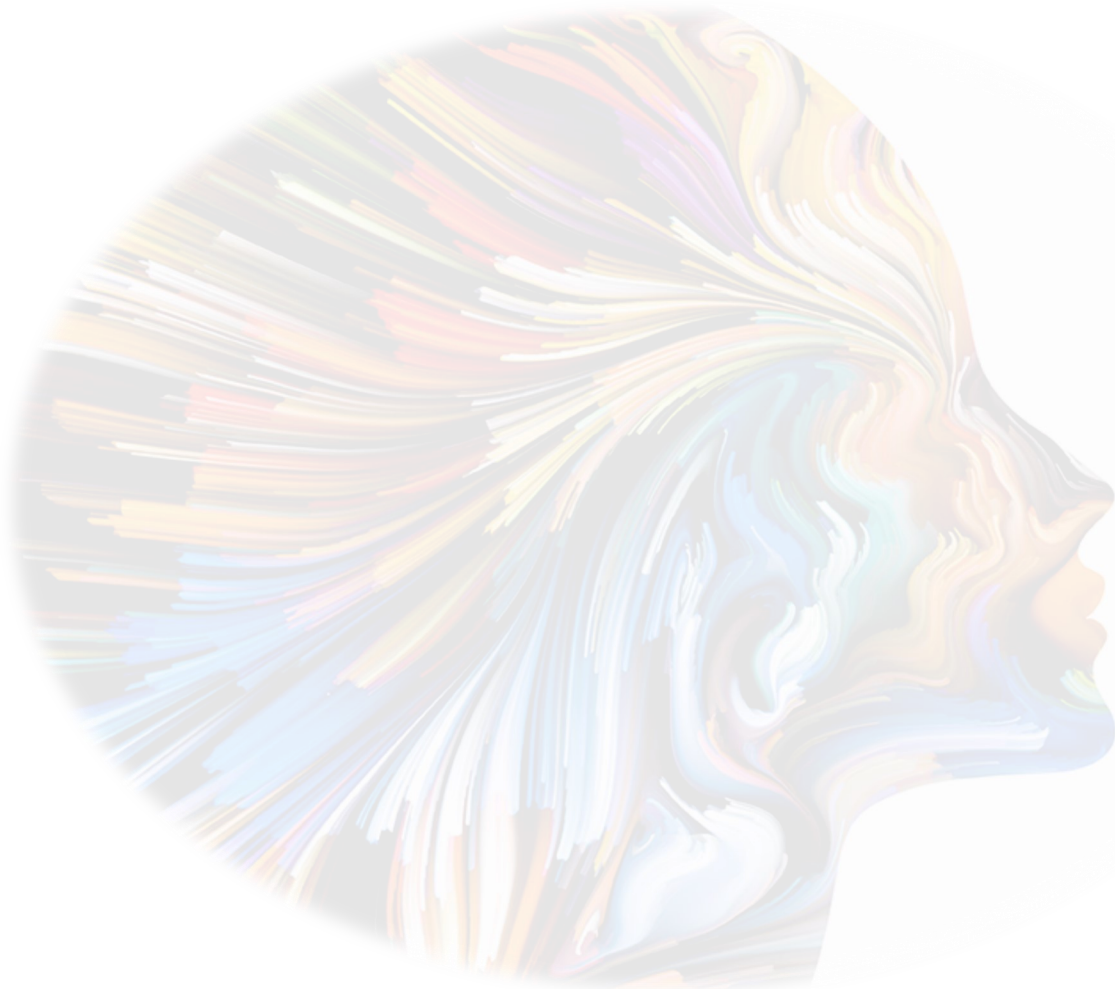
I keep our financial records using the Quicken bookkeeping program as well as spreadsheets and a paper checkbook. This allows extensive cross-checking to assure that all transactions are entered properly. I have distributed financial reports at every council meeting this past year. Our budgets have been significantly impacted by the pandemic, which has limited our activities and outreach for the past two years. Nonetheless, we are still financially stable, thanks to the bequest we received several years ago. Shortly after I took office in 2020 I found a good high-yield savings account to hold much of our funds, and that has contributed additional income as the yield has been steadily increasing.

Given the inconsistencies with which we have been receiving our dues rebates as well as the apparent lack of membership recruitment by our national office, we have been doing our own membership renewal and new-join solicitations, combining those using postal mail with other neces-

sary mailings for economy.

We are in the process of preparing our Form 990 501(c)(4) tax return for 2022 for Maryland NOW. We are working with a professional accounting firm to make sure that our return adheres to the current tax law and presents Maryland NOW's financial activities in such a way as to attract both donors and new members who can see how we put our resources to use to advance our goals. We expect to file our completed return by early summer.

Jerry Blum, Treasurer





## Financial Report to the 2023 MD NOW State Conference

<u>INCOME</u>	<u>Budgeted 2022</u>	<u>Actual 2022</u>
Dues Rebates	\$ 7,000.00	\$ 4,273.00
Interest and Investment Income	\$ 900.00	\$ 2,349.02
Revenue from Events	\$ 0.00	\$ 0.00
Income from Membership Dues	\$ 300.00	\$ 480.00
General Contributions	\$ 500.00	\$ 941.00
Fundraising	\$ 150.00	\$ 0.00
MD NOW PAC reimbursement	<u>\$ 0.00</u>	<u>\$ 169.60</u>
<b>TOTAL INCOME</b>	<b>\$ 8,850.00</b>	<b>\$ 8,212.62</b>

<u>EXPENSES</u>		
Membership	\$11,300.00	\$ 6,605.90
Chapters	\$ 3,000.00	\$ 550.00
State	\$ 4,170.00	\$ 3,783.05
Officers' Expenses	\$ 3,700.00	\$ 2,112.40
Communications	\$ 7,759.00	\$ 1,675.28
Conferences	\$ 5,400.00	\$ 2,757.50
Action/Legislative Outreach	\$ 2,175.00	\$ 905.00
Grants & Contributions		
to Coalition Partners	<u>\$ 7,000.00</u>	<u>\$ 7,111.06</u>
<b>TOTAL EXPENSES</b>	<b>\$44,504.00</b>	<b>\$ 25,500.19</b>

<u>INCOME</u>	<u>Budgeted 2023</u>	<u>Actual to 5/4/23</u>
Dues Rebates	\$ 5,000.00	\$ 1,373.38
Interest and Investment Income	\$ 2,000.00	\$ 1,894.53
Revenue from Events	\$ 0.00	\$ 0.00
Income from Membership Dues	\$ 300.00	\$ 20.00
General Contributions	\$ 500.00	\$ 0.00
Fundraising	<u>\$ 150.00</u>	<u>\$ 0.00</u>
<b>TOTAL INCOME</b>	<b>\$ 7,950.00</b>	<b>\$ 3,287.91</b>

May 4<sup>th</sup> is the 124<sup>th</sup> day of 2023, and  $(124/365)*\$7,950.00 = \$2700.82$

<u>EXPENSES</u>		
Membership	\$ 5,300.00	\$ 329.31
Chapters	\$ 2,200.00	\$ 294.07
State	\$ 4,177.00	\$ 1,835.35
Officers' Expenses	\$ 3,200.00	\$ 0.00
Communications	\$ 5,059.00	\$ 2,916.00
Conferences	\$ 5,000.00	\$ 329.32
Action/Legislative Outreach	\$ 1,925.00	\$ 400.00
Grants & Contributions		
to Coalition Partners	<u>\$ 3,350.00</u>	<u>\$ 125.00</u>
<b>TOTAL EXPENSES</b>	<b>\$30,211.00</b>	<b>\$ 6,247.05</b>

May 4<sup>th</sup> is the 124<sup>th</sup> day of 2023, and  $(124/365)*\$30,211.00 = \$10,263.46$



# Task Force and Committee Reports

## ERA Task Force Report—2023

Mary Ann Gorman, ERA Task Force Chair

The mission of the Maryland NOW ERA Task Force is to increase awareness of the United States Equal Rights Amendment (ERA) among Marylanders; organize Marylanders to take action to promote recognition and validation of the ERA as the 28<sup>th</sup> Amendment to the Constitution; and take action to support protection, implementation, and enforcement of the Maryland state ERA (MD ERA).

The Maryland NOW ERA Task Force was established in January 2023; members meet the first Wednesday of each month. A list of the deliverables task force members have set and are working to achieve can be found on the Maryland NOW website at [marylandnow.org/era/](http://marylandnow.org/era/).



We have expanded and improved access to ERA-related content on the Maryland NOW website. A timeline of the history and status of the ERA has been added, and the “Take Action” page of the website is now being updated frequently with upcoming events, suggested actions, opinions, decisions, briefs, videos, podcasts, and articles related to the ERA.

We have been using social media to alert members and the greater community to upcoming ERA-related events and actions followers can take to support affirmation of the ERA as the 28<sup>th</sup> Amendment. In addition, we have been posting messages urging US members of Congress from the Maryland delegation to cosign and support legislation to affirm the ERA and remove the time limit contained in its preamble.

In conjunction with the ERA Coalition, we continue to reach out to Maryland state delegates and senators for two purposes: to introduce a bill in the 2024 legislative session recognizing the ERA as the 28<sup>th</sup> Amendment to the US Constitution and to request from Attorney General Brown an opinion on whether the Maryland legislature should consider the ERA (as the 28<sup>th</sup> Amendment) when drafting and debating legislation.

Members of the Maryland NOW ERA Task force have attended and / or presented at a host of events in 2023, including: a Montgomery County NOW presentation about the history and status of the ERA (January); the US Senate Judiciary Committee hearing on affirming the ERA and removing the time limit (February); an ARTISTS4ERA event in Catonsville, MD and the Gender Justice Rally in Annapolis, hosted in part by Maryland NOW (March); an April Emerge Maryland event; and the recent US Senate floor debate and vote on the bill to affirm the ERA and the press conference following the vote.

Thanks to everyone who helped with the establishment of the ERA Task Force! Anyone interested in joining the task force, should contact Mary Ann Gorman ([era@marylandnow.org](mailto:era@marylandnow.org)).

## Legislative Task Force Report 2022-2023

Jakeya Johnson, Legislation Task Force Chair

It has been a busy and productive year for the Legislative Task Force of the Maryland National Organization for Women. We have been actively involved in several important initiatives, and I am pleased to share with you our accomplishments.

### Maryland Legislative Agenda for Women (MLAW) Annual Conference

- Attended the Maryland Legislative Agenda for Women annual conference and presented a bill that was voted into the 2023 agenda. This was a great achievement for us and demonstrated our commitment to advancing the rights of women and girls in Maryland.



### Testimonies and Bills Passed

- Wrote testimony for over 10 bills, many of which passed. This was a critical part of our advocacy efforts, and I am pleased that our work paid off! I will continue to monitor these bills and ensure that they are fully implemented.

### Representation and Participation

- Represented the organization on coalition calls with Marylanders for Reproductive Choice. This was an important opportunity to collaborate with like-minded organizations and strengthen our collective voice.
- Spoke about economic justice at the 2023 Gender Justice Rally, which gave us a platform to advocate for gender equity and fair economic policies.

### Reproductive Rights Bill Package

- As part of our ongoing commitment to reproductive rights, I testified in person for each of the 4 bills included in the reproductive rights package. This was a significant effort, and I am proud to report that the package was successfully signed into law. I also attended the bill signing, which was a momentous occasion for Marylanders.

### Conclusion

We've made significant progress in advancing the rights of women and girls in Maryland, and we will continue to work tirelessly to ensure that all have the opportunities they need to succeed. I want to thank each and every one of you for your dedication and hard work, and I look forward to continuing our advocacy efforts in the coming year.



## Bylaws Committee Report - 2022-2023

Last year's effort to update the state secretary's position was a painful lesson in just how out of date our Maryland NOW Bylaws have become. That position's responsibilities hadn't been updated since the bylaws were written over 50 years ago, with no recognition of the existence of electronic communication or the need to work to maintain our membership lists. We've spent the past year reviewing our bylaws and realize we're looking at changes that need to be proposed throughout whole sections of the document.

Additionally, there have been structural changes that have taken place in NOW nationally that make some of our bylaw items not just outdated, but irrelevant. Also, given the difficulties leaders have had in recent years with new joins and renewals, it's been suggested that the manner in which we determine that we have a fair representation of our members needs to be revisited and perhaps numerical quorums are not the answer.

The Committee has identified some key areas where we have to make serious revisions.

(Co)Presidents: At one point the bylaws were amended to provide for the possibility of two people sharing the office of President of Maryland NOW. No structure for that shared position was created. It was only implemented once and it wasn't felt that it was very successful. We recommend this be removed everywhere it is mentioned, and instead, when necessary, use the provision that exists that responsibilities can be shared and delegated among members of the Executive Committee as long as the officer to whom the responsibility is assigned continues to be responsible for making sure it is fulfilled or completed.

Article IV. Diversity – We believe this needs to be completely rewritten to reflect a more serious commitment to internal diversity in our outreach. Our membership lists which come in large part from National NOW's direct mail program, are overwhelmingly older, white, and not seriously economically challenged women and men. We need to frame language that will spell out state goals in our own outreach to include intentional targeting to attract diversity in the general public.

Article VI. State Council – In this section Sec. D Council Meetings: We believe that having meetings virtually has helped considerably but that perhaps having six meetings per year given additionally the state conference, meetings requiring creating the budget, and other meetings early in the year about Maryland's Legislative Session make that number rather high for the amount of communication that flows because of electronic media.

The basic structure of Maryland NOW is sound: Our officers create a good system for us with the Executive VP coordinating Committees and the Action VP coordinating Task Forces, and with our new rewrite of our "secretary's" position to include membership and social media responsibilities, things work well. However, it may be too much work for many individuals. Please see our ideas for Article IX. State Task Forces and Committees.

Article IX. Officers Sec F. Treasurer. This position and the lack of clear guidelines for the person holding it have created a nightmare throughout our history, and consequentially our bylaws. Some of the items under the treasurer's specific position are outdated because of the way dues are collected. Specific roles for who coordinates the development of the budget need clarification. Some reflect problems we have had, but are unenforceable. Electronic banking allows for good internal controls on our accounts, but we also need reports of our finances generated through software that is linked to our bank account.



Article XI. State Task Forces and Committees This part of our structure was basically ignored for many years and we are still paying the price. Task Forces and Committees are critical places where future leaders can develop skills and for Maryland NOW to be more effective when members who have specific skills and knowledge in an area are coordinating our work. It is simply not in any way good for us when our state council functions as a committee “of the whole” and decides matters about our issue actions and administrative work about which they may know little or nothing. Forcing the state to seek out this level of leadership needs to be written into our structure.

Article XII. Eligibility, Elections, and Terms of Office – This section needs work generally, but more enforcement procedures need to be in place to facilitate enabling a newly-elected officer to be able to function right away, perhaps adding a deadline for this transfer, but putting even strong rules in place for the Treasurer.

Article XV. Amendment of the Bylaws – This section needs rewriting, mostly to clarify the steps which may be actually coming from Robert’s Rules. For example, we don’t really need to have a bylaws committee full-time but a review of the bylaws early in the calendar year could be mandated to spell out any changes deemed necessary and suggestions could be acted on in time to comply with a 30-day notice to the membership for the state conference to vote.

Policy Manual – The current bylaws refer to a policy manual which Maryland NOW used to have. We have had occasion to enact policy, but rarely, and mostly pertaining to administrative mandates. It is generally felt that the bylaws shouldn’t be full of a lot of stipulations that become unworkable as times and the needs of Maryland NOW change. On the other hand, creating policy for a lot of things that can generally be administered by common sense is also unnecessary.

One example we face after being in existence as long as we have is the need to work actively to maintain archives. An archive of Maryland NOW papers has been established at the University of Maryland and a program needs to be instituted to actively work to get records from former officers (which in reality are often the property of MD NOW) before they are discarded. Policy or by-law?

Jerry Blum and Barbara Hays,  
Committee Co-Chairs

## Communications Committee Report—2022-2023

Maryland NOW’s work with our Communications Committee, and the strategy of using social media in our outreach to the general public, is the most critical avenue we have at this point in our efforts to build diversity in our organization.

[www.marylandnow.org](http://www.marylandnow.org) The Maryland NOW website was completely rebuilt in 2020, and we have been adding content and improving the site ever since. In the past three years we have had some really great people involved with us in that work, and our team today is carrying on this strategy and creating new goals for us.

We don’t have anyone in our leadership at this time who, as a volunteer can help us do maintenance work on the site. Several of



Maryland NOW’s Website in the early planning stages—2005  
Photo courtesy of David Choy

monitor traffic and make the site easier to navigate. We have also asked HayTree's help in tracking activity on our website to see what content visitors look at and for how long, to better post things that will bring back traffic.

**Outreach to members:** We only have email addresses for about 45% of our members. This means that when we need to send activist alerts, notify members of events we're involved in organizationally, or send news about our work generally, we can only reach 45% of the names we have on record. For those general communications we use MailChimp. For the coming year we are looking to get professional help rebuilding our membership lists in Excel and creating tags for outreach.

Using USPS mail to our members is something we have routinely been doing to send notice about our annual state meeting. We have been combining this notice with a membership retention "ask," including a card with requests for contact information (including emails) and questions about their interests in issue and chapter work. We include a reply envelope addressed to our PO Box. That has been very helpful both in getting some interest for chapters and work with the state organization as well.

It is, however, very expensive and will only get more so as time goes on and the post office raises their rates. We do feel, knowing our list tends to be people who prefer to be contacted via USPS mail, that it is something we have to do.

We did one mailing just prior to the 2020 elections which was hugely successful and will plan to do another one prior to the 2024 elections.

**Visibility at events:** Maryland NOW is positioned to help build any action or event in the nation's capital. We began building a collection of rally signs and posters several years ago which we have been distributing to activists at these events. We've seen our signs in numerous photos and video footage, and hope to be able to continue this in the coming year. Please check out our current sign "library" on page 4 of this folder and look for us at marches and rallies!

**Social Media Visibility:** This is an area where we know we could do more and where we need help. Facebook and Twitter are both platforms we must work with more in order to help build membership and outreach to a broader cross-section of Maryland's residents.

We always post our web address on all our mail, and we have active links to Facebook and Twitter. Likewise, our Facebook and Twitter posts carry links to our website. We would like to begin paying to boost posts on Facebook by selecting audiences we believe are more likely to be interested in NOW to increase our contact

**Areas Where We'd Like To Build More Communication:** Webinars remain popular with people, even post pandemic. We'd like to host webinars for the general public on topics we'd like to work on and need to learn interested feminists' views.

We'd also like to find ways to connect with more Maryland activists who attend events in Washington DC. It's often difficult with so many people from the local area who have busy schedules.

Please note our analytics report and send any comments our way to [info@marylandnow.org](mailto:info@marylandnow.org).

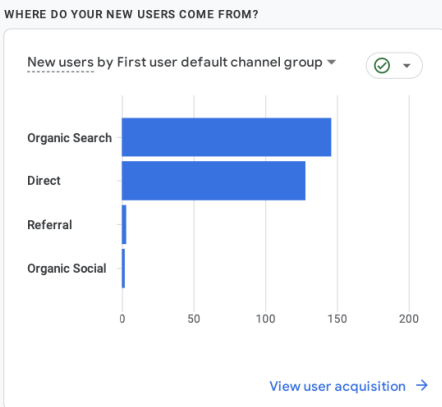
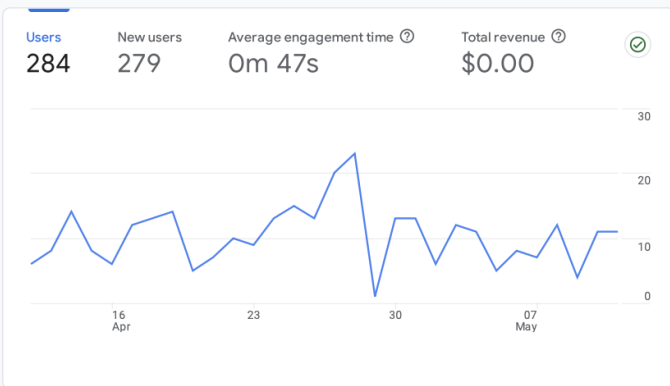
David Choy, King Cow

Angie and Curt Heyman, HayTree Associates

Barbara Hays, President – Maryland NOW

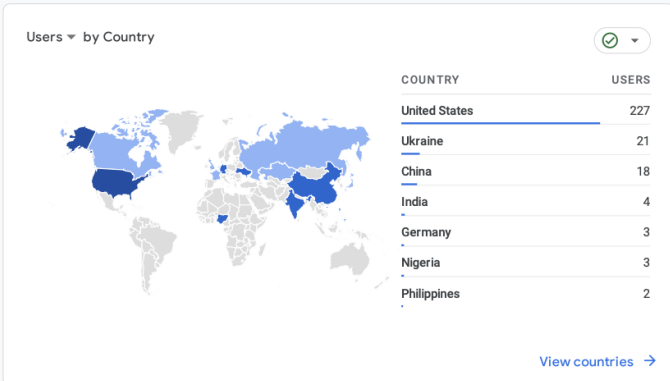
All Users Add comparison Last 30 days Apr 12 - May 11, 2023

Reports snapshot



WHAT ARE YOUR TOP CAMPAIGNS?

SESSION DEFAULT CHANNEL G...	SESSIONS
Organic Search	189
Direct	148
Organic Social	3
Referral	3
Unassigned	1



Page path and screen class	Views	Users	Views per user	Average engagement time	Event count
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5 /about/	29	18	1.61	0m 28s	90
6 /take-action-for-the-era/	29	11	2.64	1m 28s	70
7 /history-and-status-of-the-era/	27	5	5.40	5m 55s	76
8 /era/	19	4	4.75	1m 23s	56
9 /issues/era/	19	16	1.19	0m 37s	63
10 /action/	18	10	1.80	0m 13s	32

During April 2023, we have seen 265 new users and an average engagement time of 49 seconds. Most of the new Users come from Organic Searches (138), and 122 has been from Direct Users. We had 266 come into the website directly at <https://www.marylandnow.org>, and 38 have been from the ERA page. On Sunday Apr 30, there was a spike of new users to 182.

Haytree advocates us finishing adding Keywords to the Yoast plugin, as that can help with finding us more online visitors in Google. They would also like to add to the site the Google Search Console, so that Google can index your site a lot faster. We would be able to add a sitemap to Google Search Console.

We have also recommended a change in the linkage to one of our "tabbed" pages on the website, so that we can post slightly different content there. We have improved links to ERA information and to information about Maryland NOW, encouraging visitors to join through our website.





# Maryland NOW PAC's 2018-2022 Accomplishments

## Maryland NOW Political Action Committee Statement of Purpose

- We will do everything we can to elect more women to public office.
- We will use our organization's priority issues – reproductive justice and abortion rights; ending racism, violence against women, and homophobia; and to promote economic equality – as our guidelines for endorsement.
- We want women from all over our state to believe that if they choose to run for public office, they will be supported in every way possible, regardless of where they live.

If you gave the PAC a donation or supported us in any way during the 2018-2022 Election Cycle, here's where your resources have gone:

- We donated \$1,000 to the Virginia NOW PAC for their ERA ratification effort in 2019; Virginia became the 38th state to ratify the amendment on January 27, 2020.
- We sponsored a volunteer to go to Virginia to work in a targeted district race as part of Virginia NOW's campaign to ratify the ERA in the Virginia legislature.
- In the 2020 General Election cycle, we voted to ask Maryland NOW to give \$3,000 to Fair Fight, used in the state of Georgia to help elect two Democratic Senators and flip the U.S. Senate for Democrats, which they did.
- We put Maryland NOW PAC's records on the computer reporting system (CRIS) maintained by the Maryland State Board of Elections, Campaign Finance Division. (Considering that in 2015, the PAC didn't even have a checking account, this bears mentioning.)
- We developed a candidate survey distribution system using the Survey Monkey software so we could send out and review questionnaires from more candidates, and allow our PAC members to work more efficiently in evaluating candidates. For this cycle, we also vastly improved our survey questions to be able to review candidate positions on specific legislation and issue work on things like pre-release centers, supporting "tip" workers in the \$15 minimum wage debate, or getting a Constitutional Amendment on Abortion on the ballot.
- We have also supported the Emerge program in Maryland, helping them inspire women to run for office through skill-building training so they can be successful. We targeted their list of graduates asking them to fill out our PAC questionnaire so we could consider endorsing them.
- For the Maryland Primary and General Elections we were able to give \$7,500 to women candidates – many running for office for the first time. Our efforts paid off!

## Maryland NOW Political Action Committee (PAC)

As Chair of Maryland NOW PAC, we started work early in 2022. We created a new questionnaire with questions more specific to issues that needed to be addressed in the 2022 legislative session. I did a few GOTV trainings as well, including a two-day training put on by National.

I met with Jared Schablein of the Lower Shore Progressive Caucus regarding candidates running on the Eastern Shore that we might want to support. The LSPC held an event in Salisbury that I attended where I met some of the candidates, and talked with Brooke Lierman whom we ended up supporting for Comptroller. I also spoke to Judy Wixted about Eastern Shore candidates.

In June, I attended an annual event of Congressman Steny Hoyer's where I introduced myself to all the candidates for Governor who were there and gave them my card. After the primary, I helped make calls to legislators we missed during the primary that we felt we could endorse in Western Maryland and on the Eastern Shore.

After the election, Delegate Ariana Kelly was vying for the Senate seat left vacant by Senator Susan Lee moving to Secretary of State. I was very happy to write a letter of support for our now Senator Ariana Kelly.

Emerge America did an event with Mallory McMorrow, a Michigan Senator. If you haven't seen her video calling out a fellow legislator who tried to defame her, it's a must see. Jeanette Feldner, Montgomery County NOW President and I attended an Emerge Maryland event recently where we were able to talk to the many women who've been elected in our state after going through the Emerge Program, like our Keynote Speaker today, Jessica Fitzwater. Our Legislative Task Force Chair, Jakeya Johnson, is also an Emerge graduate!

Sandy Bell,  
Maryland NOW PAC Chair



The Maryland NOW Political Action Committee uses three criteria in selecting candidates to endorse:

- 1) We want to do everything we can to elect more women to public office.
- 2) We use our organization's priority issues — reproductive justice and abortion rights; ending racism, violence against women, homophobia; and to promote economic equality — as our guidelines for endorsement.
- 3) We want women from all over our state to believe that if they choose to run for public office, they will be supported in every way possible, regardless of where they live.

## Maryland NOW PAC Endorsements · 2022 Gubernatorial Cycle

**Wes Moore and Aruna Miller – Governor and Lt. Governor**  
**Brooke Lierman – Comptroller**

### General Assembly

<b>District 1C</b> Carrie Hinton – Delegate	<b>District 13</b> Vanessa Atterbeary - Delegate
<b>District 2</b> Shawn Perry—Senate	Pam Guzzone – Delegate
<b>District 2B</b> Brooke Grossman – Delegate	Jennifer Terrasa—Delegate
<b>District 3</b> Karen Simpson – Delegate	<b>District 14</b> Anne Kaiser – Delegate
<b>District 4</b> Karen Lewis Young—Senate	Pamela Queen – Delegate
Millicent Hall – Delegate	<b>District 15</b> David Fraiser-Hildago - Delegate
Carleah Summers – Senate	Linda Foley – Delegate
<b>District 9B</b> Courtney Watson – Delegate	Lily Qi – Delegate
<b>District 10</b> Adrienne A. Jones—Delegate	Brian Feldman – Senate
Jennifer White - Delegate	<b>District 16</b> Ariana Kelly – Delegate
<b>District 11</b> Shelly Hettleman – Senate	Sarah Love - Delegate
<b>District 11A</b> Cheryl Pasteur – Delegate	Susan Lee – Senate
<b>District 11B</b> Dana Stein – Delegate	<b>District 17</b> Julie Palakovich Carr – Delegate
<b>District 12A</b> Jessica Feldmark – Delegate	Cheryl Kagan – Senate
Terri Hill - Delegate	<b>District 18</b> Emily Shetty – Delegate
	<b>District 19</b> Charlotte Crutchfield – Delegate
	Bonnie Cullison – Delegate
	<b>District 20</b> Lorig Charkoudian – Delegate
	Jheanelle Wilkins – Delegate
	David Moon – Delegate



- District 21**  
Joseline Peña-Melnyk
- District 22**  
Nicole Williams – Delegate
- District 26**  
Kriselda Valderrama – Delegate
- District 28**  
Debra Davis – Delegate  
Edith Patterson—Delegate
- District 30**  
Sarah Elfreth - Senate
- District 30A**  
Dana Jones - Delegate
- District 32**  
Pam Beidle – Senate
- District 33**  
Dawn Gile – Senate
- District 33C**  
Heather Bagnall – Delegate
- District 37**  
Naomi Hyman – Senate
- District 37B**  
Susan E. Delean-Botkin—Delegate
- District 38**  
Michele Gregory—Senate
- District 39**  
Lesley Lopez – Delegate  
Nancy King - Senate
- District 40**  
Melissa Wells – Delegate
- District 41**  
Sandy Rosenberg – Delegate
- District 42B**  
Michele Guyton – Delegate
- District 43A**  
Regina T. Boyce – Delegate  
Elizabeth Embry – Delegate
- District 43B**  
Cathi Forbes – Delegate
- District 44B**  
Sheila Ruth – Delegate
- District 47B**  
Deni Taveras – Delegate



2022 Maryland House Legislative Districts

## Maryland Counties

**Baltimore City**  
Democratic Central Committee  
Diana Emerson

**Frederick County**  
Jessica Fitzwater – County Executive

**Montgomery County**  
Montgomery County Council  
Kate Stewart – Council District 4  
Laurie-Anne Sayles – Council At-Large  
Democratic Central Committee  
Shruti Bhatnagar – District 18

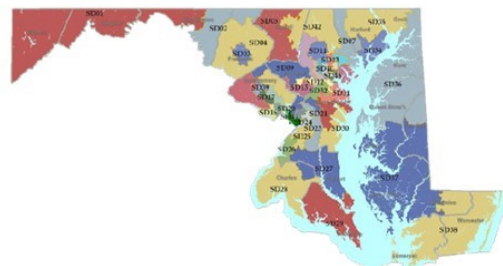
**Washington County**  
Sterling Sanders – County Commissioner

### The Maryland NOW PAC

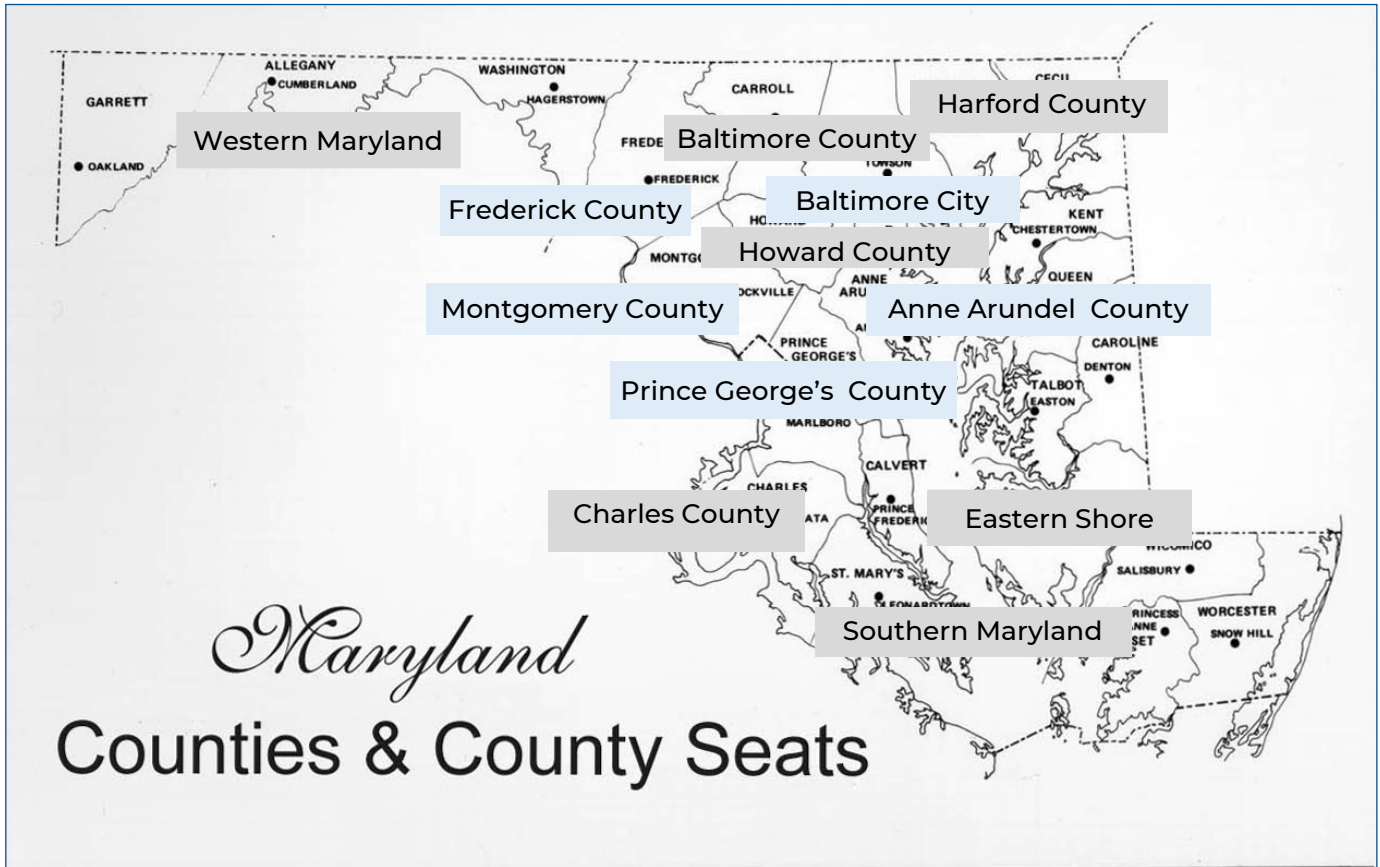
Sandy Bell, Chair  
Barbara Hays, Secretary-Treasurer  
Jeannette Feldner, Jakeya Johnson,  
Holly Joseph, and Crystal Peters.

Created by authority of the MD NOW PAC, P.O. Box 7216,  
Silver Spring, MD 20907, Barbara Hays, Treasurer  
[www.marylandnow.org/pac/](http://www.marylandnow.org/pac/)

2022 Maryland Senate Legislative Districts



# Maryland NOW Chapters and Projected Development



Blue areas are ones in which we have identified leaders to help revive chapters or we have existing chapters with leadership. We are happily referring new interest to those leaders or helping new interest to get involved. Gray areas are parts of the state where we do not currently have anyone offering to reorganize a chapter but hope that by the end of the year we will have people in place to start the reorganization process.

It is quite normal for chapters of NOW to experience years of strong activism followed by periods where it becomes difficult for them to find leaders and stay afloat. We recently found materials from a Maryland NOW conference in the mid-1980s in which 15 chapters filed reports. Today, membership is down, and many of our chapters are struggling to find leaders. The pandemic and months of people choosing to stay home have contributed to this problem. But—for us, to grow and thrive is our paramount goal.

Over the past two years Maryland NOW has received requests to help start chapters in many areas of the state where we have either had chapters in the past or where we need to consolidate and rework structures so that chapters can function over a larger area than just one county.

Current events, most notably the news of the Supreme Court's reversal of *Roe v. Wade*, have motivated members who haven't been active in the past to contact us about wanting to work in some of these areas. This is in regard to both existing chapters and reactivating inactive groups, as

well as working to organize interest where we need a new structure because of demographics/geography.

We are actively working to reach out to both people with active memberships as well as former members to find women and men who would like to become more involved in NOW.

If you would like to become more involved in local work, or in projects at the state level, please contact us at [membership@marylandnow.org](mailto:membership@marylandnow.org).

## Criteria for Starting or Reviving a Chapter of Maryland NOW

The name a group chooses for their chapter must be approved by Maryland NOW's Executive Committee. It cannot be the name of a chapter of NOW whose EIN number from the IRS has previously expired. It must describe the geographic area in which the chapter can reasonably expect members to attend meetings and events.

The group must have several meetings, choose a name, leaders, a general plan for a structure, and adopt a general set of bylaws provided by Maryland NOW. It is highly recommended that the whole group be involved in these steps.

The group must apply for an EIN number with the IRS, using Maryland NOW's general exemption status with the IRS.

Using their new EIN number they must open a bank account and establish a mailing address which they will provide to Maryland NOW and National NOW.

In order to receive seed money from Maryland NOW (annually provided in Maryland NOW's budget for new groups) the group must develop a budget.

With Maryland NOW's help, the group must apply for status from National NOW's chapter development department. They will receive a chapter number from National NOW which they will use to affiliate new and existing Maryland NOW members into the new chapter.

It is expected that all chapters of Maryland NOW, who make up the State Council of our organization, will attend State Council Meetings and participate in the goals and work of our state organization and with the state's Political Action Committee, in accordance with Maryland NOW bylaws and the Maryland NOW PAC bylaws.

In the years since the COVID pandemic and in a state with the unfortunate geography as ours, having virtual meetings has been a lifesaver. Even post-pandemic, certainly in Eastern and Western Maryland, groups would certainly want to use virtual software to get started. However, please know that one of the most important criteria for a successful organization such as NOW is having gatherings where members can actually meet each other face-to-face and become acquainted.



## Parliamentary Procedures At-A-Glance

	A	B	C	D	E	F	G
1	To Do This <sup>1</sup>	You Say This	May You Interrupt the Speaker	Must you Be Seconded?	Is the Motion Debatable	Is the Motion Amendable?	What Vote is Required?
2	Adjourn the meeting	"I move that we adjourn..."	No	Yes	No	No	Majority vote required
3	Recess the meeting	"I move that we recess until..."	No	Yes	No	Yes	Majority vote required
4	Complain about noise, room temperature, etc	"Point of privilege."	Yes	No	No <sup>2</sup>	No	No vote required <sup>3</sup>
5	Suspend further consideration of something	"I move we table it."	No	Yes	No	No	Majority Vote required
6	End Debate	"I move the previous question."	No	Yes	No	No	Two-thirds vote required
7	Postpone Consideration of something	"I move we postpone this matter until..."	No	Yes	Yes	Yes	Majority vote required
8	Have something studied further	"I move we refer this matter to a committee."	No	Yes	Yes	Yes	Majority vote required
9	Amend a motion	"I move that her motion be amended by..."	No	Yes	Yes	Yes	Majority vote required
10	Introduce business (a primary motion)	"I move that..."	No	Yes	Yes	Yes	Majority vote required
11	Object to a procedure or to a personal affront	"Point of order."	Yes	No	No	No	No vote required. Chair decides.
12	Request Information	"Point of information."	If urgent, may interrupt speaker	No	No	No	No vote required.
13	Ask for a vote by actual count to verify a voice vote	"I call for a division of the house."	No <sup>2</sup>	No	No	No	No vote is required unless someone objects. <sup>3</sup>
14	Object to considering some undiplomatic or improper matter	"I object to consideration of this question."	Yes	No	No	No	Two-thirds vote required
15	Take up a matter previously disposed of	"I move we take from the table..."	No	Yes	No	No	Majority required

## Parliamentary Procedures At-A-Glance

	A	B	C	D	E	F	G
16	To Do This <sup>1</sup>	You Say This	May You Interrupt the Speaker	Must you Be Seconded?	Is the Motion Debatable	Is the Motion Amendable?	What Vote is Required?
17	Reconsider something already disposed of	"I move we now (or later) reconsider our action relative to..."	Yes	Yes	Debatable if original motion is debateable	No	Majority required
18	Consider something out of its scheduled order	I move we suspend the rules and consider..."	No	Yes	No	No	Two-thirds vote required
19	Vote of a ruling of the chair	"I appeal the chair's decision."	Yes	Yes	Yes	No	Majority required
20							
21							
22							
23							
24	<sup>1</sup> The motions or points above are listed in established order of precedence. When any one of them is pending you may not introduce another that is listed below it But you may introduce another that is listed above it.						
25							
26	<sup>2</sup> In this case, any resulting motion is debatable.						
27							
28	<sup>3</sup> Chair decides.						
29							
30	This information was originally compiled by the Houston Chronicle						

# MARYLAND NOW BYLAWS

## (as amended May 21, 2022)

### **ARTICLE I. Name**

The name of this organization shall be the National Organization for Women, Inc., Maryland; hereinafter referred to as Maryland NOW.

### **ARTICLE II. Purpose**

This organization shall take action within the State of Maryland as a whole to further the purposes and policies of the National Organization for Women, through the coordination of chapter efforts and statewide functions and actions.

### **ARTICLE III. Membership**

A member of Maryland NOW shall be any person whose current dues have been paid to National NOW and whose current state dues have been received by the Treasurer of Maryland NOW.

### **ARTICLE IV. Diversity**

Maryland NOW and its member chapters shall work together in every way possible to achieve diversity throughout the organization, including both representation of diversity in our leadership and in our membership, in our outreach and coalition work, and to work in the communities of our state to end discrimination of all kinds.

No policy or action of Maryland NOW shall have the intent or effect of discriminating against any member because of race or ethnicity, economic status, sexual orientation, physical ability or age.

### **ARTICLE V. Structure**

The structure of Maryland NOW shall be:

- A. The State Conference
- B. The State Council
- C. The Executive Committee
- D. State Task Force Chairs and Committees

### **ARTICLE VI. State Conference**

Sec. A. The purpose of the State Conference shall be to elect officers, establish policy, adopt program priorities, elect at-large delegates to the National NOW Conference, and transact such other business as may come before the members.

Sec. B. The State Conference shall be held annually and at least 33 days prior to the National Conference.

Sec. C. The Council shall determine the date, place, and agenda of the conference, and shall give at least four (4) weeks' notice thereof. The agenda must include the results of the financial review outlined in Article VIII. Section 6. Treasurer's Duties.

Sec. D. Persons who have been members of Maryland NOW for 60 days and who are duly registered and in attendance may participate in all conference activities and vote. No



member shall be required to pay a fee in order to participate in the business of the conference and no distinction of any kind shall be drawn between those able to pay fees and those unable to pay fees.

Sec. E. A quorum for the transaction of business shall consist of at least 60% of members who are registered and in attendance, including two state officers; in addition, one-third of all Maryland NOW chapters shall be represented.

Sec. F. At-large members of NOW residing in Maryland shall elect delegates and alternates to the National Conference at the State Conference in accordance to the ratio that applies to the member chapters as stated in the National Bylaws.

Sec. G. Each member chapter will submit to the Maryland State Conference an annual written status report.

## **Article VII. State Council**

Sec. A. The State Council shall manage the affairs and control the funds and property of the organization, and may adopt necessary rules and regulations to be included and updated in the Maryland NOW Policy Manual, all being subject to the instructions or decisions of the State Conference, provided that actions taken by the Council shall not be in opposition to, nor in modification of the purpose or policy of the National or State organization. The Council shall take such other action as is necessary to implement the purpose of the organization.

### **Sec. B. Member Chapters**

1. A member chapter is a chartered chapter of the National Organization for Women within the State of Maryland or
2. A convening group of the National Organization for Women within the State of Maryland that has applied for a provisional charter.

### **Sec. C. Council Membership**

1. Each member chapter shall be entitled to two (2) voting delegates as members of the Council.
2. A State Council delegate must be a member in good standing of a Maryland NOW chapter who has been selected from that chapter. A chapter delegate has the responsibility of presenting chapter views to the State Council and of communicating Council decisions to her/his chapter.
3. State officers and the State Task Forces and Committee Chairs shall be voting members of the State Council but shall not represent their chapters.

### **Sec. D. Council Meetings**

1. Regular meetings of the Council shall be held at least six times per year. Notification shall be sent to Council members at least twenty-one (21) days in advance. A proposed agenda will be pre-circulated at least three (3) days prior to the meeting.
2. Special meetings of the Council may be called by the State President(s) or at least four (4) Council members representing at least two (2) member chapters with notification to all Council members.
3. Meetings of the council shall be open to any member of the National Organization for Women, unless the Council votes to go into Executive Session.

agree

4. All votes taken shall be decided by the Council members present and voting.
5. A quorum shall consist of at least 30% of the Council members, representing at least 30% of member chapters; in addition, two (2) state officers not representing their member chapters shall be required for a state council meeting to take place.
6. Meetings by conference call may constitute a meeting, with the same requirements of notice and pre-circulation of the agenda applying. Upon majority agreement of council members at a meeting, a motion or resolution may be voted upon by email at a future date. Members present at the council meeting who have not registered a vote within twenty-four (24) hours of the posting of a motion or resolution will be contacted by phone or mail to determine their vote.
7. State Council shall whenever possible schedule voting on substantive matters as to allow discussion at chapter level and the receipt of instructions from their chapter by delegates.

### **Article VIII. Meetings**

1. Maryland NOW meetings, including committee, task force, state council, and the state conference, may be held in person, by electronic means, or by a hybrid of those two, so long as the meetings provide, at a minimum, conditions or opportunity for simultaneous oral communication among all participating members equivalent to those of meetings held in one room.
2. Any meeting of Maryland NOW, whether virtual or in person, shall follow the same requirements for holding that kind of meeting involving notice and membership requirements, as are listed elsewhere in these bylaws.
3. If a secret ballot is to be taken for voting on any matter, resolution or candidate for office, the Executive Committee will determine the most secure way to conduct that vote.

### **Article IX. Officers**

#### **Sec. A. State Officers are:**

1. State President(s): one person may serve, or two persons may serve as co-presidents.
2. Vice President—Executive
3. Vice President—Action
4. Secretary
5. Treasurer

#### **Sec. B. State President(s) shall:**

1. Serve as primary spokesperson(s) for Maryland NOW.
2. Serve as liaison with the Middle Atlantic Regional Organization and with the National Organization for Women regarding Maryland NOW activities.
3. Develop the agenda and preside at the State Conference.
4. Develop and present the agenda and conduct the State Council meetings.
5. Appoint, subject to Council approval, State Task Force and Committee Chairs who shall coordinate statewide task forces and committee efforts.
6. Develop, with the State Council, State functions and actions.
7. Serve as Chair of the Maryland NOW Political Action Committee.

Sec. C. Vice President—Executive shall:

1. Coordinate the administrative functions of Maryland NOW, and serve as liaison to the Committees.
2. Coordinate publicity for State functions and actions.
3. Preside at the State Conference, State Council, and Executive Committee meetings in the absence of the President; assume the position of President in the event of a vacancy in that position.
4. Serve as chair of the Maryland NOW Political Action Committee when designated by the State President(s).

Sec. D. Vice President—Action shall:

1. Coordinate statewide action programs, including State and National legislative efforts.
2. Serve as liaison with the chapters, the State Task Forces, and other resource persons.
3. Serve as Chair of the Maryland NOW Political Action Committee when designated by the State President(s).

Sec. E. Secretary—Records and Communication shall:

1. Coordinate recordings of Maryland NOW Council and Conference meetings for distribution and/or online storage, and maintain chapter and state leadership records with National NOW.
2. Maintain files of any correspondence and records of meetings generated on behalf of the organization, the council, and the Executive Committee in online storage.
3. Post information, action alerts, and notices on social media platforms designated by Maryland NOW to make the organization more visible to the general public.
4. Maintain membership recruitment and retention programs, as well as communication with new members and individuals interested in Maryland NOW, follow up with any membership problems, and help place interested individuals in various chapters, committees and task forces.
5. Work with a member of the Executive Committee to send electronic mail notices to various Maryland NOW mailing lists regarding legislation, action, or news posts as well as to write content for Maryland NOW's website.
6. Serve as the Chair of the Maryland NOW Political Action Committee when designated by the State President(s).

Sec. F. Treasurer shall:

1. Receive all funds of Maryland NOW and deposit them in such banks and accounts as are approved by the Council. Two (2) Maryland NOW officers will be co-signers on all Maryland NOW accounts. No account may be closed without an affirmative vote of the council.
2. Disperse funds in accordance with the approved budget.
3. Submit tax forms to appropriate State and Federal governments as required by law, to be reviewed by the Executive Committee.



4. Make regular financial reports to the Council and a financial statement to the State Conference.
5. Submit the books and accounts for financial review at the Council meeting prior to the State Conference. This review must include the ability of Council members to examine bank statements for all Maryland NOW accounts as well as reports submitted by the Treasurer during the preceding year. The Treasurer shall distribute the results of the Financial Review to the chapters at the state conference.
6. Coordinate the development of an annual budget and submit it to the Council for adoption.
7. Act as liaison with chapter treasurers to collect dues and transact other business as required.
8. Collect dues from and maintain and make available to the Council membership lists of non-chapter National NOW members who have joined Maryland NOW.
9. Serve as Treasurer of the Maryland NOW Political Action Committee.

Sec. G. Officers may delegate prescribed duties to Maryland NOW members as necessary, but may not delegate the responsibility for the performance of such duties.

#### **ARTICLE X. Executive Committee**

Sec. A. The Executive Committee shall be the elected Maryland NOW officers.

Sec. B. This committee shall meet as necessary between State Council meetings.

Sec. C. This committee will be accountable to the State Council for its actions and decisions.

#### **ARTICLE XI. State Task Forces and Committees**

Sec. A. Task Forces shall be formed to plan and direct the work necessary to realize the goals of Maryland NOW in specific issue areas. Committees shall be formed to carry out ongoing administrative functions.

Sec. B. Task Forces and Committees shall be established by, selected by, and responsible to the State Council. One of the established committees must be a Budget Committee. The number of Task Forces and Committees in existence at any given time shall not exceed a total of ten (10).

Sec. C. Task Force and Committee chairs shall be Maryland NOW members and shall be appointed by the State President(s) subject to Council approval by majority vote. Task Forces and Committees shall be composed of the Chair and other Maryland NOW members in good standing.

Sec. D. Task Forces and Committees shall:

1. Coordinate the efforts to achieve Task Force and Committee goals, including implementation at the chapter level.
2. Submit to the State Council an annual plan and budget proposal consistent with their goals and objectives; in addition, all action proposals must be submitted for approval.
3. Present a status report at each State Council meeting and an annual report at the State Conference.

Sec. E. Task Force and Committee Chairs shall maintain their title and the responsibility and privileges thereof until another Chair is appointed and approved by the State Council or until the Task Force or Committee is declared inactive.

## **ARTICLE XII. Eligibility, Elections, and Terms of Office**

Sec. A. To be eligible for office, a candidate must have been a member of Maryland NOW or a minimum of one (1) year. To serve as president or treasurer, a candidate must have attended at least three (3) state council meetings.

Sec. B. No more than two (2) officers shall be from the same chapter. In the event that more than two persons from one chapter are nominated for separate offices, the elections of officers shall take place in the following order: President, Vice President—Executive, Vice President—Action, Secretary, and Treasurer.

Sec. C. Officers of Maryland NOW shall be elected at each annual State Conference and shall serve from the conclusion of the annual State Conference at which they were elected until the conclusion of the next succeeding conference. All officers, at the end of their term, must turn over all files they were given upon taking the office they have held as well as all files and property pertaining to their activities during their term, at the State Conference or at the meeting at which a new officer is elected.

Sec. D. In the event of a vacancy in an office other than the Presidency, the office shall be filled by the State Council.

## **ARTICLE XIII. Finances**

Sec. A. The fiscal year shall be from January 1st to December 31st.

Sec. B. The amount of dues of each member, including at-large members, shall be set by a two-thirds vote of the State Council members present and voting.

Sec. C. The Budget Committee shall prepare a proposed annual budget for the fiscal year, and distribute it to the State Council members at least thirty (30) days after the State Conference, and within sixty (60) days of the beginning of the fiscal year, giving thirty (30) days notice before the State Council meeting at which it is to be adopted. Review and revisions of the budget may occur at any State Council meeting.

## **ARTICLE XIV. Grievance Committee**

Sec. A. It shall be the responsibility of the State Council to resolve member and chapter grievances brought to its attention, only after all other grievance remedies at the local levels have been exhausted.

Sec. B. The State Council shall appoint, by lot, three of its disinterested members who shall arbitrate the grievance pursuant to applicable disciplinary procedures provided by the parliamentary authority designated by these bylaws and who shall recommend appropriate action for the State Council for approval.

## **Article XV. Amendment of the Bylaws**

Sec. A. Bylaws changes may be proposed by

1. The State Bylaws Committee,

2. the boards of three (3) Maryland NOW member chapters, or
3. forty (40) Maryland NOW members, whose signatures must be dated, from at least four (4) members chapters.

Sec. B. When method 2) or 3) is used, proposals must be submitted in writing to the State Bylaws Chair at least 45 days prior to the State Conference.

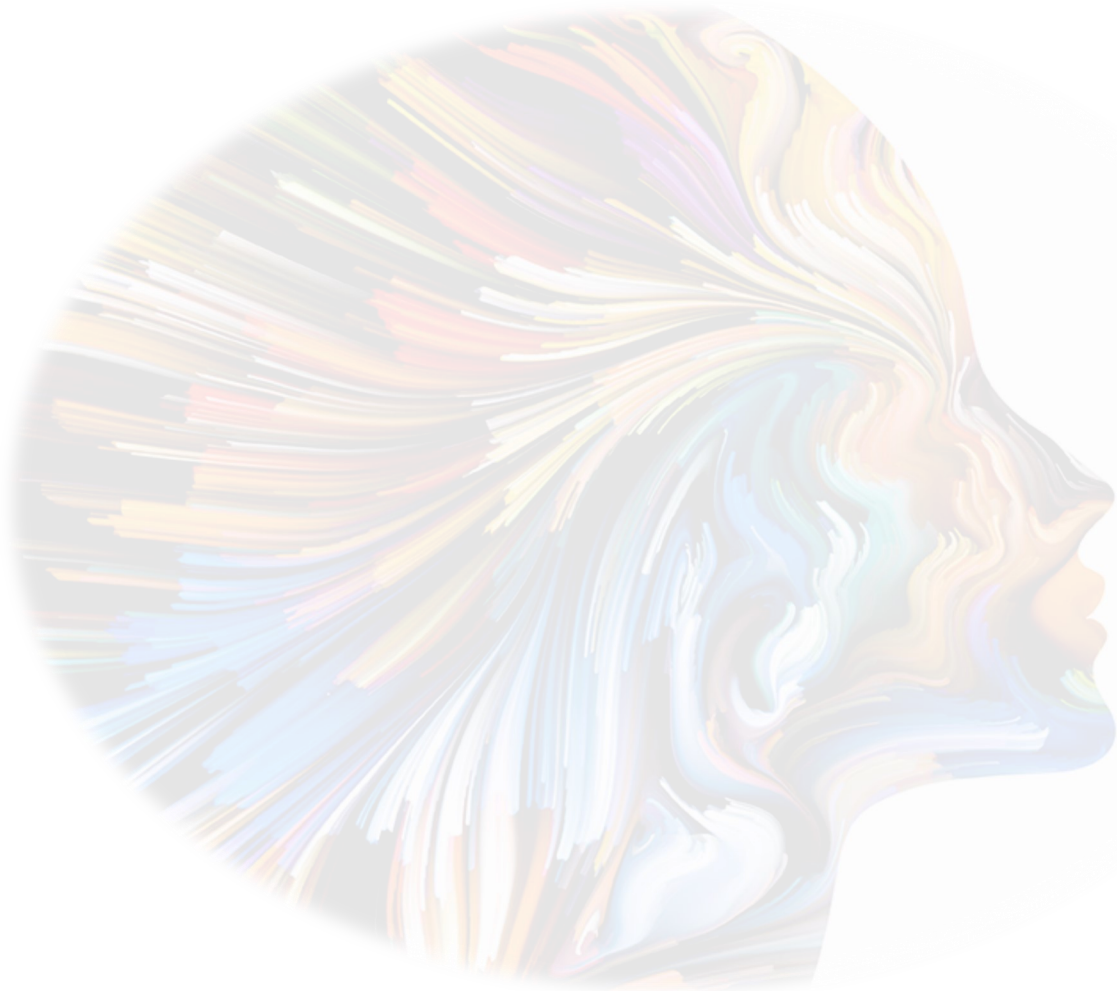
Sec. C. Proposed bylaws changes shall be submitted by the Bylaws Committee to the membership in writing at least thirty (30) days before the State Conference.

Sec. D. These bylaws may be amended at a Maryland NOW State Conference by a two-thirds vote of those present and voting.

#### **Article XVI. Rules of Order**

Any operating procedures of Maryland NOW not covered by these bylaws or in the Maryland NOW Policy Manual are governed by Robert's Rules of Order, Newly Revised, where applicable.





## Duties of Maryland NOW Officers (2023-2024)

The bylaws of Maryland NOW have not been revised for quite some time. Compared with the early 1970s we live in a very different world. Not only has technology changed much of what we do, but it has also resulted in the need to shift various officer responsibilities among members of the Executive Committee. For example, the old bylaws make no mention of social media or our website, and those things are now a major part of what we do. The way we work with endorsed legislation has changed with our close work as a coalition partner of the Maryland Legislative Agenda for Women (MLAW). We use more email to communicate with our members today, but it's unclear whether we are actually connecting with members as we inform them of events and news of importance to NOW.

The bylaws are included in the folder of conference materials as they are now written (May, 2022) and are also posted in their current form on Maryland NOW's website. They can be accessed here: <https://marylandnow.org/about/state-organization/maryland-now-bylaws/> as well as in this folder of materials on page 45.

The bylaws are currently “under reconstruction” to update and better describe how Maryland NOW functions today and how officer's responsibilities have changed. Meanwhile what is written below attempts to outline the positions as they have evolved over time and as officers are performing these jobs today.

### The Duties of Maryland NOW Officers

**President** – The president of Maryland NOW is the organization's primary spokesperson, serves as our liaison with other entities within NOW's national structure, i.e., the State President's Caucus. The president also represents Maryland NOW to other organizations and coalitions in the state. The president develops the agenda and presides at State Council meetings, appoints with the approval of the council Task Force and Committee chairs, and develops with the task forces, committees, and council most state functions and actions. One of the committees established must be a Budget Committee.

**Executive Vice President** – coordinates the administrative functions of Maryland NOW, which presently also includes communications (website, social media, and mail to members), membership, and publicity for the organization. This officer also serves as liaison to the state's committees. This office presides at state meetings in the absence of the president, and assumes the position of President in event of a vacancy in that position. The officer assists the President with any work delegated to them.

**Action Vice President** – coordinates statewide action programs including state and national legislative initiatives and written testimony for legislation during the legislative session. This officer organizes our lobbying efforts in Annapolis, including any Lobby Days done with coalition partners or just with Maryland NOW members. Encouraging Maryland NOW's presence at action events here in Maryland and at national gatherings in Washington, DC is important and helps us with visibility to attract prospective members. This person serves as a liaison with the chapters and state task forces.

**Secretary – Records and Communications** – For many years since our founding, this position mirrored the traditional roles of an organization's secretary. Last year (2022) the State Conference

voted to amend our bylaws to change the duties of this position to reflect various electronic communications and media, and to also include duties working with our membership lists and welcoming new members. To date, we have not had anyone interested in taking the position. Please review it as it appears in our bylaws in this folder of materials and [contact us if you have questions](#).

**Treasurer** – manages the financial records of Maryland NOW and makes regular reports to the council, receives all income and deposits these funds into the appropriate state accounts. The treasurer must make sure all accounts are, if necessary, changed over to the names of current officers and that the required online access to Maryland NOW accounts is established to create the transparency necessary. This officer disperses any funds in accordance with the state organization's budget, coordinates the filing of our IRS 990 Tax Form and makes a full financial accounting to the council, including account statements, each year immediately prior to the State Conference. This officer works with the Executive Committee and the Budget Committee to develop a state budget which must be approved by the council prior to Dec 31 or Maryland NOW's fiscal year.

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It is the practice of Maryland NOW's Executive Committee to shift any designated responsibilities among themselves, based on each officers' skills and expertise, as well as time availability. The PAC officers can also be shifted for any reason, including an individual's need to satisfy compliance with the Hatch Act.

One issue that has been a problem in past years and continues is that many of our coalition partners, and even entities within NOW have leadership for whom this work is a full-time paid position. We do not currently pay our officers a salary and these women and men are frequently balancing family responsibilities, NOW responsibilities, and job responsibilities. Meetings with these groups often occur during a business day and can span time zones. Representing NOW at these meetings and events may be one of the responsibilities that the officers must juggle amongst themselves.

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If you are considering serving as a member of Maryland NOW's Executive Committee as a state officer, please contact our Nominations Chair ([stateofficernominations@marylandnow.org](mailto:stateofficernominations@marylandnow.org)), our state president, or one of the officers currently serving in the role. We are always looking for people to work on our Task Forces or Administrative Committees. If any of these interest you, please get in touch with one of the MD NOW officers following the conference.