

Tar Heel Woman

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

NC Legislative Building

October 2009

2009 - 2010

BPW/NC

Leadership Team

BPW/NC Executive
Committee

President: Joanna Moses-
Elliott

President-Elect:
Gail Harper

Vice President: Rhonda Hunter

Secretary: Virginia Adamson

Treasurer: Faye Painter

Past State President:
Michelle Evans

Parliamentarian:
Carolyn Williams



BPW/NC

Board of Directors
Standing Committees

Finance: Dr. Terri Sharpe

Foundation (USA):
Available

Membership:
Kacey Case Smith

Legislative: Pat Sledge

Issues Management:
Susan Benton Wilson

Public Relations:
Laura Poole, Acting

Young Careerist: Jo Jarrett



President's Message Joanna Moses-Elliott

Happy Fall Greetings to All

It is that time of year that we prepare for National Businesswomen's Week. It's the end of our summer season, a time to think about our Harvest. Let's pick the fruits of our labor as great planners for the upcoming year. We have prospective new members to glean, and now a Thanksgiving moment... our BPW/NC Board of Trustees has stepped up to fund our license fee with BPW/USA Foundation during this transition year so that we can focus on building our Local Club membership as we serve our mission. It's a wonderful opportunity to recruit!

Please don't forget our upcoming WEE Event (Women Empowered and Enlightened) November 6th-7th hosted by the Wayne-Duplin Club. Our Regional Events are a great value, memorable fun, and the networking builds lasting friendships.

You won't want to miss reading all about the exciting work of the Women Joining Forces Task Force. The work they are doing is getting attention in Washington! I'm very proud that North Carolina is way out front on bringing the concept to an actionable program with benefits to our Women Veterans and their families.

I want to express my sincere gratitude to our BPW/NC Board of Directors. These leaders gave up their Saturday on September 12th to travel to our Headquarters in Carborro for a face-to-face meeting to ensure that our members are served in a way that will pave our future with new ideas, a better web-site, and a cohesiveness that adds to the value proposition for BPW/NC. As this decade is coming to a close, take steps to take stock of what your goals and aspirations were for the new millennium. Inspire yourself to look to the future with that same excitement and hope of that New Year's celebration that seemed like just yesterday. 09-09-09 is past but 10-10-10 is a blank slate with it's own story to be written "Rise and Shine" It's YOUR Bright New Day.

Joanna Moses-Elliott, President



90th Celebration of Building Powerful Women Conference - July 31 and August 1, 2009 By Gail Harper, President-Elect

North Carolina was represented at the 90th Celebration of Business and Professional Women in St. Louis, Missouri by five members. Those in attendance were BPW/NC President Joanna Moses-Elliott, BPW/NC Parliamentarian and Past State President Carolyn Williams, Past State President Mary Lou Babinski, NJ Past State President Roberta Rossi, and BPW/NC President-Elect Gail Harper. Over 250 women from 27 states attended. We had a wonderful time and enjoyed motivational speakers and

were inspired by YC and ID winners from across the country. We have a strong coalition of women across the country committed to staying in touch and continuing the mission regardless of what our organizations are named.

The group voted overwhelmingly to meet again next year and Illinois volunteered to host. I encourage all of you to attend next year. This was a very rewarding and enriching experience. It was also very affordable. Conference cost was \$90

and hotel was \$75. It was a grand event for a very small price. Next year should be equally affordable, so plan to attend.



THE EQUAL RIGHTS AMENDMENT: FREQUENTLY ASKED QUESTIONS Submitted by Pat Sledge, Legislative Chair

From the editor: The FAQ's about ERA will continue in the next issue of The Tar Heel Woman. It is also located on several pages throughout this issue.

Since it was first introduced in Congress in 1923, the ERA has been the object of both enthusiastic support and fervid opposition. Interpretations of its intent and potential impact have been varied and sometimes contradictory. The following answers to frequently asked questions about the ERA are provided to encourage evaluation of the amendment on the basis of facts rather than misrepresentations. For more information, see www.equalrightsamendment.org. "The Equal Rights Amendment: Unfinished Business for the Constitution," a 17-minute educational DVD, is also available through the website.

1. What is the complete text of the Equal Rights Amendment?

Section 1: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

Section 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Continued on page 3

Membership...Personally, Professionally and Politically!

Rhonda Hunter, Vice President

Current BPW Members, you have an awesome group of women who are working overtime to bring you new and exciting programs that will enhance and improve you

Personally, **P**rofessionally and **P**olitically.



Personally, the ladies of Wayne Duplin are kicking off the new regional series in the fall. This fun filled weekend will help you to improve yourself in any number of ways.

Professionally your Board of Trustees has acted on a recommendation from the Executive Committee to pay the first \$14,000 payment due to BPW Foundation for the licensing fees. This means that individual members based on membership as of June 30, 2009 will not be required to pay the forty dollar (\$40) License Fee for the payment due March 1, 2010. This was done to keep our membership moving forward and growing. Our challenge will now be each one ask one! The Membership Award this year should be a much sought after one!

Politically, it was passed by your Board of Directors to pursue the passing of the ERA in both the North Carolina and the United States Constitutions.

THE EQUAL RIGHTS AMENDMENT: FREQUENTLY ASKED QUESTIONS

Continued from page 2

Section 3: This amendment shall take effect two years after the date of ratification.

2. Why is an Equal Rights Amendment to the U.S. Constitution necessary?

The Equal Rights Amendment would provide a fundamental legal remedy against sex discrimination for both women and men. It would guarantee that the rights affirmed by the U.S. Constitution are held equally by all citizens without regard to sex. The ERA would clarify the legal status of sex discrimination for the courts, where decisions still deal inconsistently with such claims. For the first time, sex would be considered a suspect classification, as race currently is. Governmental actions that treat males or females differently as a class would be subject to strict judicial scrutiny and would have to meet the highest level of justification - a necessary relation to a compelling state interest - in order to be upheld as constitutional. To actual or potential offenders who would try to write, enforce, or adjudicate laws inequitably, the ERA would send a strong preemptive message - the Constitution has zero tolerance for sex discrimination under the law.

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Step Up, Speak Out and Shake it Up, Lady!

Pat Sledge, Legislative Chair



Are you engaged? No, I don't mean contemplating marriage, rather, tuned in to all the activity that's going on in our state and nation politically? There's no way to avoid all the bickering, badgering, and out right bombardment that seems to be the everyday news headlines no matter where you turn. In any given day, I go from optimism to aggravation and then sometimes to disgust from what is being said by our elected officials. What's happened to civility and reason?

If you haven't taken the opportunity to speak your mind and let your elected representatives know where you stand, **now** is the time! Here are a couple of ways that you can get started. These links will connect you to our Senators: Senator Richard Burr <http://burr.senate.gov> and Senator Kay Hagen <http://hagan.senate.gov>. At the bottom of Senator Hagen's home page you will see a North Carolina State map with information about her involvement in each of the Congressional districts in the state.

Here's a link that will take you to a

page to contact your Representative in the House. http://www.house.gov/house/MemberWWW_by_State.shtml.

When you click on North Carolina on the map, you will be directed to links for each of the 13 Congressional districts.

(Note: Just in case you missed it, our Secretary of State, Elaine Marshall and BPW/NC member, has filed the necessary paperwork to enter the race for the US Senate seat currently held by Sen. Richard Burr.)

At the Summer Board meeting, board members approved a motion to appoint a task force to begin work toward passage of the Equal Rights Amendment (ERA) in North Carolina. For the record, the US Congress passed the ERA in March of 1972 and sent the Amendment to the states for ratification. North Carolina is one of only 15 states in the nation who has not ratified the ERA. The amendment needed **three** more states to vote for ratification before becoming law. Each year since then, the bill has been reintroduced in every new Congress by Rep. Carolyn Maloney (NY) in the House and Sen. Edward Kennedy (MA) in the Senate, on or near March 22, the anniversary of Congress passing the ERA in 1972 and sending it to the states for ratification. This year, however, the reintroductions have been delayed, reportedly to avoid having the issue "lost in the shuffle" while Congress and the new Administration are grappling with an unprece-

dent number of extraordinarily urgent and enormously challenging economic, environmental and international crises. (<http://www.eracampaign.net/news.html>)

With the recent death of Senator Kennedy, we lost a strong advocate for equal rights; however, the campaign has not lost its army of supporters working for the amendment's ratification. Work is continuing in Illinois, Florida, Arizona and Arkansas, Georgia, Louisiana and Missouri.

Supporters believe that if just one of the states who has not approved the amendment does so, the momentum would be enough to get the process started in the remaining states to achieve the three votes needed to have a 3/4 majority of the 50 states and make Equal Rights the law of the land.

(For a chart of how an idea becomes a law, visit the website: <http://www.ncga.state.nc.us/NCGAInfo/Bill-Law/bill-law.pdf>)

The old saying goes that "the squeaky wheel is the one that gets the grease". When we don't speak up and make our position clear to those we've elected to represent us, they only hear the squeaks of others, and sometimes those voices don't reflect our views, opinions and concerns. Get Engaged, and do it now!



NC Legislative Building

BPW/NC FOUNDATION 2009 Annual Meeting

Varnell Kinnin, Foundation Board Chair



The first of four Foundation Board meetings was held on September 11, 2009. At the first meeting the Board elected officers and committee chairs. They are as follows: Vice Chair-Carolyn Williams; Secretary-Pat Sledge who is also a new board member; Bylaws Chair- Mary Lou Babinski; Scholarship Chair-Michelle Evans; Finance Chair-Linda Hardy; Green and Gold Chair-Bobbi Sheperis and Parliamentarian-Mary Alice Wells. Faye Painter, BPW/NC Treasurer also serves as Treasurer for Foundation.

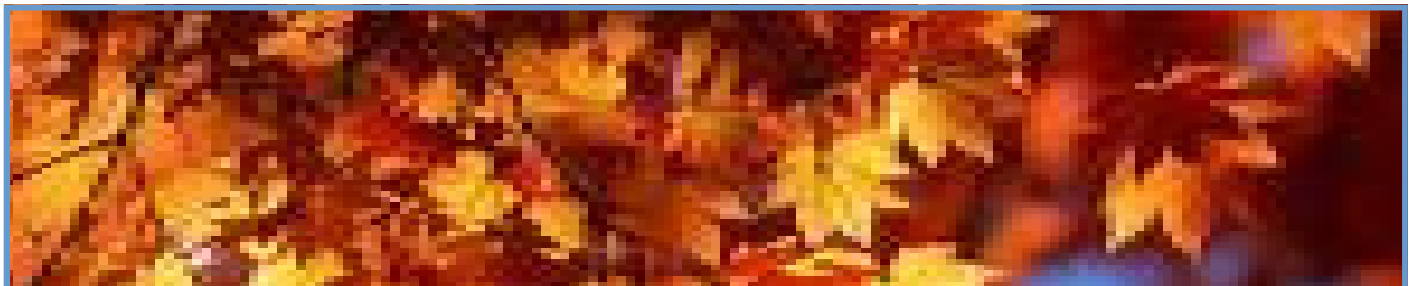
The Board discussed the budget for 2009-2010. As a result of the discussion, there will be a Policy and Procedure Task Force established to review previous policies and create new policies and procedures for the Foundation Board. These new or revised policies along with the bylaws will be the guiding force for responsible budgets and to assure the Board is working in accordance to our 501(c)3 status.

Other items brought to the Board were bylaw amendments and budget reduction. These items will be drafted and presented at the annual Foundation Board meeting in 2010.

A major item that was discussed was the rotation of Board members. There are 9 board members, 3 of which are Federation Executive Officers and 1 is the Trustee Board Chair. In 2010, 4 board members will be coming off. If the current Treasurer and Trustee Chair do not remain, there will be 6 people rotating off in 2010. We need people willing to take leadership roles on the Board. Some members have expressed an interest but their time is limited because of other obligations. Please consider coming on the Foundation Board.

The following information is to refresh our seasoned members about the purpose of Foundation and to inform others. The purpose of this non-profit organization is to promote the general advancement of working women in North Carolina. The primary objective is to accumulate funds that will grow interest revenue to ensure the support of BPW/NC Foundation programs and scholarships.

BPW/NC Foundation is funded by donations from individuals, corporations, local BPW clubs and fundraising efforts. Donations can take the form of monetary donations, bequests, trust funds, endowments and annuities. Contributions are tax deductible. Foundation also supports the Federation programs such as Young Careerist, Career Woman of the Year and Individual Development. Through the generosity of the members at the 2009 conference we raised \$2073 for Foundation. This total includes the silent auction and progressive auction of beautiful baskets that were filled with items selected by the local clubs or individuals who donated them.



Special Committee Chairs

BPW/NC Foundation Board of
Directors: Varnell Kinnin

Board of Trustees:
Carolyn Williams

Awards: Tonya Holbert

Communications: Laura Poole

Hospitality: Available

Governance: Available

Information Technology:
Available

Leadership Development:
Mary Shelton Drum

Marketing: Leanne Schuller

Nominations: Leanne Schuller

State Conference:
Available

Task Forces

Women Joining Forces:
Trina Hines

Future of BPW/NC:
Pat Sledge



"Rise and Shine - It's YOUR Bright New Day!" Virginia Adamson, Secretary



There are so many traditions in our organization. Have you ever thought about it? Take the title above. It is our President's theme for her year as our leader. Each year the incoming President chooses a theme to use during her year. This theme is used in many ways throughout the year.

What other traditions do we have in BPW/NC? Reciting the Collect at the start of our meetings; singing the Emblem Benediction at the close of our meetings; wearing our membership pins; Career Woman of the Year competitions; Young Careerist competitions; National Business Women's Week celebrations; Equal Pay Day; attending Statewide events such as State Conference and many more.

This year my club, BPW of the Triad, will hold a Career Woman of the Year competition for the first time. We have also started working toward winning a number of state Awards. I am challenging our members to attend more state-wide events as well.

What new tradition will you and your club start this year? Have you found a focus for this year to connect to Joanna's theme? What will you do to "Rise and Shine" and "Make this Your bright New Day"?



Marketing with Little or No Budget

Leanne Schuller, Marketing Chair

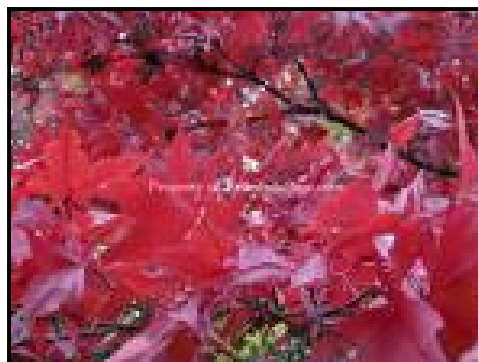
Let's face it, most of our local clubs struggle. Not just with budget issues, but with decreasing membership as well. When you think about it though, these two go hand in hand. In order to increase your budget, you need members' dues and resources that will help with fundraising. In order to increase members you have to spend money to draw them in. But in order to market membership, do you have to spend a lot of money? The answer is no. So, here are some ideas for you to market your club on little or no budget:

- Go to Chamber events. This is the best way to find other women that are looking for something meaningful to do with their "spare" time. Print some calling cards for BPW to take with you. Network and find out what other women want out of a group like yours.
- Attend Public Meetings. This is a good way to not only get
- involved in local politics and the way it affects you, but also to see how BPW can help the community and get involved in issues that are meaningful to the group.
- Use handouts and brochures. Again, put information in your handouts and brochures that are meaningful to people. Give them a reason to hang on to it. Of course, have your club information on it but grab your reader's attention.
- Write letters to the Editor. If there is something that is meaningful to you, write a letter to the editor.
- Create joint ventures. Find a business that is willing to donate space. Have a "Power Networking" event. Send out invitations to any and all businesses to join in on a free networking event. All you have to do as a club, is provide the space, the organization, and maybe some finger foods. Before you start the networking event, do a presentation on

BPW. Have a booth set up for BPW with membership applications handy. Each business represented then sets up a booth and talks about their business, product, or service. This is a good way to boost membership and get your name out to the public. You can possibly even garner some publicity from it.

As the Marketing Chair for the BPW/NC, one of my goals this year is to produce some brochures or handouts that are of value to the local clubs. Not just a speech about how BPW started or some of the things that we've done. But where BPW is going and why we need new members and what BPW has to offer them.

Try some of these ideas and let me know how it turns out. I would love to hear your own ideas of how you are boosting membership and your budget in these tough times. E-mail me at leanne.schuller@yahoo.com



NC Women United - One Voice for Women Across North Carolina

Immediate Past President Michelle Evans



Did you know you are a NC Women United member?

What is NC Women United (NCWU)? NCWU is a nonprofit, consensus-based coalition of organizations from across North Carolina that is committed to achieving full equality and empowerment of women. Activities include sponsoring the Women's Agenda Assemblies, Women's Advocacy Day, and producing a Legislative Report Card.

Because of the generosity of the **BPW/NC Foundation**, the dues of each **BPW/NC** member are paid annually. I bet you did not know one of our very own members helped to shape NCWU. Dr. Arlene McKay, Triangle BPW Club founding President and **BPW/NC** Past State President, was one of the NCWU founding mothers.

Also for a number of years, Raleigh **BPW** member, Ellison How-

ard, was on the NCWU Board as well. Given Arlene was one of the first members I met when I joined the Triangle Club, I take much pride in carrying on her legacy representing **BPW** on the NCWU Board as the NCWU Secretary and Governance Committee member.

NCWU is always looking for talented, committed women. There are board and committee positions available annually. The NCWU Committees include: Finance, Membership, Program, and Governance. If you are interested in learning more about advocacy or are an experienced advocate, there is something for you to gain by working with NCWU. Please contact me if you have an interest in participating (michelle.evans@duke.edu). In the coming months, I will post articles to the **Tar Heel Woman** related to NCWU activities across the state. If you would like to be added to the membership email list serv, please send an email to info@ncwu.org. You may also visit NCWU website (www.ncwu.org).

Ladies, we are in great company! Other like-minded members of

NCWU include: AAUW, Adolescent Pregnancy Prevention Coalition of NC, Buncombe County Women's Commission, Carteret County Women's Resource Center, Democracy North Carolina, Equality NC, Greensboro Commission on the Status of Women, Interact, Ipas, League of Women Voters of NC, NARAL Pro-Choice North Carolina, National Association of Women Attorneys, NC Center for Women in Public Service, NC Coalition Against Domestic Violence, NC Coalition Against Sexual Assault, NC Friends of Midwives, NC Justice Center, NC National Organization of Women, NC Women Work!, Onslow County Council for Women, Orange County Commission for Women, Planned Parenthood Health Systems, Planned Parenthood of Central North Carolina, Triangle MomsRising, Triangle Older Women's League, Women's Forum of NC, Women's Resource Center – Hickory, and Women's Resource Center in Alamance County.

SPREAD THE WORD!

Don't Forget to Vote, It's Your Duty!

North Carolina's general election is **Tuesday, November 3, 2009**
If you don't vote, then they decide!





News You Can Use

Carolyn Williams, Chair, Board of Trustees

Based on a recommendation from the Executive Committee, the Board of Trustees has taken action to fund the License Fee Payment (approximately fourteen thousand (\$14,000) dollars) to the BPW/USA Foundation.

This means that individual members (based on membership as of June 30, 2009) will not be required to pay the forty (\$40) dollar License Fee for the payment due March 1, 2010.

Dedicated members of the Board of Trustees, responsible for managing the assets of BPW/NC, have, over the years, been frugal. The investments managed by Edward Jones as of September 8, 2009, were valued at seventy-five thousand four hundred three (\$75,403) dollars. It was the feeling of the board that it would be in the best interest of our organization to use some of that money to take care of the License Fee payment.

Other action taken included renewing the lease of the Headquarters Building to Alcoholics Anonymous with rental fees set at seven hundred (\$700) dollars per month. Arrangements with that organization have been favorable. We found the building and grounds to be clean and neat. Our contact person, Greg Jones, had arranged to move furniture between the office and the conference/board room. The former office area now is more spacious for use as a conference room.

The proposed Property Fund Budget set at eight thousand four hundred (\$8,400) dollars for 2009-2010 was adopted.

Immediate Past President Michelle Evans will lead a task force to inventory furniture and fixtures and clean files.

Past State President Caryl Sinfield has established a schedule for establishing a Records Retention Plan.

I appreciate the opportunity to serve as Chair of the Board of Trustees. Anyone having questions or concerns about our investments or property may contact me.

Carolyn B. Williams

Email: cbwbpw@carolina.rr.com

Telephone: 704 782-2243 (H)

704 425-5148 (©)



What are the Next Steps?

Pat Sledge, Future of BPW NC Task Force Chair

At the Summer Board meeting of the Board of Directors of BPW/NC the chair listed these items as next steps for the process of building a stronger BPW /NC Federation.

1. Continue work on BPW/NC bylaws for needed changes due to merger.
2. Determine methods and tools to be used for voting alternatives to allow full participation of membership.
3. Search for and investigate funding ideas for payment of licensing fees for use of BPW name, logo, and programs.
4. Look at policy and procedures that need to be updated as well as awards criteria for publication on website.

We will work on and plan to implement the Voting Alternatives procedures that were approved at the Conference, and hope to have information on the process very soon. Perhaps we can use this mechanism to approve the necessary changes to our bylaws.

I am pleased to let you know that immediate action for item number three became unnecessary with an announcement from Carolyn Williams, chair of the BPW/NC Board of Trustees. The Trustees, in their infinite wisdom, voted to transfer the amount of money needed to pay the first year's licensing fees to the BPW Foundation in order for BPW/NC to be able to use the BPW name, logo and programs following the vote to affiliate at our State Conference in June.

The licensing agreement has an automatic renewal function which will mean that we will need to revisit our vote to give the plan a one year trial early next year. How we fund the agreement going forward will need to be determined then, but for now, we can focus our efforts on the other important business of strengthening BPW/NC and fulfilling the tenets of our mission:

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

THE EQUAL RIGHTS AMENDMENT: FREQUENTLY ASKED QUESTIONS

Continued from page 3

3. Why has the ERA recently been referred to as the Women's Equality Amendment?

The ERA is sometimes called the Women's Equality Amendment to emphasize that women have historically been guaranteed fewer rights than men, and that equality can be achieved by raising women's legal rights to the same level of constitutional protection as men's. As its sex-neutral language makes clear, however, the ERA's guarantee of equal rights would protect both women as a class and men as a class against sex discrimination under the law.

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How to Promote your Events with Facebook and LinkedIn

Laura Poole, Public Relations Chair

With the growing prevalence of social networking sites, it makes sense to promote your local BPW club by listing your events online! It's quick, free, and helps spread the word. Clubs must be attracting new members to stay vibrant and active. Social networking offers a way to get the word out to hundreds of people very quickly. Here are directions on how to take advantage of Facebook and LinkedIn events to publicize your club meetings and other events.

Facebook

Once you are logged in and on your Home or Profile page, click on the button that looks like a calendar page with 31 on it, right under your status box.

1. This opens up a simple dialog box where you can put the title, location, and date and time of your club meeting. Click on Share. That creates the event listing, and it should immediately pop up on your Wall.
2. Click on the title of the event to edit the listing and provide more details. A new page will come up with the event, and click on "Edit Event" over at the right.
3. The Event Name should probably be your club: "BPW Triangle October Meeting." The Tagline can be your program for the night: "Strong Women, Powerful Financial Strategies." Host will be your name, because you created it (you may want to designate an officer to create these listings).
4. Under Event Type, select the category of Meetings, then select type of Club/Group Meeting. Under Description, note that it is your monthly meeting, and then provide a blurb about the program.

5. Select Start Time, End Time, and note prices. You can input street address for the location, as well as contact information. Then click Save.
6. You can go to the Customize tab across the top to set features and upload your club logo. Set a few other options, and be sure to select the button next to "Publicize" down at the bottom.
7. Now that the event is updated, you can invite guests. Invite all your club members on Facebook, as well as anyone you want to invite as a guest. Have club members RSVP in Facebook so that it shows up on their Wall feed, and they can invite others. You can also invite others who are not in your Facebook friends list, by inputting their email addresses.
8. If you require any sort of RSVP other than what is on Facebook (i.e., an evite, a Web form), post that information as a Comment with a link to the event page.
9. Repost the event to your Wall about a week before, as a reminder to your network.

LinkedIn

Log in to LinkedIn and go to your home page (should be the page that pops up when you log in). On your home page, if you scroll down, you should find a list of events that are available to you through your network. Click on any event to bring it up.

1. In the top, dark-blue bar, to the far right, is a small link that says "Add an Event." Click on that to create a new event.
2. Fill out the basic info (event title, date/time, venue name, location, Web site, whether you are attending and organizing), then click Add More Details.
3. Choose the event type (Networking/Meetup) and Industry (I usually choose Professional Training).

4. Be sure to put in lots of great keywords--this is how people find you when searching!
5. When done, click Publish the Event. Again, you'll need to include RSVP and payment information.
6. When the event is done, an update is sent to your network that you have created an event. You're not done yet!
7. Click on Share This Event to send specific invitations to club members and contacts. Be sure to post a notice about (as a new Discussion) the event for relevant LinkedIn groups you're a member of, including BPW NC!
9. Check in with the event listing from time to time--be sure to send notices to those who are "interested" about RSVP deadlines and such.

Other Sites

If your local club has a **Meetup.com** account (which costs a minimum of \$12/month), you can post events with details quickly and easily. When someone RSVPs to a Meetup event, they can simultaneously post their RSVP to their Facebook account, which helps spread the word. Currently, Meetup does not simultaneously cross-post to LinkedIn.

There is also another site called **EventBrite.com**, which is free to use and can cross-post quickly to Facebook as well. EventBrite also offers online registration and even payment (\$0.99 + 2.5% of ticket price for paid events, with credit card processing built in), as well as simple methods to collect attendee information, send out electronic invitations and monitor responses, and generate attendee lists and name badges. Caveat: I have not used Meetup to list a new event, nor have I used EventBrite, so I cannot list any personal recommendations on these sites.



Fall is in the Air

Rhonda Hunter, Vice President



is in the air and winter is peeking around the corner.

But before we retreat to warm cozy homes for the winter let's celebrate fall in grand style. I want to take you back to a simple time when your mother or father would put you in a swing and you would beg them to swing you higher and higher and as you relaxed and began pumping your own legs to keep the swing going; can you remember



squealing with delight **WEE.....!!!!** You were having the time of your life and didn't want it to end. Wayne-Duplin has been working diligently to set the stage for the unveiling of our new regional series "**WEE.... Women Empowered and Enlightened**". A fun filled **wee...weekend** that is **no small event**; but filled with learning and sharing where we hope you will get that **wee....** feeling again and won't want the weekend to end. By design the series goal is to reach across the regional lines to our extended sisters and also to the communities we will be visiting by inviting all interested women who want to better their lives or themselves personally for the daylong event on Saturday November 7th.



The event will begin on Friday, November 6th starting with a

very cool evening at the "pond" and home of Past State President Verna Taylor of Duplin County for BPW Members. This should be awesome with the crisp fall air, a warm bonfire, good food and great friends gathering to laugh and share some good times and old times alike.

I hope this peaks your interest and want you to be on the lookout for all the details coming (see pages 14 & 15) to you soon! I can't wait to see everyone again, and can only dream about swinging in that swing one more time. **Wee...**



Women's Weekend Out

Gail Harper, President-Elect

along. For only \$40, you will enjoy Friday night's social in Faison at the home of Past State President Verna Taylor and Saturday's conference at the Jester's Court in The Country Squire Restaurant in Kenansville. Check them out at www.countrysquireinn.com.

A continental breakfast and lunch will be provided on Saturday. Vendors will be on site to sell items we all love, such as, purses, garden items, gift items, etc. so come prepared to buy something nice for yourself or to do some early Christmas shopping. We will have some talented guest speakers who will teach us enlightening and empowering tools. We will also have entertainment during lunch and a painting by Norma Moore will be auctioned as a fundraiser. Register soon and don't miss the BPW/NC Fall Event of the year! See pages 14 & 15 for additional information or contact Gail Harper at gailharper@embarqmail.com or 910-296-6466.

Mark your calendars, ladies, for a fun-filled weekend of laughter, networking, and education. Wayne-Duplin BPW is hosting the Fall Regional Event, November 6 and 7, 2009. Thanks to Vice President Rhonda Hunter, it even has its own name - "WEE", Women Enlightened and Empowered. Contact your friends and bring them



WEE



It's No Small Event!

Women Empowered & Enlightened

Fall BPW/NC Event – November 6th & 7th, 2009

Spring BPW/NC Event - April 23rd & 24th, 2010



WEE Women Empowered & Enlightened

It's No Small Event!



2009 Fall WEE Event

NC Business & Professional Women

Please join us for a day of
entertaining speakers, networking,
food, and fun with other
business and professional women!

Saturday, November 7, 2009
At the Jester's Court
located in the Country Squire Restaurant,
Warsaw, NC

Hosted by the Wayne-Duplin Chapter of NC BPW
\$40.00 per person—Register today at www.bpwnc.org
Early registration through Oct. 15th; after that \$50.00

Lodging available at the Country Squire Restaurant & Inn.
\$80.00 rate including tax for 2 double beds.
Call 910-296-1727 or toll-free NC 877-830-1602 to reserve your room.

For more information call: Lindsay Barwick 919-223-4241



Registration Form

Name _____

Street Address _____

City _____ State _____ Zip _____

Email _____

Home Phone _____ Cell Phone _____

Registration Cost:

\$40.00 Early Registration through October 15th. After October 15th \$50.00 to Register.

I plan to attend:

_____ Friday evening, November 6

_____ Saturday, November 7

Make checks payable to BPW/NC

Mail this registration form and check to:

Faye Painter
2583 Teague Street
Lincolnton, NC 28092

Hotel Reservations Information

Country Squire Restaurant & Inn
748 NC HWY 24/50
Warsaw, NC

Phone: (910) 296-1727 or TOLL-FREE NC (877) 830-1602

BPW Room Rate: \$80.00 per night. Rooms with 2 double beds.

When making your reservation, ask for BPW Rate.

Women Empowered and Enlightened It's No Small Event

Mary Shelton Drum, Leadership Development Chair

Congratulations to the leadership and members of the Wayne-Duplin LO for submitting the winning bid for hosting the Fall Regional Event. But wait a minute! Take a look at the title of this article. All you have to do is look at the new logo for the BPW/NC Regional Events to feel the change in the air and the excitement surrounding this event.

The date for the WEE Women Empowered and Enlightened Regional Event will be November 6-7, 2009, and it will be held at The Country Squire Restaurant and Tavern located between Kenansville and Warsaw on NC Hwy 50/24 Business. The adjacent hotel is the Squires Vintage Inn. The facility is operated by Scottish lass Iris Lennon and it has a gift shop and winery. Click on the link at www.countrysqireinn.com/ and see what a treat we're in for.

The Friday Night Social will be held on the grounds of BPW/NC Past President Verna Taylor. Saturday will be filled with excellent speakers, great fellowship, time for networking, and opportunities to showcase BPW to all women who attend.

Details for registration are included on pages 14 & 15. Put these dates on your calendar, make plans with your BPW sisters in your LO to attend, invite some non-BPW members along for the weekend and be ready to be Empowered and Enlightened...It's no small event!

The Leadership Development team has been entertaining ideas for improving the bidding process and a way to provide ample time for the planning process. With that in mind, the deadline for the bidding for the Spring WEE Regional Event to be held in the Central Region will be OCTOBER 1, 2009. If your LO is considering hosting the Event and would like to discuss the particulars, you can email me at msdrum@charter.net and we will get the conversation rolling.

Let's all Rise and Shine at
WEE
Women Empowered and Enlightened!
It's No Small Event

Updated State Nike Award Criteria Susan Benton Wilson, Issues Management

State Nike Award:

Description: Presented at State Conference to a Local Organization for the best overall coordinated programming through the entire year.

Entries will be judged based upon the following:

1. Relevance to the implementation of BPW/NC mission and objectives.
2. Effect of programs on the internal growth of the Local Organization, membership growth, the individual development of its members, and quality of goals.
3. The projection of the BPW image in the community

Updated State Nike Award Criteria

Susan Benton Wilson

4. Variety and creativity expressed in overall programming, format, techniques, and resources used. Creativity and relevance in overall programming is the key.

Entries must meet the following criteria:

1. Issues Management: Themes or focus programming on issues important or relevant to the members of the Local Organization. Focus area issues as outlined by the BPW Foundation in its Public Policy and Advocacy area of its website will be taken into consideration.
2. Special programs and activities or continuing programs: Any special programs or activities (an Equal Pay Day presentation at a Local Organization meeting, for example) may be included.

Method of submitting entries:

1. An original and three (3) copies of the award entry should be sent to the current BPW/NC Issues Management Chair.
2. **Deadline for submission: Entries must be received by April 30 of the current fiscal year.**
3. Entries should be submitted on standard 8 1/2 x 11 inch three hole punched plain paper and enclosed in a report cover.
4. Cover should be simple and professional in appearance. The binder style will not be a consideration in the judging. Lettering on the cover can be typed on a label, simply stating the name of the Local Organization and the fiscal year for which the entry is being submitted.
5. Title page should include the following:
 - (a) Theme or focus
 - (b) Name of Local Organization
 - (c) Fiscal Year
 - (d) Name, address, phone number, and email address of Local Organization President and Issues Management Chair
6. A table of contents should be included and pages numbered.
7. Each monthly program or special event or activity presented at a Local Organization meeting should be described on one page.
 - (a) The information should be typed and double spaced with the following format:
 - (i) Topic (title and/or brief description)
 - (ii) Date
 - (iii) Place and time presented
 - (iv) Total number of participants—then broken down into the number of members, guests, and guest speakers included in the total
 - (v) Props used (such as handouts, power point, programs, etc)
 - (vi) Program techniques used (such as lecture, group discussion, etc)
8. Photos may be included but are not required.
 - (a) If included, they must be clearly identified and related to a specific program or event.
 - (b) Photos should be mounted on the page immediately following the program or event to which they pertain.
9. The following should be included as the last page of the entry:
 - (a) Number of members of the Local Organization as of May 1st of the prior year and as of April 30th of the current year.
 - (b) Whether or not the Local Organization equalized its membership during the current fiscal year
 - (c) The number of members of the Local Organization winning State membership awards during the most recent State Conference.
 - (d) Average number of attendees at all regular meetings of the Local Organization
 - (e) Number of members of the Local Organization who attended:
 - (i) Most recent State Conference
 - (ii) Women's Advocacy Day in Raleigh

Types of Awards:

1. First Place—Name of Local Organization will be engraved on a silver trophy to be displayed at State Conference. When applicable, the trophy will be kept by the Local Organization for the fiscal year of awarding. In years when not kept by the Local Organization, the trophy will be kept at State Headquarters for BPW/NC. A Certificate of Award will also be issued.
2. Second Place—a Certificate of Award will be issued.
3. Third Place—a Certificate of Award will be issued.

Once again, the deadline for submission of entries is April 30 of the current fiscal year.

Interim Action NC BPW
Federation Executive Committee Meeting - June 28, 2009
 Virginia Adamson, Secretary

Approved:

- That all 2008-2009 Board of Directors' expenses be submitted to the Immediate Past President by July 7, 2009.
- That the BPW/NC Federation engage an outside firm to audit the financial books of the Federation.
- That Susan Benton Wilson be appointed as Issues Management Chair to the BPW/NC Federation Board of Directors for 2009-2010.

Interim Action NC BPW
Federation Executive Committee Meeting - September 12, 2009
 Virginia Adamson, Secretary

Approved:

- That New Hanover and Pender Counties be moved to the Eastern Region.
- That the Issues Management award criteria be updated and the updated material be posted to the BPW/NC website.
- That the Board of Directors notify the Clubs that beginning July 1, 2010, members will be assessed an additional \$40, if BPW/NC continues their licensing agreement with BPW Foundation (USA).
- That a focus session be added to attract Young Careerists to Regional events to build future leaders in BPW and retain our 2009 Young Careerists finalists for development within our organization.
- That BPW/NC cover the Regional Event registration fee for our 2009 Young Careerist finalists to attract to attract them to our Regional Events (to be funded out of Regional Events fund).
- The formation of a task force to work on the passage of the Equal Rights Amendments to the North Carolina and United States Constitutions.
- ~~The disbanding of the Voting Alternatives Task Force and that its duties be assigned to the Future of BPW/NC Task Force effective September 12, 2009.~~

**Interim Action NC BPW
Federation Executive Committee Meeting – September 12, 2009
Virginia Adamson, Secretary**

- Approved that the action taken at the Post Conference Executive Committee meeting regarding engaging an outside audit firm be rescinded.
- Appointed Terri Sharpe, Debbie Morse and Susan Benton Wilson to the 2009-2010 Audit Committee, which will address the new 990 regulations (IRS).
- Recommended that the Board of Trustees investigate funding the contract fee with BPW Foundation (USA) for the first year.
- Appointed Tonya Holbert as Awards Chair to the BPW/NC Federation Board of Directors for 2009-2010.
- Approved the changing of bid deadlines for the Regional Events (WEE) to May 1 for the Fall event and October 1 for the Spring event to allow six months lead time for the Clubs and the ability to announce the Fall event at the State Conference.
- Approved that the profit recognized from the 2009 State Conference be placed in a Conference reserve fund to offset expenses at the 2010 State Conference.

**THE EQUAL RIGHTS AMENDMENT:
FREQUENTLY ASKED QUESTIONS**

Continued from page 10

4. What is the political history of the ERA?

The Equal Rights Amendment was written in 1923 by Alice Paul, a leader of the woman suffrage movement and a lawyer. It was introduced in Congress in the same year and subsequently reintroduced in every Congressional session for half a century. On March 22, 1972, the ERA finally passed the Senate and the House of Representatives by the required two-thirds majority and was sent to the states for ratification. An original seven-year deadline was later extended by Congress to June 30, 1982. When this deadline expired, only 35 of the necessary 38 states (the constitutionally required three-fourths) had ratified the ERA. It is therefore not yet included in the U.S. Constitution. The Equal Rights Amendment has been reintroduced in every session of Congress since 1982. In the 110th Congress (2007-2008), ERA ratification bills were *S.J.Res. 10* (lead sponsor, Senator Edward Kennedy, MA) and *H.J.Res. 40* (lead sponsor, Representative Carolyn Maloney, NY). ERA ratification bills have not yet been reintroduced in the 111th Congress (2009-2010).

5. Which 15 states have not ratified the ERA?

The 15 states whose legislatures have not ratified the Equal Rights Amendment are Alabama, Arizona, Arkansas, Florida, Georgia, Illinois, Louisiana, Mississippi, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Utah, and Virginia.

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WWW.BPWNC.ORG

THE EQUAL RIGHTS AMENDMENT: FREQUENTLY ASKED QUESTIONS

Continued from page 20

6. Why are these 15 states still being asked to ratify the ERA under a "three-state strategy," even though the 1982 deadline has passed?

Since 1995, ERA supporters have advocated for passage of ERA ratification bills in a number of the "unratified" states. Such bills have been introduced in one or more legislative sessions in eight of these states (Arizona, Arkansas, Florida, Illinois, Mississippi, Missouri, Oklahoma, and Virginia). While no state has passed an ERA bill in both houses of its legislature, ERA bills have been voted out of committee in some of those states, and the Illinois House (but not the Senate) passed an ERA ratification bill in 2003. The three-state strategy was developed following ratification of the Constitution's 27th Amendment in 1992, more than 203 years after its passage by Congress in 1789. Acceptance of that ratification period as sufficiently contemporaneous has led some ERA supporters to argue that Congress has the power to maintain the legal viability of the ERA's existing 35 state ratifications. The time limit on ERA ratification is open to change, as Congress demonstrated in extending the original deadline, and precedent with the 14th and 15th Amendments shows that rescissions (legislative votes retracting ratifications) are not valid. Therefore, Congress may be able to accept state ratifications that occur after 1982 and keep the existing 35 ratifications alive. The legal analysis for this strategy is explained in "The Equal Rights Amendment: Why the ERA Remains Legally Viable and Properly Before the States" by Allison Held et al. in William & Mary Journal of Women and the Law, Spring 1997. The Library of Congress's Congressional Research Service analyzed this article and concluded that acceptance of the Madison Amendment does have implications for the three-state strategy, and that the issue is more of a political question than a constitutional one. Since 1994, Representative Robert Andrews (NJ) has been the lead sponsor of a resolution (H.Res. 757 in the 110th Congress) stating that when an additional three states ratify the ERA, the House of Representatives shall take any necessary action to verify that ratification has been achieved. Representative Andrews and Representative Carolyn Maloney (House leader of the "start-over" ratification strategy) have co-sponsored each other's ERA bills, in line with the general belief of ERA supporters that both strategies should be pursued in the effort to put the ERA into the Constitution.

This series of FAQ's about ERA will be continued in the next issue of The Tar Heel Woman.