BPW/NC Officers 2015-2016

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Vice President: Elva Graham - Wayne-Duplin
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MAKING CONNECTIONS
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It is almost a month since Pat Sledge handed me the gavel and the president’s pin. I have put on my conductor’s hat, really it’s the Tierra that Varnel gave me, and have hoped on board the BPW/NC train for the journey of a lifetime. I am proud to be your conductor. I seriously wear that Tierra when I’m at my desk working on BPW stuff so that the “first dude” (my husband, Lyle) knows that the thing hanging out of my ear is my headset, not an earring!

Right after convention the Executive Committee (Elva, Marty, Pat, and Virginia) met with the Convention Chair (Dr. Jo) and me to “wrap up” the convention. From there we planned and have already attended the transitional board meeting (on June 13) with most of our board members in attendance. The board was divided into groups to work on our media presence and the website, financial, training & development/awards/virtual club, by-laws, and membership. Thank you all for a very successful meeting. Special thanks to Carol, our hospitality chair, and Joanna, her assistant, for the wonderful munchies and lunch.

As members, I hope you are aware of our website. It’s www.bpw-nc.org. There you can add personal and professional information on your very own page as well as your picture. Need help? Contact our webmasters Lindsay and Marsha A. for information. Look, if I can get my picture on there and update my position, you can too! It’s a great way to promote your business and it’s included in your membership. Don’t forget we also have a Facebook page, LinkedIn and Twitter accounts. Be part of us everywhere. Let’s not remain the best kept secret in NC.

Don’t forget to share information on your club events. Our webmasters will post your event on the website, too.

I tried to attend the Fayetteville Club’s Motorcycle Ride yesterday with the “first dude” and our dog. Note the word “tried.” Unfortunately we arrived at the spot after everyone had left. We were delayed by Virginia (the “first dog”) throwing up in the crate in the van along the way and Mapquest not quite giving us the best directions in the world. Oh well, we did find the park, which is in part of the state we have never visited. It was a great location, nice lake and facilities. We found a good place for lunch and came back to Manteo. All was truly not lost, yes we missed the motorcycles and we did stay out of the heat. You see, our air conditioning is not working in the house and with 95+ degree days, we needed to be out of this heat! The Fayetteville club plans to host another event in September, hopefully they will give me another chance to attend.

Vilma, Kamilah, and I will be making connections with Latina Business Women at the 17th Annual Latina Style Business Series in Raleigh on Friday, July 17, 2015. Are you interested in attending? Take a look at the event on their website at www.latinastyle.com. Stop by and see us at the booth, we might have some cool BPW stuff to give away!

The Executive Committee is planning the WPEA this year. The Women’s Professional Empowerment Alliance are the group of state BPW clubs that still exist after the national federation dissolved several years ago. Last year I had the privilege to attend the WPEA in Columbus, OH with Pat and Chantel. We had a wonderful time, met a lot of people, and got some great ideas for programming and fundraising. This year’s agenda can be found on the bpw-nc.org website. Be sure to log in before you register, you get a $25 discount for being a BPW/NC member.

Let me know when you would like a visit from me or one of the other officers. If you are heading towards the OBX, give me a call at 252/423-0819 or e-mail me at romarsci@gmail.com. See you soon.
BPW/NC
STATE CONVENTION
MAY 2015

- Images from State Convention
- Convention Review from Linda Hardy
- Observations from first-timers
- Scholarship Awards
- Membership Recognition
- Roberta Madden’s power of the pen
State Convention Review

This year’s BPW/NC State Convention was early this year, being held the end of May instead of the end of June. Linda Hardy, along with Nashville member Mary Alice Wells, arrived Thursday and Varnell Kinnin and Felicia Lucas came in on Friday. Friday morning was a time for the meetings of the Board of Trustees which Mary Alice chaired, the Federation Board of Directors Meeting attended by Mary Alice and Linda Hardy, and the Foundation Board of Directors Meeting attended by Mary Alice, Linda and Varnell. Felicia arrived before the pre-convention meetings ended.

The Convention opened at noon with a Keynote Luncheon entitled “Connect for Success – Resources for the Woman Entrepreneur” by April Gonzalez and was followed by the Young Careerist Program. Workshops in the afternoon continued the theme of Social Media with one on “Top 10 Principles of Social Media” and “How to Present, Connect & Engage with Linkedin for Life, Career, Business and Community” both presented by Teddy Burriss.

After a break the evening began with the Opening Ceremony and a Memorial Service followed by dinner. After a filling meal, the First Business Session commenced. A special presentation was made to Past State President Lois Fraiser, who has been a BPW/NC member for 70 years. The main order of business for this session was nominations for state officers. This year saw a strange occurrence which has never happened before in the history of the organization – there were no nominees for President-Elect or Treasurer. After much discussion and reference to the by-laws, it was decided that those persons who currently held those offices would continue until their successor was elected. What this means is that there is no one in line to become President next year, and the person serving as treasurer now will continue in that office.

The evening ended with the showing of a comedy program featuring Jeanne Swanner Robertson, a former Miss North Carolina. She won Miss Congeniality at both the Miss North Carolina and Miss America pageants and remains the tallest (6’2”) contestant ever to compete in the Miss America pageant. She played the ukulele in a comedy sketch to capture that title, and her comic skills have not diminished in the years since the program had everyone laughing so hard that they cried.

Friday began with the Golden Key Breakfast for past state presidents which Varnell and Mary Alice attended and a First Timers Breakfast which Felicia attended. Personal Developments Workshops “Living Beyond 20/20 Vision: How to Create a Vibrant Vision for Your Life” by Cherri Walston and “Getting Results with This Strategic Goal Planning Process” by Leona LaPerriere occupied the morning.
After a short break, Roberta Madden, co-director of Ratify ERA-NC, gave a short report on the status of the Equal Rights Amendment being ratified by the North Carolina Legislature. A time was also set aside for attendees to write postcards to their representatives in the General Assembly and other key representatives.

A highlight of the afternoon, especially for the Rocky Mount club, was the Federation Awards moderated by Susan Benton Wilson, BPW/NC Awards Chair. The State Nike Award given for the best overall programming by a local club went to Henderson with Rocky Mount coming in second. The Public Policy Verlin Davis Award for the best program related to the BPW/NC Legislative Platform was won by Rocky Mount for the Women’s Candidates’ Forum. Although Rocky Mount did not win any of the Membership Awards, Linda, as Membership Chair did award certificates to people who had been members for more than 30 years. Marie Braswell, along with Mary Alice Wells and Shirley House, was recognized for being a member for 41 years, and Mary Tanner and Linda were recognized for 37 years of membership. Rocky Mount won the Elaine Martin Award for its newsletter for the third year in a row and also won the Golden Key Award given by the past president’s for the second year in a row. This is for the best overall performance of a local club and includes a check for $100. Linda also was recognized with the Starbright Award for the third time. As a special award, the BPW/NC Lifetime Achievement Award was presented to Carolyn Williams, who is a Past State President as well as having held numerous other positions of service during her 49 years as a member.

The afternoon ended with the election of officers for the 2015-2016 year:

President – Marsha Riibner-Cady, Virginia Dare;
Vice President – Elva Graham, Wayne-Duplin;
Secretary-Treasurer - Martha (Marty) Hamed, Virginia Dare.

The proposed 2015-2016 Federation Budget and the proposed 2015-+2016 Legislative Platform were also adopted. The business session recessed with an invitation to the 2016 BPW/NC Convention in Raleigh, June 23-26, 2016 at the RTP Marriott hosted by the Virginia Dare Club.
The Convention ended with the Installation Banquet where the new officers were installed. Varnell was also installed as Membership Chair and Felicia was named Training & Development Chair.

Pat Sledge was named Immediate Past State President at the end of the evening and presented with several nice gifts for her year of service.
2015 STATE CONVENTION LEAVES A LASTING IMPRESSION ON TWO FIRST-TIME ATTENDEES

Observations from Felicia Lucas and Hope Venetta
FIRST TIME ATTENDEES SHARE THEIR IMPRESSIONS OF STATE CONVENTION

FELICIA LUCAS: I count it a privilege and honor to have witnessed one of the most inspiring and motivating conventions for women that I have ever attended. My recent first time attendance at the 2015 NC/BPW State Convention will be an experience that I will never forget. I had an opportunity to connect, network and fellowship with a group of outstanding women united together by our advocacy of various women’s issues. What I really appreciated was that skin color, age, religious or political differences didn't really matter in this setting. We were women coming together as women!

I have been searching for a professional women's organization since college that would allow me the opportunity to build upon the gifts and talents that I have to offer to the world. As an undergraduate student, I took classes within the women's studies department that educated me and sparked my interest in gender related issues. Even after graduating from The University of North Carolina at Chapel Hill, I often thought about the women's inequality issues discussed in my various classes, in which I have experienced firsthand as a female in management within my chosen career.

I also had been looking for an opportunity to be mentored and to mentor the next generation of young business professionals. I firmly believe that I have found what I have been searching for within the NC/BPW and I look forward to many years of service with this organization.
HOPE VENETTA: I wasn’t going to renew my membership. I saw the “renew now” emails and deleted them without a second thought. I had come to the conclusion that a membership in BPW was not a good investment. I joined BPW looking for leads for my business. Period. I had a goal, and with a laser like focus, I was working every angle to make it happen. I got a few leads, but made zero sales. I was frustrated with my business overall, and was unsure what trajectory my career should take in the future. Actually, this is probably a very good reason to connect with a group like BPW. But from my perspective at the time, my membership in BPW was not helping me get to my business goal. I made up my mind that I was not going to renew. Then...I went to convention.

I have never met a group of more inclusive women in my entire life. I had experienced this at my local club many times, but was too distracted to let it sink in. Everyone I met in the organization looked at me as having something of value to offer. This was in super sharp contrast to how I felt in other areas of my professional life. At convention, everyone that I met at every level of leadership welcomed me with warmth and accepted me. The attitudes were genuine and the people were real. It is refreshing and encouraging to know that a group of women like this exists. As a testimony to the power of the organization I had the pleasure to meet members who have been a part of the organization for 30 years, 40 years, 50 years, and even 70 years. When I learned that a woman from my local club had been a member of Business and Professional Women for 70 years. I was astounded. Who does anything for 70 years these days?? I also learned that several women in the room owed their livelihoods, in part, to the relationships built by participation in BPW and I was amazed again. When I saw that some clubs have between an 89% and 100% percent retention rate, I knew that there was something very special about the organization and about the women who belong to it.

While awards were being distributed I was struck by the story of this year’s Lifetime Achievement Award winner. When she joined sixty years ago, there were not a lot of opportunities for women to gain business and leadership skills. She said that after her husband had a stroke, she became the sole breadwinner for her family in addition to being her husband’s primary caregiver. She said she would not have made it if she did not have the life, leadership, and business skills that she learned by being a member of BPW. I recognized gratitude and authenticity in her voice. What she was sharing was real. We need more realness in our everyday lives. Well, at least I do. Her testimony touched my heart very deeply.

But that was then. This is now. In 2015 women have the opportunity to learn anything on any topic for free, courtesy of the internet. There is a YouTube video for instruction on everything. MIT offers access to its classes taught by world renowned faculty free of charge online. TED talks give us insight by thought leaders on every subject imaginable. The list goes on, and on. In addition, there are networking groups of every stripe and of every color and of every interest. With access to all of this information, resources, and opportunities to connect with like-minded people, the necessity of a club like BPW can be called into question by the younger generation. What case can be made for BPW? I have three words as my answer. Heart. Inclusiveness. Authenticity. "A compelling factor for me is that in this organization, you don’t have to have a certain level of education or career experience to be given an opportunity to learn and lead. The women of BPW will teach you and support you as you go.

Thinking back to my initial reasons for not renewing, I feel shame. There is so much I can learn from the women of BPW, and so I will renew my membership and continue to grow, learn, and mature as a business woman. If someone is looking for networking with heart and authenticity, if she is looking for a group of committed, non-pretentious women to be a part of, if she is looking for a sisterhood, and if she is looking to participate in professional and personal growth, then she should become a member of Business and Professional Women of North Carolina.

I’ll see you at the next convention.
A SUCCESS STORY FOR BPW/NC FOUNDATION...
The Foundation Board began the 2014-2015 year by setting goals of granting the BPW Federation funds for $tart $mart and awarding eight (8) $1,000 scholarships. Later we added sponsoring the Saturday luncheon at State Convention. Without the many individuals and BPW Clubs who contributed to the Foundation, these goals could not have been accomplished. Sincere thanks to those donors!

As part of the $tart $mart programs, three BPW members were trained to assist people in negotiating, asking for a raise, and dressing for success. The Saturday Personal Development Workshop and the Foundation Luncheon at the 2015 BPW Convention were sponsored by the Foundation.

During the Foundation Annual Meeting at the Convention, the eight scholarship recipients were announced. The Foundation is privileged to assist these women from across North Carolina in attaining their career goals.

Yasemine Akduman, Black Mountain UNC-Charlotte
Amelia Anglin, Manteo NC State University
Milele Bynum, Durham UNC Chapel Hill School of Medicine
Dalia Frasca, Kill Devil Hills Western Carolina University
Jaslina Paintal, Raleigh NC State University
Nina Colby Sorrell, Apex NC State University
Brittany Copeland, Manns Harbor Barton College
(Recipient of the Elsie G. Riddick Scholarship)

Kaitlin O’Dell, Kitty Hawk Meredith College
(Recipient of the Joyce V. Lawrence Scholarship)

Again, the Board appreciates the donations of baskets for the silent auction at Convention and the monetary contributions given throughout the year. You were a vital link in our success story.

Faye Painter
BPW/NC Foundation Chair
GETTING TO KNOW OUR SCHOLARSHIP RECIPIENTS

Details provided by Carole Ambrose

BPW/NC Foundation Scholarship (6 one thousand ($1,000) dollar scholarships)

Jasmina Paintal is from Raleigh and is currently a senior at UNC Chapel Hill. She has a 3.4 GPA and plans on becoming a doctor. Jasmina has fluency in 4 languages and plans on working with a focus on public health when she receives her medical degree. She was a recipient of a Foundation Scholarship last year.

Nina Sorrell attends NC State University where she holds a 4.0 GPA and will be a senior in the fall. She is from Apex and plans to graduate 2 yrs from now with a masters’ degree in nuclear engineering. She has a life-long passion for math and physics and plans to improve the world by creating systems and devices to assist people.

Dalia Frasca is from Kill Devil Hills and will be a sophomore at Western Carolina University this fall. She holds a 3.7 GPA and is pursuing a degree in Nursing. She has a desire to become a nurse practitioner and to work in critical care or cardiac sector. She is a single mom with a 10 year old daughter and works to provide for her elderly parents. Dalia was born in Lithuania and moved to the USA in 2002, became a US citizen and started working as a CNA where she discovered her love of nursing.

Amelia Anglin attends NC State University and holds a 3.6 GPA. She lives in Manteo and will be a sophomore this fall. She plans to continue her studies in life sciences and psychology and obtain a minor in Spanish at State. She intends to be a certified occupational therapist and eventually have her own business employing other therapists.

Milele Bynum is from Durham and will be attending UNC Chapel Hill School of Medicine in her last year of medical school. She plans to become a family physician. She wants to work in a medical setting where she can practice clinically, teach students, and conduct research while trying to equip her patients with the tools and knowledge so they can advocate for their health.

Yasemin Akduman attends UNC-Charlotte and is from Black Mountain. As a rising junior she holds a 3.8 GPA with a major in international business with a concentration in economics and supply chain management. She plans to study in Dubai spring of 2016 and has a goal of being a management consultant or work with imports and exports. From her childhood years she wanted to make a difference and help change the world and she considers her greatest accomplishment to be her empathy for others and her care for the well being of the world.
Named Scholarships:

**Elsie G. Riddick Scholarship (One thousand ($1,000) dollar scholarship)**
*Established in 1925, the Elsie G. Riddick Scholarship is named for one of the first BPW/NC Presidents. Since 1972, it has been administered as a scholarship fund.

Brittany Copeland is our recipient of the Elsie G. Riddick Scholarship for the second year. She lives in Manns Harbor, NC and will be a junior at Barton College in Wilson with a 3.8 GPA. Inspired by a high school teacher she has learned that hard work and determination will lead her to achieve her goals. Brittany wants to become a registered nurse.

**Joyce V. Lawrence Scholarship (One thousand ($1,000) dollar scholarship)**
*The Joyce V. Lawrence Scholarship, named for the BPW/NC 1986-1987 State President. Dr. Lawrence was Dean of the Appalachian’s Graduate School from 1980-1996. Well-known statewide and nationally as one of the pioneers in graduate education, she spent a lifetime promoting scholarships and research. A woman who wishes to be a candidate must major in education or a related field.

Kaitlin O’Dell from Kitty Hawk will be a rising junior at Meredith College with a 3.6 GPA. Her major is Psychology with a minor in Spanish and is a 2 time scholarship winner from BPW/NC. Kaitlin’s goal is to become an elementary teacher. She is a very active in campus organizations. She mentors elementary school students in the Raleigh area and has volunteered to help prospective Meredith students be welcomed on campus. She is a member of a club that connects students with Meredith graduates giving her a rounded experience working with different types of people.

CONGRATULATIONS TO ALL RECIPIENTS
WELCOME

NEW MEMBERS
Membership Recognized at State Convention
By Linda Hardy, Membership Chair 2014-2015

Every year at State Convention, there individual members and clubs are recognized for spreading BPW to new members and keeping the members they already have. The Doris Foster Award, given to the local club with the most new members went to the Sanford club with 23 new members. Raleigh was second with 18 and Virginia Dare was third with 17. The Marlene Plyler Award given to the club with the greatest percentage of increased membership went to Concord-Cabarrus with a 54.1% increase. Triad was second with a 50% increase and Sanford came in third with 21.2%. Three clubs won the Pat Nixon-Bettye Powell Award for 100% retention: Charlotte, Henderson and Triad.

The Verna Taylor Membership Award, given to the individual member who sponsored the greatest number of new members, was presented to Rhonda Bright of Fayetteville who sponsored 5 new members. Second place with three members each went to six members: Cheryl Cole and Kelly Klug of Sanford; Cynthia Magregor of Raleigh; Marsha Ribner-Cady of Virginia Dare; and Liz Gray and Paula Yost of Concord-Cabarras. These seven members also were presented with Share BPW Buttons for sponsoring three or more members.

Third place with two members each was shared by 15 members: Chantel Daia, Chemin Duffey and Debbie Morse of Concord-Cabarrus; Julie P. Webb, Lisa Whalen and Bernice Wolbeck of Sanford; Fran Kapinos, Katheryn Lamb, Rae Eley, Marty Hamed, and Meghan Scannell of Virginia Dare; Cathy Davis of Lincolnton; Beth Benton of Metropolitan; Leona LaPerriere of Triad and Val Short of Henderson. These fifteen members also received a State Membership Ribbon for sponsoring two new members.

As part of the President’s Membership Challenge, Rhonda Bright as the person who brought in the most new members had her conference registration paid in full this year. With a six-way tie for second place, but only three who actually attended the convention, there was to be a drawing to see who would have half their registration paid, but after consulting with the three, it was decided that Kathy Klug would be the winner since the other two already had their registrations paid by other sources.

In addition to these awards, it was my privilege to recognize eighteen members who have belonged to BPW/NC for 30 years or more. I also discovered that some long-time members have incorrect information on the BPW/NC database and was missed during this recognition. I ask anyone who was not recognized to contact me at lsh25759@gmail.com with their correct joining date. All members should check their personal information on the website (www.bpw-nc.org) to guarantee that the database is correct.

A strong membership is the backbone of a vital organization and it was my pleasure to present these awards at State Convention and to serve as Membership Chair for the past three years.
Roberta Madden of Ratify ERA NC reminds the ladies and gentlemen of BPW/NC about the power of the pen by leading a card writing session to our North Carolina officials.
Remembering...

DR. ARLENE MCKAY
A Success for NCWU

The recent tribute in the NCWU newsletter to Arlene McKay brought back many memories and in particular remembrance of an idea for legislation that we took action on and that resulted in a real success even though it wasn’t the one we were first looking for. Anyone who knew Arlene will know that we put a lot of energy into this project, spent many hours and days at the General Assembly, and also had a lot of fun.

Because Arlene and I were both members of NCWU, this legislative success can be credited to the initiative and advocacy of NC Women United. In the 2005 session the base yearly wage for a North Carolina state employee was raised nearly $2000 from $18,700 to $20,112. The money set aside for this purpose included a sum for compression—that is, to raise the salaries of supervisors and others correspondingly. Since 72 percent of state employees in the lowest wage grades were women, this was a victory for the women you see serving food in the cafeterias of state buildings and those you encounter cleaning the halls and bathrooms—in other words the women who are depended on to make everything run.

How this measure came about offers some insight into the process, often the years-long process of getting an issue before the legislature and seeing it through to passage.

Arlene McKay and I got together at an NCWU meeting and discussed the possibility of a bill for pay equity for women state employees. This was in 2002 when the NC Justice Center, where I was a volunteer, had just issued a report by Kim Cartron of its Budget and Tax Center showing the abysmal statistics on earnings of women state employees, particularly minority women. Of the 24 percent of state employees in the seven lowest pay grades, 73.5 percent were women. I had added a section to the report on the mechanics of a comparable worth study and what it might show about gender disparities in wages and salaries of state government employees. (The term “comparable worth” had been so disparaged it was pretty much in the trash, but I used it anyway because of the studies I wanted to reference.) Arlene represented BPW on NC Women United. She was a longtime member of this organization, which has always worked for equal pay for women on a national basis. It was her issue, too. We talked about getting a comparable worth study bill introduced in the legislature, a bill which would compare skills, education, and training required for jobs primarily held by females with those held primarily by men to see if the pay for women’s jobs was less than for those held by men requiring equal credentials.

During the 2003 legislative session, Arlene and I were able to have companion bills for such a study introduced in the House, sponsored by Representative Martha Alexander and other legislators, and in the Senate, sponsored by Senator Jeannie Lucas. The bill received unanimous approval from the House Government Committee. Through Ardis Watkins, lobbyist for SEANC, we were able to talk to a SEANC committee and (cont on the next page) get their support. Late in the session, Arlene and I paid a visit to Senator Tony Rand who we were told had the greatest say on the contents of the studies bill. He said that without funds to fix the situation, the state was liable to be sued when the results of the study were known. This is the reaction we found everywhere: that the study would reveal unfair disparities in pay between men and women. We didn’t say that—we just asked for a study.
But legislators assumed it. Our response was that the state wouldn’t be sued if it took some action and that in other states targeting certain jobs for altering pay scales had not proved unduly expensive. The pay equity commission was included in the studies bill—but in the final rush to adjourn, the bill was not passed by the House.

At one point during the session, a representative of the Office of State Personnel turned up in Representative Alexander’s office to ask her to withdraw the bill. He said that OSP had already done its own study on the job situation of African-American males and was planning a similar initiative for women state employees. He thought the work should be left up to OSP, no need for a study commission. However, OSP had done studies before, one as long ago as 1982, commissioned by Martha McKay when she worked in state government. It showed what Kim Cartron’s study did, no surprise there. Afterwards Representative Wilma Woodard had got a comparable worth bill through the General Assembly, but it became so watered down that she herself moved for its repeal the following year. We didn’t want a no-action study. We wanted a study commission which would bring some legislative heft to the issue.

Although we were working at cross purposes with OSP, Arlene and I were able to talk things over with Nellie Riley, the EEOC person at OSP, and through her to have a conference with OSP Commissioner Thomas Wright. By this time we were getting along famously with everybody and as a result Arlene and I were invited to join an OSP task force to look at various aspects of working life for women employees in state government such as opportunities for training and advancement, leadership, mentoring, work/life balance, and, yes, wages. A new salary study showed the same results as before: although women made up just under half of all state employees, they were 71.5 percent of those in low-wage brackets. Black and other minority women were 17 percent of all state employees but 32 percent of the low-wage employees. Toward the end of our work I had been traveling and missed some meetings, as had Arlene.

At the last meeting of the task force, to approve recommendations, I was horrified to find none of them had to do with wages. I did some quick remedial work and ended up with a recommendation for a new sub-committee (which I co-chaired with Nancy Astrike of OSP) to “establish a minimum salary that represents a basic living income for North Carolina State Government employees based on defensible standards.”

My contribution to the work of this committee was to bring in Sorien Schmidt of the Justice Center. Sorien gave us guidance in refining our objective and in finding material to support it, most of which she provided. She told us, and we agreed, that no state employees should make a salary so low that they were eligible for public benefits. We arrived at a proposed figure for the lowest state salary. Meanwhile, just at the right time, low-wage employees at UNC-CH were protesting and demonstrating about their inadequate wages. Barbara Ehrenreich, author of “Nickel and Dimed,” came to speak there. (cont on the next page)

Also, after a lunch I had with a reporter from the N&O whom I directed to the report of our committee (supposedly to be given publicity in a press conference by the Governor, which never took place), an article about it appeared on page one of a Sunday edition. It quoted Representative Deborah Ross, whose interest was fired by what she learned and who of-
ferred to put in a bill. Wonderful! Governor Easley would not sign off on the full amount we had proposed for the lowest wage, but the one he approved wasn’t far off. Representative Ross introduced two bills, one with the salary raise and the other with recommendations for supervisors to protect against wage discrimination against women. The second got little attention. Bill Rowe of the NC Justice Center lobbied for the first bill, which had a companion bill in the Senate sponsored by Senator Katie Dorsett. It was her bill that was incorporated in the budget, and the new lowest wage was raised from $18,312 to $20,112. My thanks went then and go now to all those who supported this effort to get some economic justice for low-income employees of the State’s largest employer—but most of all to the late Arlene McKay, my true companion in this enterprise.

Polly Williams
May, 2015

The tribute to which Polly refers can be found on the NCWU website in the May 2015 newsletter. [http://www.ncwu.org/ newsletters/](http://www.ncwu.org/newsletters/)

Our Immediate Past State President, Pat Sledge, also posted another fine tribute to Dr. McKay, which can be found on the BPW/NC Facebook page, on April 7, 2015.
Tracks We’ve Travelled

and

On The Tracks Ahead

As we travel down the track of 2015-2016, making our connections, we all will have events and celebrations that MAY or MAY NOT be directly tied to BPW, that we want to share. Send that clip, send that photo and we will share it here. One section will be dedicated to those things that have already happened, and the other (On the Tracks Ahead) for those coming up.
President-Elect Val Short, of Henderson BPW, braved the heat and humidity to participate in the June 13, 2014 Komen Race for the Cure, in Raleigh. Val, a breast cancer survivor, and her daughter join other racers each year in a family statement of support for researchers and survivors. They completed the race-walk in about an hour. **WAY TO GO, VAL!**
ON THE TRACKS AHEAD:

BPW/NC is Community Partner at Upcoming LATINA Style Business Series Event in Raleigh

Our families are our first priority, 37% of us are mothers and we own over 34% of women-owned businesses. With a purchasing power of $1.2 trillion, 86% of us are making the purchasing decisions in our households. Who are we?

We are Latinas living in our adopted country - the United States of America.

The 2010 U.S. Census indicates that Latinos comprise 8.4% of the population in North Carolina, which is more than half of the overall population (16%) in the US. A map with the breakdown of what towns or cities we live in can be found here: North Carolina Hispanic/Latino Population (2010). Purchasing power in North Carolina was estimated at $346 Million; 2007 Census show that 21,000 Latino firms employ 34,000 employees and generate $4.2 Billion in business revenue.

As advocates for ALL women in North Carolina, Business and Professional Women/NC has been invited to participate as a Community Partner at the North Carolina LATINA Style Business Series event taking place on Friday, July 17th from 7:30AM to 4:00PM at the Raleigh Marriott City Center. Our 2015-16 President, Marsha Ribner-Cady, will be in attendance along with Kamilah Davis, Crystal Williams (representing Women Joining Forces/NC) and myself.

LATINA Style has asked for our assistance in providing them with an additional four volunteers (I am attending as a volunteer). They need help with the registration desk, greeting attendees, for questions and answers, to pass the wireless mic, a time keeper and to place magazines on the chairs. Assistance is needed from 6:30AM to 10:30AM. The perks they are providing are: 1) free admission; 2) 1 year subscription to LATINA Style magazine and 3) all meals. This is a great opportunity for BPW/NC members to meet and network with the Latinas living in North Carolina.

BPW will also be promoting the event as a Community Partner through our various Social Media channels.

Anyone interested in volunteering for this great event, please contact me at (803) 517-4030 or email me at womenwrule@gmail.com. Thank you!

Submitted by Vilma Betancourt
Also On The Tracks Ahead:

Women's Professional Empowerment Alliance
2015 Conference

The North Carolina Federation of Business & Professional Women's Clubs invites you to join them in Greensboro, NC in July for an opportunity to network with business and professional women from around the United States.

In the spirit of our foremothers' train trips to national conventions, the BPW/NC theme this year is:

"Making Connections"

The 2015 WPEA CONFERENCE begins Thursday, July 23 with a Wine & Cheese Gathering to be held at the Courtyard Marriott Airport hotel. Friday, begins with sightseeing on your own, giving attendees a chance to see Greensboro's museums and other attractions the International Civil Rights Museum where the lunch counter sit-ins began in 1960. Later there will be dinner and presentations by Young Careerist and Individual Development representatives. This event will be held at the Volvo Group North America Communications Center near the hotel.

The program for Saturday will be a joint program with NC Women Matter where attendees will network, learn new strategies and work with other predominantly women’s organizations to educate women on the issues important to them and their families as well as share our resources to get out the female vote. The keynote inspirer will be Dream Hampton, a nationally known writer, award winning filmmaker and social justice organizer. She will be speaking to the topic: 21st Century Activism, New Media and New Narratives. This will be followed by a Networking Supper of North Carolina BBQ with all the trimmings.

A block of rooms at the Courtyard Greensboro Airport have been reserved. Book your room at the group rate for BPWNC - WPEA through the website link at the discounted rate of $89 per room (single/double). ROOM BLOCK WILL BE RELEASED JULY 13, 2015.
Building Powerful Women – Making the Connection

As you know, our annual program calendar is chock-full of suggestions for club and personal activities meant to celebrate and enrich your lives. These suggestions are divided into three categories: Personal, Professional and Political.

July

Personal: Regardless of when your BPW renewal date falls, this is the beginning of a new calendar year for BPW/NC. Now is the very best time to go on line, check and refresh your information on the BPW website.

Political: Apply for “Vote In Honor of a Veteran with the NC State Board of Elections. Details available at: http://www.ncsbe.gov/ncsbe/vote-for-a-vet

Professional: As long as you are updating your on-line presence, how does your LinkedIn profile look? Is your information up to date? Have you made any new strategic connections? Speaking of strategic connections – don’t forget to sign up for the Women’s Professional Empowerment Alliance (WPEA) Conference in Greensboro, July 23-26, 2015.

August

Personal: August 26th is Women’s Equality Day. Celebrate! Participate! Share!

Political: In 1920, the signing of the 19th Amendment to the constitution gave women the right to vote? Are you registered? Are the women you know registered and informed? How about hosting or attending a Women’s Agenda Assembly. See http://NCWU.org for more information.

Professional: August is National Home Business Month. Is it time for you to start your own business? SCORE is a great resource to help you with business plans and it’s FREE! Find your local chapter at www.score.org

The next issue of Tar Heel Woman is published at the end of August.

Deadline for Tar Heel Woman submissions - August 24th.
“Let’s Regroup”
from Varnell Kinnin
BPW/NC Membership Chair
“Let’s Regroup” from Varnell Kinnin

Welcome to the BPW/NC New Year!! I have so much to share but I will do it in segments.

This segment is “Let’s Regroup.” We need to grow BPW membership. Therefore we are going to plant interesting ideas, suggestions, tried and true projects and what works for you strategies. But first, thank you so much for all the emails I have received. I know you want me to succeed in my position and I love you for it.

About Regrouping: We all have ideas but we fail to follow through because someone throws a wet blanket on them. You know what I mean? Or you’ve heard, we can’t do that or it won’t work. How do they know? So what if it doesn’t work, at least you tried. Please note, the following ideas are opportunities for local clubs that may need an “aha” moment. Some clubs have mastered membership growth, but look at the location. Small city and small town clubs have to look at their membership pool.

Here’s regrouping idea # 1: Review your meeting time and day. Some local clubs have moved their meeting day, time and location hoping to accommodate this person or that. Set your meeting time and date and stick to it. When you start moving all over the place, people forget or it bumps into something else. You are not going to satisfy everyone. Look at the majority of your members. When is attendance the best? Make your decision from there.

Regrouping idea #2: At your meeting, check your agenda, the format, and the length. Does the agenda fill the page? Do you stray from your agenda with non-BPW conversation? Do you waste attendees time by droning on and on about stuff? Tape your meeting or just sit back and observe your meeting? Would you want to attend that meeting again if you were new?

Use the agenda to stay on topic and on time. Unless you’ve got major business or a speaker you can be in and out in an hour if you stay on topic. If you have a special event planned, the attendees should know this and plan accordingly. Please respect new attendees by giving them the option to stay or leave if your business is going to be long. (cont on next page)
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Regrouping idea #3: At your meeting, is there a power struggle? People can see, hear and feel it. Make peace with past and new officers. Old officers, let it go. New officers, old officers know stuff. On that note, past officers, when correcting new officers at a meeting, remember it is not what you say, but how you say it.

Regrouping idea #4: When you invite perspective members to a meeting, have flyers showing pictures of state conference, WEE or other activities your members attend representing BPW. Show that you are doing something other than meeting and eating. Show that you are going somewhere for networking, training and camaraderie. Hurriedly tell them that while it would be wonderful if you could carry signs or rally for women, we know that it is not everyone’s strong suit. They are needed just as much in head count and financial means in the form of dues.

Also, inform them of scholarships to assist our young ladies to further their careers or continue their education. And of course mention the scholarships are also to help women returning to the school to improve themselves. If they personally don’t need it, they probably know some- one who does.

Lastly, think of why you joined BPW. I joined because I wanted to be a part of something that I believed in. There were not that many African American women in BPW when I joined in 1989 but I didn’t join to be with African American women. I am comfortable in many situations where I am the only Black in the place. (Everyone is not that comfortable. Keep that in your thoughts when recruiting.) I joined to be with women who want to make things better for our mothers, sisters and daughters. I joined because of what BPW could do for me. I learned how to conduct meetings, use parliamentary procedure, plan an agenda, network and speak up for women issues.

I have met senators and representative, (state and national) North Carolina governors in BPW. I have been to the U.S. Capital and the U.S. Supreme Court as a BPW member. Finally, I was on the cover of the North Carolina Journal for Woman as BPW/NC president. **That’s why I joined and continue to be a part of BPW.**
You never know where a chance meeting may take you. A number of years ago, at a BPW State convention, I visited the ladies room and found myself there with just one other woman, a little lady with silver hair. As we were washing our hands, she asked me how I was liking the convention so far and then introduced herself as Ruth Easterling, the Mecklenburg County representative to the NC House of Representatives.

I had registered to vote at eighteen, and worked with members of my local BPW with writing letters to eliminate the sales tax on groceries in the 1980’s, but other than that, I had not been involved in any advocacy efforts. My chance meeting would become valuable to me nearly ten years later. While working in a marketing position with a home health agency, I was asked to participate in a grass roots effort to get the NC General Assembly to provide funds to help foster children with HIV/AIDS. Introducing myself as a BPW member I contacted Representative Easterling. With the support of Ms. Easterling, and lots of phone calls and faxes, we were successful in getting the funding approved.

President Ribner-Cady has asked me to serve this year as her legislative chair for BPW/NC. I am excited with the prospect of working in this capacity to help bring awareness to issues that have an impact on women and their families in our state and the nation. Our legislative platform [http://www.bpw-nc.org/Legislative_Platform_of_BPW_North_Carolina](http://www.bpw-nc.org/Legislative_Platform_of_BPW_North_Carolina) speaks to the need for the Equal Rights Amendment as well as Economic Equity, Health and Civil Rights. Members and guests of BPW are being invited to take part in the WPEA event in Greensboro at the end of July where we will be participating with NC Women Matter for a day of learning more about issues and getting involved in a “get out the vote” effort. Grass roots advocacy can make a difference and a chance meeting may take you to a brand new path.
Introducing

Jazmin Caldwell

Every issue we will introduce at least one member of the BPW/NC community
As an Estate Planning Attorney that is licensed to practice law by the State of North Carolina and is federally licensed by the United States District Court of the Western District of North Carolina; I find that I am living my dream every day. I always enjoyed the idea of becoming a lawyer even as a child. My parent’s friends would visit our house in Charlotte, NC and ask my mother “Where in the world did that child get a voice like that?” I seemed to have a voice that resonated throughout the house and commanded attention, even when I wasn’t aware of it or supposed to use it. Here I was this petite little girl, with this big voice. Instead of quieting me down as some parents would, my parents encouraged me to speak out more, learn more, and do more. Pursuing a career in law just came naturally to me.

Recently my Grandfather passed away and I was naturally charged with executing his estate. This opportunity for me was two-fold. Experiencing first-hand the trials that a grieving family feels as they try to filter through all the paperwork involved in distributing an estate; as well as the satisfaction of knowing that I was the best person possible to give my family the service and respect that was needed; this ordeal made me a more caring person and much better lawyer. I now carry that caring and attention to each and every one of my clients.

I also believe legal services should be available to all, not just the wealthy. I frequently volunteer as a Pro Bono Attorney at the Legal Services of the Southern Piedmont, as well as participating in Free Legal/Will Clinics, such as “Wills for Heroes” events, through the North Carolina Bar Association. I also provide free "Estate Planning Seminars" for various interested groups, churches, and organizations; to make sure that everyone is knowledgeable about the need for Estate Planning.

Giving back to my community is extremely important to me and that was what drew me to join the Concord-Cabarrus BPW and the Concord Rotary. They are both service oriented organizations that give back to the community.

I once read a quote that you should “Choose a job you love, and you will never have to work a day in your life. “ I genuinely love my work every day and I am very blessed to have clients that I care about and respect; while doing the best job I can for them.
You know the words...but do you know the history?

The History of Our Collect

The Collect was written by Mary Stewart in 1904 while she was Principal at Longmont High School in Colorado. She was a member of the Fortnightly Club, the forerunner of the Longmont Colorado BPW club.

Mary Stewart worked for women’s suffrage nationally and attended a meeting in St. Louis, where the BPW National Federation was launched. She was elected its first corresponding secretary and thereafter took an active part in the growth of the young organization by service as chairman or member of a number of national committees.

Mary Stewart held a number of special teaching posts in Colorado and Montana. In 1921 she became a junior guidance and placement officer in the pioneer period of U.S. employment services. She continued to write for American newspapers and magazines. Her Alma Mater, the University of Colorado, in 1927 conferred upon her an honorary degree in recognition of her distinguished work in education, social and civic service.

This author, who until 1910 signed the Collect with her pen name, "Mary Stuart", remained involved in BPW until her death in 1943.

The Collect was written as a prayer for the day, not for any particular person or group. Miss Stewart had it published as a Collect for club women. “I called it a ‘Collect For Club Women,’ because I felt that women working together with wide interests for large ends was a new thing under the sun and that, perhaps they had need for special petition and meditation of their own. This must have been true for the Collect has found its way about the world, especially wherever English speaking women get together."

The Collect was officially adopted by National Federation of Business and Professional Women’s Clubs meeting at their second convention on 1920, at St. Paul. It was read into the printed records of the Congress of the United States by Senator Tobey of New Hampshire, at the closing session in 1949.

Editor’s Note: This information is found on the Raleigh Club website: [http://www.bpwraleigh.org/Federation_Collect](http://www.bpwraleigh.org/Federation_Collect)
BPW COLLECT

Keep us, O God, from pettiness; let us be large in thought, in word, in deed.

Let us be done with fault-finding and leave off self-seeking.

May we put away all pretense and meet each other face to face -- without self-pity and without prejudice.

May we never be hasty in judgment and always generous.

Let us take time for all things; make us to grow calm, serene, gentle.

Teach us to put into action our better impulses, straightforward and unafraid.

Grant that we may realize it is the little things that create differences, that in the big things of life we are at one.

And may we strive to touch and to know the great common human heart of us all, and, O Lord God, let us forget not to be kind!

-- Mary Stewart, April 1904
**BPW/NC Mission Statement**

The mission of BPW/NC is to provide professional and personal growth opportunities and to promote equity in the workplace.

**BPW/NC Objectives**

Improve outreach to North Carolina women to ensure membership growth of both local clubs and the Federation

Promote program opportunities and resources for personal and professional growth for members across North Carolina

Advocate for North Carolina working women and their families

Promote structural changes to improve the effectiveness and efficiency of the Federation