

**NOW Foundation Board Meeting  
December 20, 2025  
Tentative Agenda**

1:00 PM EST	Convene and Roll Call
1:05 PM EST	Approval of Agenda
1:10 PM EST	Approval of November 8, 2025 Minutes
1:15 PM EST	Approval of 2026 NOW Foundation Budget
1:30 PM ET	Adjournment



# National Organization for Women

## Board Meeting Minutes

Monday, November 8, 2025

The meeting was held on Zoom.

1. President Kim Villanueva called the meeting to order at 10:03 am EST.
2. The President called the roll. Present were the officers and Board members Sue Burtch, Dr. Rosa Colquitt, Beth Corbin, Camerina S Davidson, Katonya Hart, Sharon Lockhart, Shirley Henderson, Carolyn Maloney, Judi Marraccini, Mary Mosley, Jerilyn Stapleton, Irene Strohbeen, and Laura Welch, as well as Advisory Board members Susan Bramlet-Lavin, Jeanne Clark, Kobby Hoffman, Diane Lebedeff and Ellie Smeal. Board Member Alexia Emuze was excused. Also in attendance were Parliamentarian Darlene T. Allen, and Legal Counsel Thomas J. Hart.
3. The minutes of the September 3, 2025, board meetings were approved as amended on consent. The amendments shall be deemed incorporated and amended minutes approved as of this date.
4. The District Directors delivered reports on district activities.
5. The President and Vice President reported on their activities. The President welcomed new board members who had been appointed to fill vacancies pursuant Article XIII, Section 3 of the NOW Bylaws.
6. The Communications Report was delivered by Laura Gross.
7. The Board discussed and approved the Financial Report which was included in the board package. A draft Vendor Engagement policy was reviewed and unanimously approved (movant Welch).<sup>1</sup>
8. Laura Welch presented various options for the 2026 National NOW Conference. The board unanimously approved a site selection of Alexandria, Virginia with the conference to be held on June 24<sup>th</sup> through June 28<sup>th</sup>, 2026 (movant Stapleton).
9. Planning for NOW's 60th Anniversary was detailed by Supria Bhatia. Board members suggested themes which would elaborate and amplify NOW's core messages.

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<sup>1</sup> The approved Vendor Engagement policy, formatted as appropriate for inclusion in a NOW Administrative Policy Manual, shall be deemed appended to these minutes.

10. The Chapters Report was delivered by Supria Bhatia, who is assisted by Gina Beller.
11. Kim Sontag presented the Digital Report, which covered social media, the book club, gift memberships and aspects of NOW's online membership record system. She reported that NOW has resumed posting on Twitter. The President advised that Kim had been named Employee of the Quarter.
12. The President reported on current fund-raising and development, as well as ideas being explored for future action. Funds raised are approximately 15% lower than past years, which is similar to the experience of many national non-profits.
13. Jan Erickson updated the Board on Government Relations and recent election results.
14. Shelby von Hofe provided the Advocacy and Policy report, noting the many changes in federal programs under the current Administration and that her Action Alerts have generated a successful response. Her program is developing a system for tracking national and state legislation relating to NOW values. There are now eight interns and selection is ongoing for the interns for next year.
15. The PAC report was delivered by the President.
16. Reports on Board Committee were as follows:
  - (a) Terry Sanders reported that the Elections Committee had recommended members to fill five of the seven Board Member vacancies.
  - (b) A Membership Processing Task Force has been formed, comprised of Suzanne Southard (the Florida NOW Treasurer), the President, the Vice President and staff.

© Laura Welch advised that the Operations Manager Search Committee has identified three final candidates chosen from a field of 80 applicants.
17. The Resolutions held in abeyance from the 2025 National NOW Conference were considered by the Board. The Board resolved that online versions will be subject to spacing, punctuation and Scrivener error corrections (movant Hart).<sup>2</sup> Action was taken as follows:
  - A: Recognizing the Equal Rights Amendment in Congress: adopted (movant Stapleton)
  - B: Fight Against Police Brutality: adopted (movant Colquitt), question called
  - C: Age Verification for Access to Online Pornography: adopted (movant Colquitt)

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<sup>2</sup> The Resolutions approved by the Board, formatted as appropriate for inclusion in a NOW Administrative Policy Manual, shall be deemed appended to these minutes (Resolution Format link: <https://now.org/wp-content/uploads/2014/02/Resolution-Format.pdf>). The letters preceding the title of the Resolutions are for reference only and are not a part of the text of the Resolutions.

D: Long-term Family Caregiving: adopted (movant Maloney), question called

E: NOW Stands for All Members of the LGBTQIA+: adopted as amended (movant Burtch) / amendment passes - “reaffirms support” in place of “stands” (movant Corbin), question called

F: Support of Iranian Women and of Women Led Leadership in Iran: motion to send to committee adopted (Corbin, had priority over motion to adopt made by Stapleton), question called

G: An Intersectional Feminist Response to the Big Brutal Bill (The Beautiful Bill): adopted (movant Mosely), question called

H: Resolution for Lesbian Only Spaces: motion to postpone until Board meeting or in person Conference adopted (Mosley, motion to postpone had priority over motion to adopt made by Colquitt)

I: Single Sex Prisons: motion to postpone for in person discussion passes (Mosley, motion to postpone had priority over motion to adopt made by Colquitt)

J: Resolution in Opposition to War and Its Disproportionate Impact on Women, Children, and Other Marginalized People: adopted (movant Stapleton)

18. Member comments were permitted.

19. An item of new business was advanced, asking that NOW urge its members and chapters to join [www.TrumpMustGo.org](http://www.TrumpMustGo.org) (movant Lockhart). The motion passed.

20. An item of unfinished business was advanced, asking that Board member training be scheduled. The Parliamentarian advised that a motion was not needed, given the existing Board policy on the subject.

21. The next Board meeting date and time was set as Sunday, December 7<sup>th</sup>, at 5:30 EST for 3 hours. The Board meeting was adjourned at 4:14 pm EST.<sup>3</sup>

22. The Meeting of the NOW Foundation Board commenced at 4:16 pm EST. The President called the roll. Present were Vice President Rose Brunache and Board members Sue Burtch, Dr. Rosa Colquitt, Beth Corbin, Camerina S Davidson, Katonya Hart, Sharon Lockhart, Shirley Henderson, Judi Marraccini, Mary Mosley, Jerilyn Stapleton, Irene Strohbeen, and Laura Welch, as well as Advisory Board members Susan Bramlet-Lavin, Jeanne Clark, Kobby Hoffman, Diane Lebedeff and Ellie Smeal. Board Members Alexia Emuze and Carolyn Maloney were excused. Also in attendance were Parliamentarian Darlene T. Allen, and Legal Counsel Thomas J. Hart.

23. The agenda was approved (movant Stapleton)

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<sup>3</sup> The date of the next Board and Foundation meeting was subsequently rescheduled to Saturday, December 20, from 12-1:30 PM

24. Jan Erickson, Director of NOW Foundation Programs, reported on the status of (1) Perkins v. Montana, in which amici urged the federal court to sustain its preliminary injunction staying Montana H.B. 121 which imposed restrictions upon the use of sex-segregated public facilities and (2) Newton v Louis Vuitton, in which amici urged the federal court bar the use of a forced arbitration pursuant to the federal Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act.
25. The Foundation's investment portfolio report of Bridgewater Advisors, documenting performance as of October 24, 2025, was reviewed.
26. It was reported that art works by Judy Kaplan were available for purchase.
27. The NOW Foundation Board meeting was adjourned at 4:38 pm EST.
28. The Board convened in Executive Session at 4:39 pm EST. Present were the President and Vice President and Board members Sue Burtch, Dr. Rosa Colquitt, Beth Corbin, Camerina S Davidson, Katonya Hart, Sharon Lockhart, Shirley Henderson, Carolyn Maloney, Judi Marraccini, Mary Mosley, Jerilyn Stapleton, Irene Strohsbeen, and Laura Welch, as well as Advisory Board members Susan Bramlet-Lavin, Jeanne Clark, Kobby Hoffman, Diane Lebedeff and Ellie Smeal. Board Members Alexia Emuze and Carolyn Maloney were excused. Also in attendance were Parliamentarian Darlene T. Allen, and Legal Counsel Thomas J. Hart.
29. The Board heard confidential reports upon topics previously publicly identified as being the purpose of the executive session, i.e. a pending grievance and one pending item of litigation.
30. The Executive Session was adjourned at 5:20 pm EST. An adjourned date for a further executive session was not set.

Respectfully submitted by

Diane Lebedeff, Secretary Pro Tem

Initials: /s/ DAL \_\_\_\_\_ Date: Dec. 15, 2025 (draft)

# National Organization for Women Foundation

## Budget Overview

**FY 2026**



		Reference		
	FY26 Budget	FY25 Projection	FY24	FY23
<b>REVENUE</b>				
Contribution	\$ 513,000	\$ 426,556	\$ 1,212,796	\$ 1,009,921
Bequests	275,000	339,828	888,453	323,959
Gov't grants	-	98,780	-	-
Grant awards	10,000	1,389	12,500	-
Other income	30,750	42,924	84,231	48,523
<b>Total Operating Revenue</b>	<b>828,750</b>	<b>909,477</b>	<b>2,197,980</b>	<b>1,382,402</b>
<b>EXPENSES</b>				
Salary and benefits	417,817	422,277	409,410	383,916
Temporary personnel	4,250	18,686	15,377	15,184
Consultants 1099s	167,904	115,540	123,322	108,520
Staff training	-	99	-	500
Organizational anti-racism training	40,000	47,746	45,000	66,450
Office rent	72,039	58,963	76,436	71,969
Utilities	-	46	85	73
Equipment rental	2,072	1,745	1,458	1,303
Staff Party	-	159	-	-
Award/plaque/honoree gift	500	652	395	405
Security and maintenance	-	1,331	3	3,603
Training	-	185	-	-
Telephone and web services	101,947	80,804	108,272	134,846
Email services	-	64	2,487	-
EveryAction database	90,000	83,672	99,400	93,409
Storage office	2,257	1,739	2,027	2,407
Postage-office	-	234	-	6,316
Postage-direct mail	35,840	1,618	19,690	33,846
Express and delivery	1,158	1,001	200	191
Job Advertising	-	-	89	-
Subscriptions/books	-	811	750	-
Printing	19,585	21,227	14,188	25,236
Supplies-office	3,500	370	747	591
Travel, lodging, transpo and meals	45,900	149,089	84,470	65,723
Entertainment officers and VIPs	-	57	170	-
Insurance	2,799	10,026	9,453	1,833
State charitable registrations	10,444	8,381	10,425	14,450
Property taxes	-	-	-	49
Professional services and tech support	18,371	15,340	11,905	58,621
Professional services- direct mail	26,083	23,974	24,000	21,355
Professional services-legal	5,000	1,589	3,827	5,911
Public relations and event mgmt	169,801	154,850	228,179	237,601

# National Organization for Women Foundation

## Budget Overview

**FY 2026**



	FY26 Budget	Reference		
		FY25 Projection	FY24	FY23
Professional services- photographer	-	247	-	650
Professional services-accounting	96,842	92,061	96,670	90,309
Professional services- strategic planning	-	815	-	1,736
Data process services eg DMP	9,000	181	6,806	6,687
Mailshop lettershop	18,935	1,275	11,548	16,204
Production management fee	1,117	883	1,000	955
Payroll services	13,649	10,201	11,436	10,964
Audio visual production	65,000	241,979	73,482	69,605
Other services and fees	-	376	-	1,608
Cyber security insurance	500	500	-	-
Bank charges	-	357	283	389
Credit card processing fees	13,000	16,689	12,796	14,331
Expensed Equip and Furniture	-	501	394	-
Contributions to other organizations	-	25,942	24,450	20,000
Chapter grants	120,000	57,500	135,904	125,948
Misc expenses	-	924	-	395
Depreciation and amortization	257	73	404	1,095
Fin. chrgs, late fees and fines	-	-	80	331
<b>Total Expenses</b>	<b>1,575,567</b>	<b>1,672,780</b>	<b>1,667,021</b>	<b>1,715,514</b>
<b>Net Operating Income</b>	<b>(746,817)</b>	<b>(763,303)</b>	<b>530,959</b>	<b>(333,112)</b>
Investment income	186,000	212,526	230,226	233,645
Investment fees	(14,000)	(21,353)	(18,444)	(17,356)
<b>Change in Net Assets</b>	<b>\$ (574,817)</b>	<b>\$ (572,130)</b>	<b>\$ 742,741</b>	<b>\$ (116,823)</b>

# National Organization for Women Foundation

## Budget by Program

**FY 2025**

Foundation

NATIONAL  
ORGANIZATION  
FOR WOMEN

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Other income	30,750	42,924	84,231	48,523
<b>Total Other Revenue</b>	<b>828,750</b>	<b>909,477</b>	<b>2,197,980</b>	<b>1,382,402</b>
<b>EXPENSES</b>				
Education and awareness	345,461	141,709	257,863	307,806
General issues	287,932	380,400	418,609	436,750
Communications	141,668	83,620	121,429	109,493
Conference	202,982	497,528	203,983	193,923
Fundraising	349,444	265,412	364,294	273,170
Management and general	248,080	304,111	300,843	394,372
<b>Total Expenses</b>	<b>1,575,567</b>	<b>1,672,780</b>	<b>1,667,021</b>	<b>1,715,514</b>
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## FOUNDATION – FY2026 Budget Assumptions

### 1. FY2026 Projection Methodology

The FY2026 projection is based on actual financial activity through **August 2025**. Estimated amounts for **September through December 2025** are derived from the approved FY2025 budget.

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### 2. Compensation and Staffing

A total of **36% of organization-wide salary and benefits** is allocated to the Foundation for FY2026.

Salary and benefits represent approximately **27% of the Foundation’s total FY2026 operating budget**.

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### 3. Investment Income

Although no investment activity was budgeted in the prior fiscal year, a **forecast for investment income is included in the FY2026 budget** to reflect anticipated earnings and updated financial planning.

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### 4. Mal Warwick Donor Digital (Fundraising)

Increases in fundraising-related expenses for FY2026 are attributed to Mal Warwick’s 2026 direct response fundraising plan.

- Postage – Direct Mail
  - Professional Services – Direct Mail
  - Mailshop/Lettershop Services
- 

### 5. Grants

The **\$120,000 grant budget** supports the NOW Foundation’s **60th Anniversary Campaign**. In FY2026, the Foundation will launch a new round of **Chapter Action Grants**, providing funding to local NOW chapters to support educational and community-based projects designed to advance feminist values and promote economic justice.

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## 6. General Expenses

Most FY2026 operating expenses are based on **existing contracts, current vendor agreements**, and reasonable estimates and estimates.