



A Publication of the North  
Carolina Federation of  
Business and Professional  
Women's Clubs, Inc.

# Tar Heel Woman

April, 2011 - Vol. 86, Issue 5



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## OFFICIAL CALL TO THE 2011 ANNUAL STATE CONVENTION

All members and guests are officially invited to the 2011 Annual State Convention hosted by the North Carolina Federation of Business and Professional Women's Clubs, Inc.

Wayne-Duplin Business and Professional Women's Club will serve as the official hostess of the Convention. Our venue is the home city of our sister club, Wilmington Business and Professional Women's Club. Members from both of these clubs will be available at Convention to assist you with any needs and questions you may have.

The event will be held at the Riverside Hilton in Wilmington, North Carolina on June 24th and 25th, 2011. The theme of this year's convention is Women Living Well.

# President's Message

Tar Heel Woman

2

April, 2011

Conference Chair, Marsha Lewis has put together programming and workshops that will concentrate on all of us becoming healthier, wealthier, and wiser in our personal, professional and political lives. Members and guests will have the opportunity to explore and participate in interactive events to enhance their lives.

Chair Marsha has worked hard to provide two institutes on Friday afternoon before the official opening of the Convention on Friday night. One institute focuses on "mental wellness" via art expression. You will actually learn to paint an oil painting in this two-hour seminar.

Simultaneously, a financial seminar will be held that focuses on starting a small business in this economy or enhancing a current business, thereby becoming wealthier and wiser in the process. We will have individuals covering all aspects of starting a business in North Carolina and marketing that business.

Friday night and Saturday will bring more interactive workshops and roundtable discussions in the areas of health, wealth, and wisdom. We have wonderful speakers and facilitators lined up for these events.

Our Awards Banquets, Career Woman of the Year, and Young Careerist Competition will take place during that time also.

Saturday night will see the official close of Convention with the banquet and installation of our new officers for 2011 – 2012.

Details will be available on the State Website at [www.bpw-nc.org](http://www.bpw-nc.org) soon. Meanwhile, read this issue of THW since it is packed with specific details about the Convention program and registration.

Bring your "mad" money, as my mother used to say, we will have several vendors at the event.

Thank you for "Daring to Dream" with me this year. Please continue to do so and let's have a wonderful grand finale!

You do not want to be the member who misses this grand event!



**Gail Harper**

2010-2011

BPW/NC President

2010 – 2011  
BPW/NC  
Leadership Team



**BPW/NC**  
Executive Committee

**President:**

Gail Harper  
[gailharper@embarqmail.com](mailto:gailharper@embarqmail.com)

**President-Elect:**

Rhonda Hunter  
[hunterbpw@yahoo.com](mailto:hunterbpw@yahoo.com)

**Vice President:**

Virginia Adamson  
[virginia.adamson@yahoo.com](mailto:virginia.adamson@yahoo.com)

**Treasurer:**

Tonya Holbert  
[uofmiwolverine@aol.com](mailto:uofmiwolverine@aol.com)

**Secretary:**

Leanne Schuller  
[leanne.schuller@yahoo.com](mailto:leanne.schuller@yahoo.com)

**Immediate Past  
State President:**

Joanna Moses-Elliott  
[jomoell@yahoo.com](mailto:jomoell@yahoo.com)

**Parliamentarian:**

Carolyn Williams  
[cbwbpw@carolina.rr.com](mailto:cbwbpw@carolina.rr.com)

Join us at the Riverside Hilton  
to celebrate Women Living Well



**Business and  
Professional  
Women/NC**

# 2011 State Conference Registration Form June 24-25, 2011

Please type or print legibly. The name should be written as it is to appear on any printed conference materials.

Expected Arrival  
Date/Time:

Name		Name on Badge	
Address (Street)		Phone (Home)	
Address (City, Zip)		Phone (Work)	
E-Mail		Phone (Cell)	

Please check all of the following which apply:

<input type="checkbox"/> Club President	<input type="checkbox"/> BPW/NC Federation Board of Directors Member	<input type="checkbox"/> First-Time Attendee (Members Only)
<input type="checkbox"/> Attending Local Officer Training	<input type="checkbox"/> BPW/NC Federation Board of Trustees Member	<input type="checkbox"/> Young Careerist Candidate
<input type="checkbox"/> Past BPW/NC President*	<input type="checkbox"/> BPW/NC Foundation Board of Directors Member	<input type="checkbox"/> Career Woman of the Year Candidate
<input type="checkbox"/> * Attending Golden Key Club Breakfast	<input type="checkbox"/> Currently serving/Have served in the Military	Branch: _____
<input type="checkbox"/> Medical Certification	<input type="checkbox"/> Candidate for or Holding Public Office	Office: _____
<input type="checkbox"/> Special Dietary Restrictions	Please Specify: _____	
<input type="checkbox"/> Yes, I am willing to serve as a volunteer during the conference, if needed. Times Available: _____		

Is there any specific information you need before arriving at State Conference? Please Specify: \_\_\_\_\_

## Registration Fees (click or circle a registration option below):

For Early Registration discount, registration form and payment must be postmarked on or before May 31, 2011.

<b>Complete Conference</b> - BPW/NC Member - Early Registration	\$175
<b>Complete Conference</b> - BPW/NC Member - Early Registration - First-Time Attendee	\$155
<b>Complete Conference</b> - BPW/NC Career Woman of Year	\$0
<b>Complete Conference</b> - BPW/NC Young Careerist	\$0
<b>Complete Conference</b> - BPW/NC Member or Non Member - Late Registration	\$215
<b>Complete Conference</b> - Non-Member	\$190
<b>Friday Pre-Conference Institutes</b> - BPW/NC Members (First come, first served)	\$10

**Registration Policy:** There are only 200 spaces available for the Conference. Completed registration forms and full payment must be postmarked no later than **May 31, 2011** to receive the **early registration discount**. Registration on-site will be open only if spaces are available.

All fees must be paid by personal check, cashier's check, or money order. So plan ahead, make a commitment to get the best price and guarantee your place!

Please print the completed form and mail with check payable to **BPW/NC State Conference Fund** to:

**Tonya Holbert, Treasurer**  
35 Shadow Valley Dr.  
Hendersonville, NC 28739

**New This Year!** Register on-line at <http://www.bpw-nc.org>, pay with credit card or PayPal.

<b>Registration Fee</b> (Enter amount from left in box):	
Meal Tickets may be purchased separately for Members' Guests for the following meals (Enter total amount in each box (i.e. meal cost times number of tickets ordered for each meal))	
Keynote Dinner \$45/person	
Awards Lunch \$35/person	
Installation Banquet \$45/ea	
Friday Institute A \$10 /person	
Friday Institute B \$10 /person	
If Your Club hosted a WEE Event, take \$25 off your fee:	
<b>Would you like to sponsor the Conference Program?</b> (Enter amount below)	
Program Sponsor \$25/ea	
Program Patron \$10 /ea	
<b>Total Registration Fees:</b>	

# State Conference

The 2011 Federation of North Carolina Business and Professional Women's Clubs' (BPW/NC) State Conference will be held in Wilmington, North Carolina on June 23-25, 2011 at the Riverside Hilton. Business and professional women from across the state will conduct business, network and attend workshops and forums to increase their knowledge and leadership abilities.

## Registration Deadlines

<b>Early registration Rate</b> (BONUS for the first 25 registrants)	May 31, 2011
<b>Special conference rate for hotel rooms:</b>	May 31, 2011
<b>Registrations postmarked after May 31, or on-site:</b>	4:00 p.m., June 24, 2011

## We Welcome All Supporters of Working Women

The events and workshops have been selected to appeal to working women. While some workshops and the business sessions will be of particular interest to BPW members, non-members are encouraged to attend.

## Conference Registration

Anyone attending Conference functions (meals, business sessions, workshops, and/or special events) must pay a conference fee.

### All Conference Registrations include:

- Friday Banquet,
- Saturday Business including all Federation and Foundation business sessions,
- Saturday Breakfast Roundtable,
- Saturday Workshops,
- Saturday Awards and Young Careerist Competition Luncheon,
- Saturday Installation Banquet,
- Sunday Post Convention Club Officer Training
- Hospitality Suite

## State Conference Fee options

### Early Registration (before May 31, 2011)

Member Cost: \$175  
Non-member cost: \$190

### Registration after May 31 or on Site

Member Cost: \$215  
Non-member Cost: \$215

No partial attendance options are available.

## Meals

Meals included in the conference fee that are provided at State Conference are listed on the registration form. In addition, light refreshments will be provided in the Hospitality Room during the hours it is open.

Non-registered guests are allowed for special banquet functions. Please purchase all tickets for guest meals at time of member registration.

Members may purchase tickets for their attending family and guests for the special function meals listed below: (See Registration form for costs.)

- Keynote Speaker Banquet, Friday night
- Awards Banquet, Saturday midday
- Installation Banquet, Saturday night

## Registration Policy

Registrations must be postmarked no later than May 31, 2011 for the early registration price. Registration is open. Mail completed registration form and payment to:

Tonya Holbert, BPW/NC Treasurer,  
35 Shadow Valley Dr.  
Hendersonville, NC 28739

Fees may be paid by personal check, cashier's check, or money order, made payable to: BPW/NC State Conference Fund.

Registration will soon be available via the website. Online registrations may be paid by credit card, debit card, or paypal.

Please complete the registration form fully and make your hotel reservations before the deadline. So plan ahead, make a commitment to get the best price and guarantee your place!

## Refund/Cancellation Policy

Cancellation requests must be made in writing to the BPW/NC State Treasurer, Tonya Holbert, 35 Shadow Valley Drive, Hendersonville, NC 28739 and postmarked prior to June 1, 2011.

Cancellation requests postmarked after June 1, 2011 will forfeit all fees. Please note that your registration may be transferred to someone else, if you find you are unable to attend conference.

## Fund Raisers for Foundation

- Attend the Thursday Dinner River Cruise (\$25 per person). Board members and conference volunteers attend free, as a guest of President Gail.
- Bring your gently used Pocketbooks and Purses to convention for a fun auction event.

## BPW Shopper's Lane

There will be vendors. Plan to budget for all those purchases. Most vendors can accept credit cards, but be prepared with cash or check just in case.

## Verification & Credentials

The Registration table will be open during the following times:

- Friday, 4:00 to 6:30 PM
- Saturday, 7:00 to 8:30 AM

All members in good standing as of April 30, 2011 and registered by 8:30 a.m. on June 25, 2011 are eligible to vote on all business matters on Saturday.

## Overnight Accommodations

- Riverside Hilton, special conference rate: \$139 for double occupancy; \$10 for more persons. Overnight parking is included in this rate,
- This rate is available for June 23, 24, and 25, 2011 (Thursday, Friday, Saturday nights)
- Rooms are reserved under "North Carolina Business and Professional Women".
- Reserve rooms no later than May 23, 2011 to receive the special conference rate.
- Contact the hotel at (910) 763-5900
- Check in 4 pm; out 11 am.

## Sponsorships and Advertising

Are you able to sponsor our printed Conference Program? If so, please fill in the section on the registration form, then look for your name as a sponsor in the Program.

Would your company or association sponsor one of our Conference events? See the Sponsor Letter and Sponsorship Form to see how.

Does your company or Local Organization want to advertise in our Conference Program? Very reasonable rates are available to reach our members from across the entire state of North Carolina. Contact President Gail for more information and details.

# State Conference

The BPW/NC State Conference is getting close! We hope you've reserved the dates June 24-25, 2011 and that you'll plan to spend a couple of extra days enjoying the entertainment that abounds in and around the Port City.

Registration is open! There are definite benefits for those who register early, both a slightly better registration fee and the opportunity to register for fun events.

Check the website for the registration forms and conference details.

But don't wait! Read all the details here in THW and send in your registration today!

Keep checking the federation website (<http://bpw-nc.org>) for updates.

The first 25 who register will be entered into a drawing for some great Bonus Prizes:

- A free movie tour,
- Dinner in downtown Wilmington,
- A set of children's books,
- A painting by artist Norma Moore
- And many other prizes.

It's shaping up to be an amazing conference packed full of fun events, professional speakers, and networking with fantastic women from across the state. Here is a sneak peak of what you can expect!

## Thursday Afternoon (June 23)

**Pre-conference business meetings** and relaxing fun activities for members who arrive early. These include an Executive Committee Meeting, Board of Trustees Meeting, State Conference Program Committee, Board Meeting, and Foundation Board Meeting.

**Thursday evening**, President Gail is sponsoring a **dinner cruise on the Henrietta**. The good news is that there are extra seats! If you register early enough and offer up a \$25 donation to Foundation, you can join the BPW/NC Board and Executive committee on this relaxing cruise. Come enjoy the beauty of the Cape Fear River and relax with your state leaders.

## Friday (June 24)

**Friday Morning Fun** in Downtown Wilmington. Register early and win one of the great Bonus Prizes!

**Conference Registration** will be open about mid-day and reopen again in the early evening.

## Pre-Conference Institutes

These are workshop sessions. Attendees will preregister for the sessions of their choice. The cost is \$10 for each attendee per session.

*Note that the number of participants for these institutes is limited. Register early.*

### **Institute A)** Start Your Own Small Business

Presentation includes learning which tax deductions to look for, knowing the legal aspects of debt collection, networking and the use of computer resources, and much more.

### **Institute B)** Creating a Mountain Scene

Led by Norma Moore, certified Ross Instructor. This class offers a means of relaxing, relieving stress and creates a beautiful painting for your wall. The art session is limited to 20 painting participants. Each participant will leave with a finished ocean landscape.



## Agenda

### Friday: Opening Ceremonies

**Friday Evening** President Gail Harper will host the Keynote Speaker Beth Grant, opening ceremonies, musical entertainment, a banquet and more.



Ms. Grant, who grew up in Eastern North Carolina, is a two-time Ovation award-winner (Lead Actress and Ensemble) for Del Shores' The Trials and Tribulations of a Trailer Trash Housewife. Her many juicy roles include television's Jericho, The Office, Pushing Daisies and films like Rain Man, Speed, Donnie Darko, and most recently Mike Judge's Extract. Ms. Grant received the Screen Actors Guild Ensemble Award for Little Miss Sunshine and No Country for Old Men.

Friday evening rounds out with musical entertainment by Amanda Juerta Rackley, and a mix of games, prizes and relaxed networking with BPW leaders from across the state.

### Saturday (June 25)

**Breakfast Round Table: Making Your BPW the Best it Can Be.** Issues of concern include programming, projects, fund raising, and marketing.

**Conference Session: Business Meeting**

**Conference Session: Selling Yourself to the Public** Presented by Tracey Lafon

**Conference Session: Social Media--Fad or Fiction?** Tools like Facebook and Twitter can enrich your BPW experience and encourage club growth. Presented by Candy Zulkosky.

**Concurrent Conference Sessions**

- Relaxation, Stress Relief, and Art: Certified Ross Instructor Norma Moore demonstrates creating an ocean scene

- Keeping Your Mind and Body Healthy and Stress Free
- The Importance of Good Nutrition and a Healthy Living Style: Workout and presentation by Lauren Lewis
- Zumba: Dancing exercise and more

**Conference Session:** Awards Luncheon and Young Careerist competition

**Conference Session:** Working Women Caring for Family. Presenter Ava Bevins, President NC Reading Association and Marsha Lewis, International Reading Association Board Member. Books will be given away during this presentation which will touch on how to work without cheating the kids.

**Event: Movie Studio Tour and Thalian Hall Tour**

### Sunday (June 26)

**Post Convention:** Local Officer's Training. Take advantage of the experience and perspective veteran BPW leaders offer to provide your incoming or existing officers training

### Corporate Sponsorship

Does your company support the BPW mission? Our mission is to provide professional and personal growth opportunities and to promote equity for North Carolina women in the workplace. At the BPW/NC State Conference, Business and professional women from across the state will conduct business, network and attend workshops increase their knowledge and leadership abilities.

And you can help. Whether you attend the conference yourself, your presence can make a difference. Check with employers and businesses that support working women. Approach local leaders to sponsor this Conference. A corporate sponsorship of our Conference and its events promotes the achievements of North Carolina working women.

Corporate sponsorship ranges from a Conference Program ad to sponsorship of events or workshops to sponsorship of the entire conference—there's a sponsorship level to suit any business.

# President Elect Rhonda Hunter



2010 – 2011  
BPW/NC  
Leadership Team

**BPW/NC  
Standing  
Committees**

Our President Gail Harper has inspired us all to "Dare to Dream".

We dreamed of the "Past"

Where members before us blazed the trail for us to follow and we have preserved these accomplishments to enjoy today the rewards of their commitment and hard work. Without these dedicated women we wonder where we would be today.

We dreamed of "Today"

Where our mission to provide personal and professional growth opportunities continues but promoting equity in the workplace would need updated because we have accomplished that objective.

We dream daily of the "Future"

Where the sky is the limit on what we can do together in BPW to promote women's issues, encourage women, mentor women, inspire women and establish friendships that are life lasting.

Now that is "Daring To Dream Big"!

I hope every member this year has plans to join your BPW sisters for our annual gathering at State Conference in Wilmington, NC. Gail has dreamed big this year and has wonderful plans and a fun weekend planned for us all!

We accepted Gail's Challenge to "Dare to Dream" and now we can share in the celebration to show our appreciation for her years of service by coming to State Conference and encouraging other members and guests to come as a show of our sincere thanks and support.

See you at Conference!

## **Finance:**

Paisley Wessell  
paisley.wessell@wa-  
choviasec.com

## **Foundation BPW/NC:**

Susan Benton Wilson  
scbenton@wagnernoble.com

## **BPW/USA Foundation:**

Caryl Sinfield  
caryl@sinfield.us

## **Legislation / Issues Management:**

Pat Sledge  
psledge@ptmc.net

## **Public Relations:**

Barbara High-Tyre  
hightyre@aol.com

## **Young Careerist:**

Elva Graham  
greenthumb@intrstar.net  
Lindsay Barwick  
lindsaybarwick@gmail.com

## **Awards:**

Kacey Case-Smith  
kacey.smith@ncfbins.com

## Vice President Virginia Adamson

### Dare to Dream: Use Your BPW Skills

I am often asked what BPW means to me. My answer is always passionate and best understood when the question is asked differently:

“How does BPW help you grow?”

There are many areas where I believe BPW provides all working women with support. However, there is an area that is often overlooked and certainly not strongly marketed by BPW – leadership skills.

Certainly we learn leadership skills through our employment. BPW allows us to stretch our wings in ways that we might not otherwise have the chance to do at our day jobs, especially if you work for a corporation.

When I first joined BPW of the Triad, I knew there were committees on which one could serve and there experience and improve one's team working skills. I had no idea that the organization is a registered non-profit organization meaning that it has bylaws, elected officers and a board of directors.

Even finding that out didn't prepare me for the growth I experienced as I volunteered to serve as the Treasurer of the organization. Managing the financial records for the club, receiving dues, paying bills were all new experiences not to mention the end of year audit of the books. Valuable skills to add to my skills backpack and there was more to come.

Moving up in the organization to President Elect allowed me to add responsibility for programs to my skill set. Following the programming guide from the BPW/NC Issues Management Chair gave me topics to cover; I still had to tease out someone who could provide a program every month. I added to my planning and negotiating skills as I contacted many speaker candidates. I gained confidence speaking in front of a group as I introduced those speakers at the meetings.



When elected President of BPW of the Triad, I learned skills related to running a business as the leader of this non-profit organization. There were responsibilities to manage the organization and follow the laws of North Carolina, board meetings to be planned, agendas to be compiled, and meetings to be run. More than ever I understood the value of parliamentary procedure and the use of Robert's Rules of Order to help meetings run smoothly. I also gained a new perspective on how our organization is connected to BPW/NC, that we are an affiliate of something bigger.

I was asked to serve BPW/NC as the State Conference chair in 2008-09. Again there was a lot to learn. All those skills BPW added to my backpack were helpful in the overwhelming challenge of managing a statewide event. I used those leadership skills to plan, negotiate, budget, and lead the committee to provide a great event. What a feeling of accomplishment to have successfully complete that task!

BPW has certainly provided me with wonderful opportunities to add to my skills backpack and to help me grow personally and professionally. All of these leadership skills are applicable in our lives whether at home or at work.

The opportunities at the local and state level are endless. You, too can add to your skills as you serve your BPW sisters. What leadership skills do you want to learn? Volunteer for a position on your club's board or the state board. Take the opportunity to grow personally and professionally through BPW. See where those leadership skills take you in your life.

Dare to Dream...of using your BPW skills!

# BPW/NC Officer Candidates

## Candidate for President Elect

As a Senior Business Consultant with Volvo Information Technology in Greensboro, Virginia provides consulting services to Volvo Group and external customers. She is an expert in Virtual Team methodology. In this position she coaches and facilitates teams, develops collaboration strategies, and customer business plans, produces virtual events, and jointly leads the Content and Collaboration Consulting Services Network with four colleagues worldwide.

Virginia is especially skilled at building effective, productive working relationships with people of diverse backgrounds—a talent she brings to the BPW/NC Federation as a candidate for the office of President Elect.

A member of BPW/NC since 2006, Virginia has served at the State level since 2008 in various positions including her current role as Vice President, and as State Conference Chair delivering a conference that included a keynote by North Carolina's Governor and Treasurer, workshops for 100 business women, and a 90th anniversary celebration. Virginia has served her local organization, the Business and Professional Women of the Triad, as President, President-elect, and Treasurer.



**Virginia W. Adamson**

## Candidate for Vice President

A native of Buffalo, NY, Mimi began her advertising career in Southern California where she represented the Yellow Pages. Mimi was one of the first women hired for outside sales and grew to be in the top 10% of over 100 employees, of which 98% were men. She also won numerous awards for achieving sales quotas.

The Zelman family relocated back to Buffalo to raise their two daughters and Mimi began working for R.L. Polk & Co. as an outside sales representative selling directory listings and advertising to businesses in Western New York. She was promoted to regional manager within two years and served in that capacity for 12 years.



**Mimi Zelman**

Mimi began to work for TV Fanfare Publications selling advertising space first as a sales representative, then quickly was promoted to assistant sales manager and then transferred to Charlotte, NC to run the Charlotte office. She created a sales force from scratch and her office grew to be within the top 10% of the company's national sales offices.

While working at Greater Charlotte Biz, Mimi became involved with many networking groups. She saw the need to create a women's resource guide which led to the creation of Women With Know How, a publication featuring women owned businesses and professional women and businesses that want to cater to a female clientele through advertising.

# BPW/NC Officer Candidates



**Leanne Schuller**

## Candidate for Secretary

Leanne received an A.A.S degree in Hotel Restaurant management in 1994 from A-B Tech where she graduated with honors. She worked in the restaurant business until 2001 as Kitchen Manager, Purchasing Supervisor, and Head Chef. With the long hours required by the restaurant business, it became apparent in 2001 that family would have to come first. She made a move into the insurance business. At first it was just a job, but soon became an avenue to meet new and interesting people as well as helping others. She has worked as an Associate Agent and Executive Assistant for the past 10 years. In that time, she has learned better how to manage people, problem solve, and encourage production. She loves to motivate the agents she works with.

In 2007, she joined BPW and represented District I as the Young Careerist at the State Conference. Since joining BPW, she has served at the local level as President, Secretary, YC chair, By-laws chair, and Editor of the local publication "The Voice". She has also served on the State Board of Directors for BPW/NC as Public Relations Chair, Marketing and Nominations Chairs, and as BPW/NC Secretary 2010-2011. Joining BPW was a career enhancing step and became an outlet for her passion of Equal Pay.

Leanne has two children; Kerri, age 15 and Christian, age 12. Leanne is currently attending Montreat College where she is pursuing her Baccalaureate degree in Business Management.

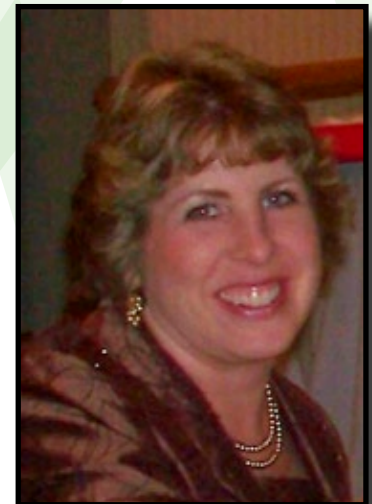
## Candidate for Treasurer

As office manager at Carolina Auto Craft in Hendersonville, Tonya's professional experiences have prepared her to be BPW/NC Treasurer. Tonya's experience with BPW, spanning five years, has been fast paced and rewarding. She has served her local club, Hendersonville, as Treasurer and Secretary. On the State level Tonya has served as Treasurer. When asked how she sees her future BPW role, Tonya shared this:

"My willingness to serve BPW in any capacity for the betterment of the Club is an asset. I have a passion for mentoring young people. The future of BPW is in the mentoring of our young women to help them to succeed in their personal and professional life. We need to educate young women about BPW and grow their love for the organization from the knowledge of what BPW can do for them."

"I have grown so much because of my involvement with BPW both personally and professionally. It is because of my BPW sisters that I feel there is no goal that is out of my reach. There are many things still to learn and more goals to attain. I look forward to more growth with BPW."

Tonya has been married to Roger for seventeen years and while they do not have children, they are proudly Aunt and Uncle to many.



**Tonya Holbert**

# Legislative and Issues Management

History was made in Raleigh on Tuesday, March 23, 2011! Well, that may be a slight exaggeration, but it's not a stretch to say that BPW was well represented at the NC Women United (NCWU) Women's Advocacy Day!

The trek to Raleigh started in the fall of 2010 when women across the state organized and conducted Women's Agenda Assemblies in their local areas. Assemblies were held from the mountains to the coast with hundreds of women gathering to talk about the issues that impact our lives and our families and to decide which concerns have to be brought to the attention of our elected officials in Raleigh. BPW/Raleigh and BPW of the Triad took the lead to host events in their respective areas. BPW members across the state participated in local events and helped to map the issues we spoke to our legislators about.

On the evening before the Advocacy Day event in Raleigh, a group of BPW members joined NCWU members at a reception to meet and hear a champion for equal pay, Lily Ledbetter, tell us about her journey from the Alabama Goodyear Tire and Rubber plant to the

## Pat Sledge



halls of the Supreme Court of the United States of America to fight for wage parity. Her story is truly inspiring and serves as a wake-up call to women everywhere.

Early on Tuesday morning most of our group gathered to plot our strategy to meet and speak with Senators and Representatives from 8 House districts and 6 Senatorial districts. The first order of the day was to attend an opening session with Lily as the keynote speaker and then two of our delegation served as volunteers to role play a visit to a representative.

We had appointments scheduled in advance with representatives, and some last minute changes were necessary to accommodate the fluid nature of the busy schedules.

Thankfully, we are flexible! In some instances, BPW constituents (and that's a magic word to your elected official) walked with and talked to the Senator or Representative about our issues between committee meetings or buildings.

Our delegation was divided into three (3) groups so that we could efficiently work our schedule, but with meetings where we knew we would likely have more resistance to our point of view, we came in full force! In a few cases, it seemed that our concerns and issues were falling on deaf ears, but when a group of nine or ten determined women show up at an office,



Planning Strategy for Advocacy Day

## Making History in Raleigh

they get noticed. Extra chairs are pulled in and we played off each other to cover a number of the legislative issues set out by the Women's Agenda assemblies. Nearly 200 women from the organizations which constitute the membership of NCWU were in Raleigh for the Advocacy Day. Representatives from Planned Parenthood accompanied our delegation to meet with some of our legislators, and we witnessed protestors with placards at the entrance to the building protesting Planned Parenthood's involvement.

When the House convened for the daily session, we attended a portion of the session and our group was recognized by the Speaker. By mid afternoon, our feet were tired, and having skipped lunch, we were ready to find a place



Weary and satisfied after Advocacy Day Event



BPW Delegates attending Advocacy Day Event

to sit and eat. As we compared notes, and reviewed our day's work we felt that we had made our presence known and that our voices had been heard. With the size of the BPW/NC delegation attending Advocacy Day, history may have been made. Certainly, this was the largest delegation in recent years to participate.

As we left the offices we visited, we promised our representatives that we would continue to watch them and stay in contact. Our elected officials have

an obligation to listen to their constituents, but we too, have an obligation to let them know what's important to us and voice our concerns. If we don't speak up for ourselves, who will?



BPW Members at the Lily Ledbetter Reception

# Young Careerist

## A Fantastic Recruitment Tool

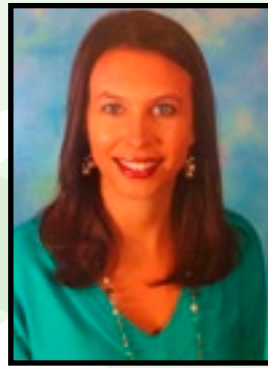
We are looking forward to having great participants this year in the Young Careerist Program at State Conference! We hope that your club has been successful in selecting a Young Careerist candidate.

As your YC candidate prepares for competition, we wanted to give a brief overview of what the YC competition day will entail.

We plan to begin candidate interviews at 10:00 a.m., then follow with speeches during the lunch meeting and conclude with the group interview section. We will announce the YC winner during the dinner meeting later Saturday evening.

Since some candidates might be traveling a long distance, it might be a good idea for your candidate to arrive Friday evening so they will be fresh for the competition Saturday morning. You might also want to consider having your YC candidate stay at the hotel Saturday night because we will not be announcing the winner until later in the evening.

You do not have to pay for your YC candidate's registration, but when possible, it is encouraged if clubs can help offset the expenses a candidate incurs.



Lindsay Kornegay



Elva Graham

As your club gets ready to submit your Young Careerist's information, please be sure to include the following forms and information:

1. The biographical information sheet,
2. Young Careerist Agreement Form,
3. a copy of their 4 minute speech (1 of the 5 topics listed on the BPW-NC website),
4. a 5X7 photo of the candidate.

If you need copies of the biographical information sheet or the Young Careerist Agreement form, they are under the member-only section of the BPW-NC website.

The deadline to submit these items for your club's Young Careerist candidate to participate at State Conference is May 15, 2011.

Please send packets to: Elva Graham, 217 West John Street, Mount Olive, NC 28365.

If you have any questions, please feel free to contact one of the YC co-chairs,

- Lindsay Kornegay, 919-223-4241  
lindsaybarwick@gmail.com
- Elva Graham, elj359@gmail.com  
910-990-6412.



### Pearls from Paisley

*A series of financial articles to help educate, motivate and call to action our BPW sisters.*

In the last "Pearls from Paisley" we established the urgent need, especially for women, to prepare for retirement. Relying on an inheritance from Aunt Bessie or buying a lottery ticket does not constitute retirement planning. I believe developing a well thought out plan makes it more likely you will attain your goals.

How much you will need for a comfortable retirement depends on many variables. Factors such as your age at retirement, lifestyle during retirement, how long you will live, family emergencies, future inflation rates, the cost of health care, legacies for loved ones and favorite charities are all considerations in funding your goals. Your risk tolerance and return on investments is an important dynamic in the calculation of what is needed to achieve an enjoyable retirement.

Retirement professionals generally agree that a retiree can anticipate spending 70%-80% of their current annual income during their retirement years. If a pre retiree is spending \$5000 a month, utilizing the formula above, that would be \$3500-\$4000 per month or \$42000-\$48000 annually during retirement.

It is important to identify the sources of income which will be available to you when you

### Paisley D. Wessel



do retire. Annually, social security sends you an estimate of your monthly benefit. Look at the statement to make sure it's correct. Check with your Human Resource Department to see if you are one of the lucky few who has a company sponsored monthly pension. Ask for a statement of benefit. Familiarize yourself with how the benefit is calculated. Gauge your monthly shortfall.

Review your 401K. Many 401K plan sponsors have retirement calculators on their websites which simulate contributions, rates of returns and projected retirement sums. Compute that figure and add the value of your IRAs, annuities, and your personal investment accounts you will utilize during your retirement.

A general "rule of thumb" suggests that 4%-5% annually is a sustainable withdrawal rate. Let's say all of the lump sum assets available for retirement are \$750,000, at a rate of 4%-5% annually, the benefit would be approximately \$2500-\$3000 a month to supplement your social security and pension income.

Regularly reviewing, analyzing, monitoring, and realigning your retirement plan to reflect the current economic environment, your current goals and futures dreams is imperative to the process of achieving a successful retirement.

The next "Pearls From Paisley" article will highlight retirement investment strategies.



# Leadership Development

Mary Shelton Drum



## ***Remember these important dates:***

April 29-30, 2011	Spring WEE Event in Granite Falls
May 1, 2011	Deadline for bids from Central and Eastern Regions for the Fall WEE Event
October 21-22, 2011	Fall WEE Event

Tar Heel Woman

16

April, 2011

## Spring WEE Event

From my vantage point, looking out my window, I definitely see spring! Aren't we all ready for warmer weather? Are you also ready to do something for yourself that is fun, exciting, informative, and relaxing? So am I! That's why I've already registered for the Spring WEE Event to be held on April 29-30, 2011, and hosted by the Granite Falls Club.

So you're asking, "How do I register?" This year, we are working hard so that everyone can register online. This is new for all of us and so please note the steps listed in the flyer on the next page.

A very special note to Club Presidents:

If you have Club members who do not have access to a computer, you will receive via email a Registration Form, Agenda and Directions that can be printed and given to those members who do not have email. All other members should be encouraged to try the online registration system. The Form along with a check may be mailed to BPW/NC Treasurer's address in the flyer.

I am looking forward to seeing you in Granite Falls on April 29-30.

## Fall WEE Event

We are working on some new and exciting ways to present our WEE Events and we're making some changes to meet the needs of our membership. Would you believe that the deadline for clubs to bid for hosting the Fall WEE event is right around the corner?

**The DEADLINE FOR BIDS TO HOST THE 2011 FALL WEE EVENT IS MAY 1.**

- The bids will be accepted from both the Central and the Eastern Regions.
- The Bid Forms can be found at [www.bpw-nc.org](http://www.bpw-nc.org). Hover on the Events/Calendar tab till drop down appears and then scroll down to Bid Info WEE Events and click. This page includes a link to the Bid Forms for WEE.

You can also find a link to FAQs (Frequently Asked Questions) that will guide you along the way at the top of the page.

## NEW INFORMATION:

The FALL WEE EVENT will be held on OCTOBER 21-22, 2011. This is earlier than usual, but we wanted to hold the Wee Event in conjunction with National Business Women's Week.

We are planning to celebrate Career Women of the Year from across the state to give them the recognition that they deserve at both the WEE Event and State Conference.



Business and  
Professional  
Women/NC

## Women Empowered and Enlightened

### Networking - April 29, 2011 (5:30 pm - 8:30 pm)

**Johnny Wilson Farm**, Dry Ponds Road, Granite Falls, NC - Enjoy a tour of a working farm in a tractor drawn covered wagon, a delicious supper, and special entertainment (Cost: \$15.00)

### Leadership Training - April 30, 2011 (9 am - 3 pm)

**Mt. Zion Baptist Church**, Cajah Mountain Road, Hudson, NC - Participate in workshops to help you be safe, secure, smart, and successful. (Cost: \$15.00)

Registration is due Friday, April 15, 2011. You will be able to register on-line by going to [www.bpw-nc.org](http://www.bpw-nc.org).

Click on the home page link or on the "Events/Calendar" tab on menu bar.

1. Scroll down to the "Spring WEE Event"
2. Click "Show Details"
3. Click "Register".
4. Follow directions to complete registration.

You may pay on-line by using a credit card or PayPal

You may also pay manually in which case an automated invoice will be emailed to you. Print the form and send it with a check to the State Treasurer:

Tonya Holbert, 35 Shadow Valley Drive, Hendersonville, NC 28739. Make checks payable to BPW/NC.



Hotel rooms at Quality Inn & Suites, 1725 13th Avenue Drive NW, Hickory, NC

Call 828-431-2100 for BPW/NC rate. Block held until April 15, 2011.

- Double Room (2 double beds) - \$70 + tax
- Double Suite (2 double beds) - \$79 + tax
- King Suite (1 king bed + double pull-out couch) - \$79 + tax

## Purses, Pocketbooks, Handbags: A Fun Fundraiser!

Purses, pocketbooks, handbags—whatever it is that you call them, next to shoes, these are the one thing that you cannot have too many of. And to have the perfect one that suits you makes life all the more satisfying.

Have you ever bought a purse and then gotten it home and wondered why you bought it in the first place? Or you carried it half a dozen times and decided it just was not big enough for all your absolutely necessary items that you must carry in there? Well, we have the solution for what to do with all those purses.

The Green and Gold Committee Co-Chairs, Stephanie Williams of the Wilmington BPW Club and Marjorie Mitchell Connor of the Wayne-Duplin BPW Club announce with pleasure the fundraiser for the BPW/NC Foundation to raise the funds for our 2010-2011 scholarships.

The Foundation is sending out a call for all those under-utilized, gently used purses to be donated to the Foundation. At the BPW/NC State Conference, we will have a silent auction for all those purses.

It will be a wonderful opportunity for the attendees to select from lots of styles and sizes of purses in a relaxed atmosphere and for a great price. In addition to the fun of betting on your favorite purse, the person paying the most for their purse will get a bonus! A prize will be given to the person donating the ugliest purse, and that purse will be awarded to the person paying the most for their purse. As the saying goes, one woman's trash is another woman's treasure. UsingEnglish.com's definition for this idiom is that "What is useless to one person might be valuable to another." So let's not let those purses go to waste.



BPW/NC 2010 – 2011  
Leadership Team

### Special Committees

#### Career Woman Year

Varnell Kinnin  
varnellk@hotmail.com

#### Governance

Michelle Evans  
michellebpw@yahoo.com

#### Historian

Verna Taylor  
msvernamaetaylor@yahoo.com

#### Hospitality

Sandra Torrans  
sandra.torrans@houseofraeford.com

#### HQ Coordinator

Julie Tomkovik  
jwtkomk@mindspring.com

#### Info Technology

Theresa Carter  
theresa@pcmedvac.com

#### Leadership Development

Mary Shelton Drum  
msdrum@charter.net

#### Nominating

Mimi Zelman  
mimi@womenwithknowhow.com

#### State Conference

Marsha Lewis  
mlewis@duplinschools.net

#### Communications

Candy Zulkosky  
bpw@writingbytes.com

#### Board of Trustees

Carolyn Williams  
cbwbpw@carolina.rr.com

#### Webmaster

Rhonda Hunter  
webmaster@bpw-nc.org

#### Women Joining Forces

Trina Hines  
hinescgl@aol.com

## How Will You Get Your Purses to Conference?

The State Conference will be held June 24-25 in Wilmington, NC at the Hilton Hotel. There is plenty of time for you to make your donation and lots of opportunities to do so.

- If you are going to attend the WEE event in Granite Falls on April 29-30, you can bring them there! Foundation board members will be in attendance.
- If you cannot attend that event, but some of your local club members are attending, you could send your donated purses with those club members.
- If any of the Foundation board members are in your local club, you can give them to that board member.
- If you are attending State Conference, you can bring them with you, or send them with other members of your local club who are attending if you cannot attend.

If none of those options works, please contact Marjorie at [magmitchell@mindspring.com](mailto:magmitchell@mindspring.com) or 919-658-9875 and we will work something out.

Any purses not purchased at the State Conference will be donated to **Dress for Success**, a non-profit organization that provides suits and other interview-appropriate items to disadvantaged women returning to or entering the workforce.

In addition to this very fun endeavor, several items will be offered for purchase at State Conference via the purchase of a raffle ticket.

Ideas for raffle prizes being discussed include a weekend at a beach cottage and the preparation of a Federal and NC individual income tax return by a CPA. There will be more information and fun raffle prize ideas to be announced later—all the more reason to attend State Conference.

Susan Benton Wilson



All local club Presidents are asked to encourage members to donate any of those purses that they can bear to part with to this very worthy cause.

Our goal is to raise enough funds to grant five \$1,000 scholarships for this fiscal year. Please help us achieve this goal, and get a new purse (or purses) and other items as well.

### BPW/NC FOUNDATION

**How can YOU Help Make a Difference in a Woman's Life?**



**Contribute to the Green and Gold!**

**THE BPW/NC FOUNDATION AND FIVE DESERVING WOMEN NEED YOUR HELP.**

**MAKE YOUR TAX DEDUCTIBLE CONTRIBUTION TO THE FOUNDATION GREEN AND GOLD TODAY!**

# BPW/USA Foundation

From the Women Veterans page of BPW Foundation: ([http://www.bpwfoundation.org/index.php/issues/women\\_veterans](http://www.bpwfoundation.org/index.php/issues/women_veterans))

*“Every day, women in the military proudly serve our country, but when they return home they often do not receive the recognition, benefits, or services they have earned.*

*Business and Professional Women are Joining Forces for Women Veterans across the country. We are working to provide support and resources to women veterans and their families as they return to their civilian lives. Learn about our Advisory Council.*

*Whether you served fifty years ago or fifty days ago, remember: You're not alone. “*

Some of you may know that I am a veteran. I proudly served our country in the U.S. Army from May 12, 1982 until August 20, 1985.

I was 19 years old when I left Boston for Basic Training at Ft. Jackson, SC. I had a high school diploma, a tiny bit of office work experience, and very large hopes of escaping a dead-end existence. I signed on to learn to be an Arabic linguist, an endeavor that sounded exotic and exciting and at which I excelled, much to my delight and relief.

The Army was great. Aside from the joy of being initially stationed in California, I had no expenses. I had a roof over my head, food in my tummy, clothes on my back, and health and life insurance. I rarely had to think about what to do because my day was neatly planned out for me, and I thrived in an environment of order and discipline.

My newly opened bank account received a deposit of \$414 every single month. I sent \$200 of it home to my Mother to help her out, and I spent the rest on FUN. No need to go into detail here.

I rose to the rank of Sergeant and very much enjoyed the excitement of new challenges.

Then, I got to my permanent duty station at Ft. Campbell, KY. Enter Mr. Sinfield. Enter Jenny (our daughter).

The Army was not quite as much fun at that point, so we both left the service and re-entered the civilian workforce. You may find this hard to believe, but I had no idea what to wear to an interview.

I had jeans, maternity clothes that I technically no longer needed, and two church dresses. I considered myself rather worldly, having served in the military, but I would have given anything to have known about a group of working women who could help me transition to my new life and teach me how to dress professionally.

Finding a job was no cake walk, either. I did not have much work experience outside the military, and I had no relevant references. Employers were actually afraid to hire me because they thought I might turn their workplace into a military zone, or be too harsh or rigid with my co-workers.

My leadership skills were entirely unrecognized and I was finally forced to take a job that was well below my skill level with a company that was too small to pay me what I felt I was worth or offer basic benefits. I went from having 30 days of leave every year to having 3 days of vacation and 2 sick days during my first two years of employment. To say the least, I was insulted.

But there were these daunting issues like where to live and how to pay rent, what to do about transportation, how to go about getting insurance (we had a tiny baby, remember), day care, groceries, utility bills, rent, lions, and tigers, and bears...oh, my.

So much to have to think about and plan for that we had not had to think about before. What I would have given to have had access to a network of women who could help me learn all this new stuff and make good decisions.

How I wish I not only knew about BPW back then, but that I had access to a program such as the Joining Forces for Women Veterans. So

# BPW/USA Foundation

many of our women veterans find themselves back in civilian life, for a myriad of reasons, and feeling like fish out of water.

By reaching out to these women to support them in their transition, we give them the confidence and the tools they need to make good decisions that will positively impact their professional and personal lives.

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On a different note, have you requested a BPW/USA Foundation account yet? If not, do it today, please. It is fairly easy to do, but must be taken in two steps.

1. If you do not know your 5-digit Account Number (and, no, it is not the same as your old BPW/USA membership number so you probably do not know it), send a quick email to Sanchia Spence and ask her to look up your account number. Sanchia is the Governance and Communications Coordinator at BPW Foundation and can find that information for you. Her email is [foundation@bpwfoundation.org](mailto:foundation@bpwfoundation.org)
2. Once you have your Account Number, log onto [www.bpwfoundation.org](http://www.bpwfoundation.org) and follow the next steps:
  - Scroll to the bottom of the homepage and click the My Account link.
  - You will see, at the bottom of the resulting page, "Don't have an account? Start here." Click that Start here link.
  - Select a login id and a password.
  - Enter your name, email, and Account Number.
  - Click the Submit button.
  - You will be taken to Your Account immediately where you can update your Profile information and view your Giving history.

I am sure many of you may recall that, in years past, the Foundation awarded BPW Clubs for their contributions. I am still trying to de-



Caryl Sinfield

termine if that is going to continue to be the case, but I somehow doubt it. I am also trying to find out if the BPW/NC BPW(USA) Foundation Chair (a.k.a. me) can have access to a report of NC giving so that, perhaps, we can recognize donors ourselves.

It is important that we continue to support the BPW Foundation and its work, as it benefits us as working women and as supporters of working women and women veterans.

And do not forget that you can also access the Grassroots Tools (found by clicking on the Engage link in the middle of the homepage; it is then the last item in the list under What's New on the resulting page) which include the Advocacy Center, the Media Toolkit, the Equal Pay Day Toolkit, National Business Women's Week®, the graphic standards manual, suggested programming focus, and the Young Careerists Manual. We are still the grassroots of this organization, and we must not forget that.

Please be advised that there will be an opportunity at State Conference for you to show your support of the BPW Foundation, its mission and programs, so bring those checkbooks!

# NC Women Joining Forces

Often I meet veterans I have never met before. One of the question I ask is whether they are taking advantage of their Veteran Affairs (VA) benefits. It is not uncommon for the veterans to respond "No".

Some of the reasons I hear for not taking advantage of veteran benefits is that the process to receive health, education, and other benefits takes too long. Unfortunately the process can be tedious; however, the long-term benefits of receiving the health, education and other services are worth the process.

One of the main places for veterans to receive services is through The Department of Veteran Affairs (VA). For more information contact VA Benefits : 1-800-827-1000 or visit VA web site: [www.va.gov](http://www.va.gov).

## Additional Helpful Links

Health Related Services and Support Systems: <http://www.va.gov/health/default.asp>

- Health Care: 1-877-222-8387)
- VA Inspector General: 1-800-488-8244
- Suicide Prev. Hotline: 1-800-273-8255)
- Post-Traumatic Stress Disorder: Veteran's in crisis, please call 911, go to the nearest Emergency Room, or call 1-800-273-8255 (TALK)(Spanish/Español 1-888-628-9454). Veterans, press "1" . For more information visit: <http://www.ptsd.va.gov/>

Health Services Available to Women Veterans: <http://www.publichealth.va.gov/women-health/>

The Veterans Health Administration offers services to meet the unique needs of women veterans. Services include: Breast Clinic, Gynecology Clinic, Mental Health Services, Reproductive Clinic, and Women's Primary Care Clinic. The Sexual Trauma Treatment Center is affiliated with the Women's Clinic.

## 1st Sergeant (R) Trina Hines

### Employment:

Here are a few resources to help veterans, if you know of more employment opportunities, please email: [hinesbpw@yahoo.com](mailto:hinesbpw@yahoo.com)



- Vocational Rehabilitation and Employment helps Veterans with service-connected disabilities prepare for, locate, and keep adequate employment. Web site: <http://www.vba.va.gov/bln/vre>
- Veteran Employment Recruitment: <http://www.va.gov/jobs>
- Army Career and Alumni Program: Help veterans and their families transition from the military: <http://www.acap.army.mil>

### Homelessness

Founded by the Department of Veteran Affairs, The National Center for Homeless Veterans hotline provides at-risk homeless and homeless veterans with 24/7 access to a trained counselor. Read about Department of Veteran Affairs crucial move to end homeless in five years: <http://www.va.gov/homeless>

Call 1-877-4AID VET (1-877-424-3838) or Chat Live 24 hours a day, 7 days a week

Women Joining Forces/NC support military women and their families with jobs, health, mentors, and support services. Ask a question or to receive more information about NC Women Joining Forces Task Force email [hinesbpw@yahoo.com](mailto:hinesbpw@yahoo.com)



## BPW/NC Executive Committee Interim Actions

### January 21, 2011 Approved:

- To transfer funds in the Policy and Action line items totaling \$2,600.00 to adjust BPW officer's actual incurred expenses.
- That the remaining National Summer Meeting allocation of \$510.00 be moved to the BPW International Leadership Summit in NY on February 20-21, 2011 for the President/President Elect to attend.

### February 18, 2011 Approved:

- The Executive Committee approve the appointment of Kacey Case Smith as awards chair for the remainder of 2010-2011 year.
- BPW/NC participants in the NCWU Women's advocacy day on March 1, 2011 in Raleigh, constitute a BPW/NC delegation which should visit our respective legislators and to forward the BPW/NC mission and the NCWU Women's agenda.
- The Executive Committee approve the following appointments for 2011-2012 Board of Directors: Tarheel Woman: Lindsay Kornegay; Issues Management: Pat Sledge; Leadership Development: Jo Naylor; Public Relations/Communications: Carol Ambrose; Finance: Paisley Wessell; Fall Regional Event Chair: Mary Shelton Drum; Parliamentarian: Barbara Bernard; WJF: Trina Hines; Legislative: Kacey Case Smith; Governance: Susan Benton Wilson; State Conference: Judy Smith; Information Technology: Lindsay Kornegay; YC: Christy Williams; Foundation USA: Joanna Moses-Elliott
- The Proposed By-laws amendments to article XI nominations section 1, Article XV Board of Directors, and Article XIII Duties of Officers, be presented to the Board of Directors for consideration to be presented at the State Convention for approval by the membership.

Leanne Schuller



### March 20, 2011 Approved:

- The proposed revisions to the Bylaws be approved for presentation to the Board of Directors.
- That funds be allocated to the Legislative chair from the Policy & Action line to cover incurred expenses while representing BPW/NC in Raleigh at the Advocacy Day.

## BPW/NC Board of Directors Interim Actions

### February 19, 2011 Approved:

- The proposed by laws amendments be presented at State Conference for member approval.
- Article XV Board of Directors section 1 be amended by adding the words chair of the BPW/NC Foundation Board of Directors (after the word committees) be presented to the State Conference for approval by members. The Proposed By-laws Amendments to Article XI Nominations, Section 1, Article XV Board of Directors, and Article XIII Duties of Officers, be presented to the Board of Directors for consideration to be presented at the State Convention for approval by the membership.

### March 24, 2011 Approved:

- That the proposed by-laws amendments be presented for approval to be presented at State Conference.

# 2011 PROPOSED CHANGES TO BPW/NC BYLAWS

## CURRENT

## PROPOSED

### ARTICLE VI - CLUB REQUIREMENTS

|       |                                                                                                                                                                                                                                                                                                                                                                               |       |                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 1 | A club is eligible for admission to this Federation if:<br>(a) It has a minimum of five (5) members and/or student members twenty percent (20%) of whom must be employed unless the new club is comprised solely of students;<br>(b) It is not an integral part of any other club; and;<br>(c) It submits Organization Bylaws not in conflict with State bylaws and policies. | Sec 1 | A club is A club is eligible for admission to this Federation if:<br>(a) It has a minimum of five (5) members and/or student members twenty percent (20%) of whom must be employed unless the new club is comprised solely of students;<br>(b) It is not an integral part of any other club; and;<br>(c) It submits <del>Organization</del> Bylaws not in conflict with State bylaws and policies. |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Rationale: By deleting the term “Organization”, we continue to clear the State Bylaws of references other than Club.**

### ARTICLE XI – NOMINATIONS

|       |                                                                                                                                                                                                                                                                                                                                                                    |       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 1 | The State Nominating Committee shall be composed of one member from each Region, the Immediate Past State President, and a Chair elected at the State Convention. The regional members shall each be elected by her club no later than October 31 <sup>st</sup> annually. The Immediate Past State President shall be an ex-officio member with voting privileges. | Sec 1 | The State Nominating Committee shall be composed of one member from each Region, <del>the Chair elected at Annual Convention</del> , the Immediate Past State President ( <del>ex-officio with vote</del> ), and <del>a Chair elected at the State Convention</del> the number of members necessary to ensure that all Regions are represented (to be elected by the Board of Directors at the summer Board meeting). <del>The regional members shall each be elected by her club no later than October 31<sup>st</sup> annually. The Immediate Past State President shall be an ex-officio member with voting privileges.</del> |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Rationale: To place the responsibility for electing additional members to the Nominating Committee on the Board of Directors rather than on Clubs.**

### ARTICLE XII ELECTIONS

|       |                                                                                                                                                                                                                                                                                                                      |       |                                                                                                                                                                                                                                                                                                                                                 |
|-------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 6 | The election shall be under the supervision of the Elections Committee, consisting of five or more members appointed by the President, with the approval of the Executive Committee.                                                                                                                                 | Sec 6 | The election shall be under the supervision of the Elections Committee, consisting of <del>three (3)</del> or more members appointed by the President, <del>with the approval of the Executive Committee.</del>                                                                                                                                 |
| Sec 7 | The Chair of the Credentials Committee shall furnish to the Elections Committee, not less than two hours before the opening of the polls, verification of the accredited voters. This Committee shall consist of not less than five members appointed by the president with the approval of the executive committee. | Sec 7 | The Chair of the Credentials Committee shall furnish to the Elections Committee, not less than two hours before the opening of the polls, verification of the accredited voters. This Committee shall consist of not less than <del>three (3)</del> members appointed by the president <del>with the approval of the executive committee.</del> |

**Rationale: By virtue of Article XIII, Section 1(f), the BPW/NC President appoints the Credentials and Election Committees to serve at the Annual Convention. Given the level of participation at Annual Convention, a three-person committee is sufficient for each.**

## CURRENT

## PROPOSED

### ARTICLE XIII DUTIES OF OFFICERS

|       |                                                                                                                                                                   |       |                                                                                                                                                                                                         |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 1 | The President shall:<br>(c) Appoint a Parliamentarian, Chairs and members of Standing and Special Committees, subject to the approval of the Executive Committee; | Sec 1 | The President shall:<br>(c) Appoint a Parliamentarian; <del>and</del> Chairs <del>and</del> members of Standing and Special Committees, subject to the approval of the Executive Committee (as needed); |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Rationale: The BPW/NC President appoints a Parliamentarian and Chairs of Standing and Special Committees. The Chairs of the Standing and Special Committees appoint members to their own committees.**

### ARTICLE XIII DUTIES OF OFFICERS

|       |                                                                                                                                                   |       |                                                                                                                                                                                                     |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 2 | The President-elect shall:<br>(f) Select Committee Chairs to serve during her term of office, subject to the approval of the Executive Committee; | Sec 2 | The President-elect shall:<br>(f) Select Committee Chairs <del>and the Chair of the BPW/NC Foundation</del> to serve during her term of office, subject to the approval of the Executive Committee; |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Rationale: To document what is presently being done.**

### ARTICLE XIII DUTIES OF OFFICERS

|       |                                                                                                                                                                                                                        |       |                                                                                                                                                                                                                                                 |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 2 | The President-elect shall:<br>(i) Serve as the Executive Committee liaison to the issues management, legislation, and public relations committees, and to special committees/task forces as assigned by the President. | Sec 2 | The President-elect shall:<br>(i) Serve as <del>the an</del> Executive Committee liaison <del>to the issues management, legislation, and public relations committees, and to special committees/task forces</del> as assigned by the President. |
| Sec 3 | The Vice President shall:<br>(f) Serve as the Executive Committee liaison to the Membership Committee, and to Special Committees/task forces as assigned by the President.                                             | Sec 3 | The Vice President shall:<br>(f) Serve as <del>the an</del> Executive Committee liaison <del>to the Membership Committee, and to Special Committees/task forces</del> as assigned by the President.                                             |
| Sec 4 | The Secretary shall:<br>(d) Serve as the Executive Committee liaison to Special Committees/task forces as assigned by the President;                                                                                   | Sec 4 | The Secretary shall:<br>(d) Serve as <del>the an</del> Executive Committee liaison <del>to Special Committees/task forces</del> as assigned by the President;                                                                                   |

**Rationale: To allow for more flexibility, the BPW/NC President should be permitted to assign the Executive Committee members to oversee a subset of committees as she deems appropriate.**

### ARTICLE XIII DUTIES OF OFFICERS

|       |                                                                                                                                                                                                                                                              |       |                                                                                                                                                                                                                                                                                                                     |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 5 | (i) Prepare in triplicate an itemized listing of all records transferred to the newly elected Treasurer. This itemized list is to be signed by both parties with each retaining a copy. A file copy is to be placed in permanent file at State Headquarters; | Sec 5 | (i) Prepare <del>in triplicate three (3) copies of</del> an itemized listing of all records transferred to the newly elected Treasurer. <del>Each copy of</del> this itemized list is to be signed by both parties with each retaining a copy. A file copy is to be placed in permanent file at State Headquarters; |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

**Rationale: Due to computer processing, triplicate copies of documents are no longer required.**

| CURRENT                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                      | PROPOSED |                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ARTICLE XIV EXECUTIVE COMMITTEE                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| Sec 2                                                                                                                                                                                                                                                                                                               | (a) Appoint, upon recommendation of the President, a headquarters secretary, define the responsibilities and fix her compensation;                                                   | Sec 2    | (a) Delete and renumber following.                                                                                                                                                                                                              |
| Rationale: No Headquarters Secretary has been hired in years.                                                                                                                                                                                                                                                       |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| ARTICLE XV BOARD OF DIRECTORS                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| Sec 1                                                                                                                                                                                                                                                                                                               | The Board of Directors shall consist of the Executive Committee, Chairs of Standing Committees and Special Committees, and the Chair of the Board of Trustees.                       | Sec 1    | The Board of Directors shall consist of the Executive Committee, Chairs of Standing Committees and Special Committees, Chair of the BPW/NC Foundation, and the Chair of the Board of Trustees.                                                  |
| Rationale: When the BPW/NC Federation and BPW/NC Foundation were separated into two organizations with different governing structures, it was intended the BPW/NC Foundation Chair serve as a voting member of the BPW/NC Federation Board of Directors. Not having this Bylaws change previously was an oversight. |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| ARTICLE XV BOARD OF DIRECTORS                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| Sec 4                                                                                                                                                                                                                                                                                                               | The Board of Directors shall transact business of the State Federation between conventions including:                                                                                | Sec 4    | The Board of Directors shall transact business of the State Federation between conventions including:<br><br>(e) Elect the number of members to the Nominating Committee necessary to ensure that all Regions are represented on the Committee. |
| Rationale: To place responsibility for electing additional members to the Nominating Committee on the Board of Directors rather than on Clubs.                                                                                                                                                                      |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| ARTICLE XV BOARD OF DIRECTORS                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| Sec 11                                                                                                                                                                                                                                                                                                              | Members of the Board shall submit a documented requisition for reimbursement of budgeted expenses to the President by June 1. No reimbursement will be made after that date.         | Sec 11   | Members of the Board shall submit a documented requisition for reimbursement of budgeted expenses to the President by June 1 Annual Convention. No reimbursement will be made after that date event.                                            |
| Rationale: Board members often expend their allotted funds at the Annual Convention that has been held in the latter part of June the last few years. Extending the deadline to Annual Convention offers more flexibility for the Board members.                                                                    |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| ARTICLE XIX – STATE CONVENTION                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |
| Sec 1                                                                                                                                                                                                                                                                                                               | The Federation shall hold an Annual State Convention in June, the place and date to be determined by the Executive Committee, on the recommendation of the Site Selection Committee. | Sec 1    | The Federation shall hold an Annual State Convention in June, the place and date to be determined by the President and Executive Committee, on the recommendation of the Site Selection Committee.                                              |
| Rationale: The BPW/NC Bylaws uses the term “Annual Convention”. Changing “State” to “Annual” is for consistency purposes. The BPW/NC President often makes the recommendation on the upcoming Annual Convention location/venue. Site Selection Committees are no longer functional.                                 |                                                                                                                                                                                      |          |                                                                                                                                                                                                                                                 |

| CURRENT                                                                        |                                                                                                                                                                             | PROPOSED |                                                                                                                                                                                                                                        |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ARTICLE XX ANNUAL REPORTS                                                      |                                                                                                                                                                             |          |                                                                                                                                                                                                                                        |
| Sec 2                                                                          | Annual reports of the State Officers, Standing Committee Chairs, and the Chair of the Board of Trustees shall be distributed to the Board of Directors at State Convention. | Sec 2    | Annual reports of the State Officers, Standing Committee Chairs, and the Chair of the Board of Trustees shall be distributed to the Board of Directors <b>at the discretion of the State President</b> <del>at State Convention.</del> |
| Rationale: To be more consistent with going green and to be cost effective.    |                                                                                                                                                                             |          |                                                                                                                                                                                                                                        |
| ARTICLE XXIII – AMENDMENTS                                                     |                                                                                                                                                                             |          |                                                                                                                                                                                                                                        |
| Sec 6                                                                          | When an amendment is adopted to the State Bylaws which affects Club Bylaws, each Club shall automatically amend its Bylaws to conform.                                      | Sec 6    | When an amendment is adopted to the State <b>and Model Club</b> Bylaws which affects Club Bylaws, each Club shall automatically amend its Bylaws to conform.                                                                           |
| Rationale: To remind Clubs that Model Club Bylaws changes impact Club changes. |                                                                                                                                                                             |          |                                                                                                                                                                                                                                        |

### Annual Convention Section

| ARTICLE XIII DUTIES OF OFFICERS |                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Sec 1                           | (d) Send to clubs the official call to the State Convention at least 30 days prior to the first day of the convention;                                                                                                                                                                                                                                                                                                                                | Sec 1  | (d) Send to clubs the official call to the <b>state Annual</b> Convention at least 30 days prior to the first day of the convention;                                                                                                                                                                                                                                                                                                                                |
| ARTICLE XIII DUTIES OF OFFICERS |                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Sec 5                           | (j) Be responsible for membership transmittals (including lists and monies) received at the State Convention;                                                                                                                                                                                                                                                                                                                                         | Sec 5  | (j) Be responsible for membership transmittals (including lists and monies) received at the <b>State-Annual</b> Convention;                                                                                                                                                                                                                                                                                                                                         |
| ARTICLE XIV EXECUTIVE COMMITTEE |                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Sec 2                           | (j) Approve the State Convention budget.                                                                                                                                                                                                                                                                                                                                                                                                              | Sec 2  | (j) Approve the <b>State Annual</b> Convention budget.                                                                                                                                                                                                                                                                                                                                                                                                              |
| ARTICLE XVI BOARD OF TRUSTEES   |                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Sec 7                           | The Board of Trustees shall meet at least twice annually, other than the organization meeting held during State Convention, and for such special meetings, subject to the call of the chair, as may be required for the fulfillment of all duties, keeping accurate minutes of all meetings. The ex-officio members shall be given the same notification of all meetings and in the same manner as given to elected members of the Board of Trustees. | Sec 7  | The Board of Trustees shall meet at least twice annually, other than the organization meeting held during <b>state-Annual</b> Convention, and for such special meetings, subject to the call of the chair, as may be required for the fulfillment of all duties, keeping accurate minutes of all meetings. The ex-officio members shall be given the same notification of all meetings and in the same manner as given to elected members of the Board of Trustees. |
| ARTICLE XVI BOARD OF TRUSTEES   |                                                                                                                                                                                                                                                                                                                                                                                                                                                       |        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Sec 11                          | The Chair of the Board of Trustees shall present a written report of activities at the Board of Directors meeting and to the State Convention Body.                                                                                                                                                                                                                                                                                                   | Sec 11 | The Chair of the Board of Trustees shall present a written report of activities at the Board of Directors meeting and to the <b>State Annual</b> Convention Body.                                                                                                                                                                                                                                                                                                   |

| CURRENT                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                            | PROPOSED    |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ARTICLE XVII – STANDING COMMITTEES                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sec 9                                                                                                                                                                                                     | The Chair of the Public Relations Committee shall:<br>(a) Publicize the Annual State Convention;<br>(b) Prepare a comprehensive report on the Annual Convention for publication in the <i>TAR HEEL WOMAN</i> .                                                                                                                                                                                             | Sec 9       | The Chair of the Public Relations Committee shall:<br>(a) Publicize the Annual <b>State</b> Convention;<br>(b) Prepare a comprehensive report on the Annual Convention for publication in the <i>TAR HEEL WOMAN</i> .                                                                                                                                                                                                                                  |
| ARTICLE XIX – STATE CONVENTION                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Article XIX                                                                                                                                                                                               | State Convention                                                                                                                                                                                                                                                                                                                                                                                           | Article XIX | <b>State</b> Annual Convention                                                                                                                                                                                                                                                                                                                                                                                                                         |
| ARTICLE XIX – STATE CONVENTION                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sec 3                                                                                                                                                                                                     | The voting body at the Annual State Convention shall be all duly registered members in good standing based on the records of the State Treasurer as of fifteen (15) days prior to the opening day of the Convention.                                                                                                                                                                                       | Sec 3       | The voting body at the Annual <b>State</b> Convention shall be all duly registered members in good standing based on the records of the State Treasurer as of fifteen (15) days prior to the opening day of the Convention.                                                                                                                                                                                                                            |
| ARTICLE XIX – STATE CONVENTION                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sec 8                                                                                                                                                                                                     | It shall be the purpose of the State Convention to:                                                                                                                                                                                                                                                                                                                                                        | Sec 8       | It shall be the purpose of the <b>State Annual</b> Convention to:                                                                                                                                                                                                                                                                                                                                                                                      |
| ARTICLE XIX – STATE CONVENTION                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sec 9                                                                                                                                                                                                     | The Convention Planning Committee has overall responsibility for planning, coordinating, and implementing the State Convention. The Committee’s membership shall consist of the Convention Chair, the President, the President-elect, the Vice President, and District Directors. The Convention Chair shall:<br>(a) Be responsible for overall arrangements and promotion of the Annual State Convention; | Sec 9       | The Convention Planning Committee has overall responsibility for planning, coordinating, and implementing the <b>State Annual</b> Convention. The Committee’s membership shall consist of the Convention Chair, the President, the President-elect, <b>and</b> the Vice President, <del>and District Directors</del> . The Convention Chair shall:<br>(b) Be responsible for overall arrangements and promotion of the Annual <b>State</b> Convention; |
| ARTICLE XXIII – AMENDMENTS                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Sec 1                                                                                                                                                                                                     | These bylaws may be amended at a business meeting at the Annual State Convention, or by a special voting session called at the request of the Executive Committee and approved by the Board of Directors. Amendments may be proposed by the Executive Committee, the Board of Directors, by a Club or by the Bylaws Committee.                                                                             | Sec 1       | These bylaws may be amended at a business meeting at the <b>Annual State</b> Convention, or by a special voting session called at the request of the Executive Committee and approved by the Board of Directors. Amendments may be proposed by the Executive Committee, the Board of Directors, by a Club or by the Bylaws Committee.                                                                                                                  |
| <b>Rationale: The BPW/NC Bylaws uses the term “Annual Convention”. Changing “State” to “Annual” is for consistency purposes. Changes to Article XIX, Section 9 deletes the term “District Directors”.</b> |                                                                                                                                                                                                                                                                                                                                                                                                            |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

# Tar Heel Woman

## April, 2011 Vol.

### 86, Issue 5

North Carolina  
Federation of Business  
and Professional  
Women's Clubs, Inc.  
(BPW/NC)  
P.O. Box 276  
Carboro, NC 27510-  
0276



Tar Heel Woman is a  
publication of BPW/NC.  
It is published six times  
a year and distributed  
without charge to all  
BPW/NC members.  
BPW Foundation  
Officers, State Presidents,  
and organization  
partners.

Submissions may be  
made by sending to:  
Candy Zulkosky, Editor  
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