

Tar Heel Woman



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

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July 2014

President's Message

Patricia Sledge



Come along with me for the ride!

I feel that I must be at an amusement park and that I'm on one of the thrilling rides. Is it the roller coaster? The tilt-a-whirl? The merry-go-round or one of the really scary ones? I'm just finding out, so come along for the ride!

It has been a little over a month since BPW/NC Past President, Mimi Zelman handed me the gavel in Charlotte and I accepted the role of BPW State President for 2014-15. On July 18 and 19, the Executive Committee and Board of Directors met at a transition meeting which included the board members from the previous year at our Headquarters in Carrboro to begin the process of putting in place plans for the year.



One of our Young Careerist, Chantel Daia accompanied President-elect Marsha Riibner-Cady and me to represent BPW/NC at the WPEA Conference in Cleveland, Ohio this past weekend. We use quite a few acronyms in BPW and this is one that might not be as familiar as some. WPEA stands for **Women's Professional Empowerment Alliance**.

The WPEA was formed by a group of women in BPW state organizations after the merger of our USA Federation with the BPW (USA) Foundation in order to provide a way for members across the nation who wanted to stay in contact to share ideas. This event

replaces the BPW Annual National Convention. This year was the sixth WPEA held, and each year a Legacy BPW (which is what BPW/NC became when we voted to affiliate with the new BPW Foundation) is asked to host the event. More about that later...just know that's one of the amusement park rides.

In order to get to Cleveland and to return in time for a scheduled family event, I embarked on my very first flight in a commercial airplane. Marsha and I drove to the Raleigh-Durham airport and boarded a Frontier Airlines non-stop flight. The experience was wonderful and other than the stress I caused for Marsha while guiding me through the pre-flight check in, there were no bumps along the way and only a few roller coaster drops. Chantel flew out of Charlotte, and we met her at the Hotel in time for the networking event on Thursday night. I had taken with me a bag of the Awareness bracelets for our **Women Joining Forces (WJF)** fund raiser, and with the help of Chantel and Marsha, we brought home \$195.00 to kick start our WJF grants for this year.

My theme for 2014-15 is "**Formula for Success- E2 + P + T = BPW**"; **Enlightened, Empowered with Purpose and Teamwork for BPW/NC**. If you were at our annual convention in June, you saw the building blocks that made up the table decorations. I hope that you have the one

2014 – 2015

BPW/NC

Leadership Team

BPW/NC Executive
Committee

President:

Patricia Sledge

President-Elect:

Marsha Riibner-Cady

Vice President:

Carol Ambrose

Treasurer:

Gail Harper

Secretary:

Elva Graham

Past

State President:

Mimi Zelman

Parliamentarian:

Virginia Adamson

Visit BPW/NC at
www.bpw-nc.org

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you were invited to take home with you in a place where you see the affirmations of the goals we accomplish for our mission of women helping women on a regular basis. I have a few left and will bring them on club visits while they last.

The foundation was laid for our work by the women who have come before me. My vision in the coming months is to continue to build on that structure; shoring up where it is needed, but continuing with the important work we have to do. It is imperative that we are working in tandem to be certain that we are speaking in one voice to convey our message across multiple platforms to multiple generations of women we serve and those we want to attract as members and future leaders. With purpose and teamwork we will send a clear and concise message about our purpose. . Tell someone about BPW today. **Use this link to let them know what's in it for them.** <http://bpw-nc.org/page-874964> .

We will continue to work to bring Equal Rights to ALL people in concert with the Ratify ERA-NC efforts underway. Past State Presidents Varnell Kinnon and Michelle Evans are coordinating an event with our at-large member, Roberta Madden on August 2nd in Raleigh to bring women from multiple groups together to learn what we need to do to get the ERA ratified. See **ERA- Alive and Kicking** at <http://bpw-nc.org/event-1721133>

We will search for and find ways to improve our ability to reach out to busy women with the prospect of using virtual meetings when possible, and a task force is in place to look at founding a virtual club for BPW/NC.

We will look for opportunities to broaden the reach of our (YC) Young Careerist program. Chantel represented our state with polish, professionalism and grace at the WPEA. She wants to work with this year's YC chair, Hope Venetta to get more young women involved with our clubs.

We are reaching out and using our networking connections with other women's groups who hold similar missions and purposes to expand our Equal Pay platform to college women before they accept that first offer of employment. We will work with **AAUW** and the **WAGE Project**, and thanks to the generosity of a grant from our **BPW/NC Foundation** we will be able to provide training for our members on the program called \$tart \$mart.

I have a vision of the expansion of our **Reality Store™** Program being presented to elementary and middle school students across the state so that they have a better understanding of the importance of staying in school and preparing for a better future. The copyrighted manual is a resource on the website.

We have a chance to make a difference in the lives of North Carolina Women and their families by taking part in **North Carolina Women United's** Women's Agenda Assemblies

this coming fall. By our participation, we can help direct the issues identified as those needing Legislative

Action in our state. We can join with groups holding those assemblies, or if there is not one scheduled in your county or area, we can offer direction on how BPW clubs can host one. The events typically last just a few hours on one day.

As a part of our legislative agenda, we will work to protect the basic civil rights of all so that all people are treated with dignity, respect and without prejudice. It takes Courage to stand up and speak up when we see behaviors and actions that just don't seem right. I see that Courage in members all across this state. We will encourage clubs across the state to participate in an event called the **Clothesline Project** to bring awareness to the extent of domestic violence that occurs in our communities, and our back yards with a goal to eliminate all forms of sexual harassment and violence against women. Ask me for more information or see the document on the website called Suggested programs for club focus. <http://bpw-nc.org/Resources/Documents/Resources/2014-2015%20Suggested%20Programs%20for%20Club%20Focus-final.pdf>

A new membership contest is underway for this year. You could have your registration paid for next year's Annual BPW/NC Convention. I would like to think that each of you who attended convention has been enlightened about what BPW can do for you; that you feel empowered to take the information and messages you have heard back to your workplaces and clubs; that you have a clear understanding of our purpose and that you have made contacts with like-minded women to become members of your team. Together, we can make a difference in the lives of North Carolina women if we will offer them encouragement, and use the tools that BPW offers us to Build Powerful Women - Personally Politically and Professionally.

Tell someone about BPW today. **Use this link to let them know what's in it for them.** <http://bpw-nc.org/page-874964> . Join the team! Come along for the ride! It could be bumpy at times, but I promise you, it will be unforgettable and rewarding in so many ways.



A Good Foundation

Marsha Ribner-Cady, President Elect

My mother always said that you should have good foundation garments so that you feel good from the inside out. I had forgotten that until I met Linda the “bra lady” at our local department store. Ok, I live on the OBX and there really is only ONE department store! Anyway, Linda can figure out a fit for the “girls” without a measuring tape. Those holders don’t look like old lady things. They are fancy, sort of like you would see in those bra decorating contests for breast cancer. Linda figures out good underwear too. Feeling more confident, however it happens, is really a good thing.

So now with my more confident girls in tow, what next? Well let’s talk about foundations. Recently I have been working on the scholarship committee for the BPW foundation. We got 67 applicants this year. Each applicant had a compelling story and needed the help to reach their goals. It’s too bad we could only award 10 scholarships this year. At this point I have spoken to most of the winners and they were ecstatic to have the help they needed to reach their goals. You might say we have given them a “foundation” to expand their mind!

The foundation is really the base of the BPW club. They handle the purse strings and help raise the funds to make

the NC-BPW be its best. So the next time someone e-mails you to ask you to make a donation for the foundation or asks you to bring an item for a silent raffle, please consider it to help someone with their foundation. While you are at it, make sure you have a strong foundation as well!



Men and Women are from Different Planets!

Marsha Ribner-Cady, President Elect

At convention we learned about people in different generations and how they think. I found it very interesting and I hope you did, too!

Recently, I was recanting a story about our house to a group of women and 1 gentleman. To make the long story short...We had to call the “honey dippers.” You know, those are the folks that “clean out” the septic system. Apparently, part of the issue with our system was the grease everyone was putting down the sink. I know grease shouldn’t be there but honestly if I can get my family to clean up, I feel one battle has been won. So the idiot that “cleaned” the tank decided it would be a wonderful idea to bury the grease in the yard. We have 2 large dogs at my house who took no time finding the grease and having a great time eating it! The long and the short of it is that the dogs are fine and we properly disposed of the grease.

I was amazed at the responses of my female friends and the 1 gentleman who was with us. The ladies were concerned for our dogs, the yard clean up, and the lack of professionalism of the “honey dipper” who didn’t dispose of all the contents of the tank correctly. The gentleman only asked why I put the grease down the drain. This reminds us that men and women approach things differently. I was amazed that he didn’t get past the part about the grease going down the drain. I suppose men are really from Mars and women are from Venus. Oh, yea, now I have another method of disposing of the grease in the kitchen so we don’t run into this problem again!



**North Carolina Federation of Business and Professional Women's Clubs,
Incorporated**

Interim Action of the Executive Committee Meeting Pre Convention

Thursday, June 19, 2014

2013-2014 BPW/NC Secretary, Carol Ambrose

2014-2015 BPW/NC Vice-President, Carol Ambrose



Approved: That we waive the reading of the Standing Rules of Order as they were distributed to the Executive Committee.

Approved: That we dispense with reading of the minutes of February 21, 2014 and the minutes of a virtual telephone meeting of April 28, 2014 as they were posted on Yahoo Groups.

Approved: The appointment of Mimi Zelman and Virginia Adamson to a task force for a Virtual Club.

Approved: The following members as committee chairs for 2014-2015: Foundation Chair- Faye Painter, Lincolnton/Charlotte BPW; Finance Chair- Susan Benton Wilson, Concord/Cabarrus BPW; Career Woman of the Year & Hospitality Co-Chair- JoAnne Naylor, Triad BPW.

Approved: That the proposed budget for 2014-2015 be presented to the Board of Directors.

Approved: The proposed 2014-2015 Federation Program for presentation to the Board of Directors.

Passed: That the State Treasurer and the Governance Chair, along with the IT Chair look into making a way for club treasurers to pay dues on line to the State.



Business and
Professional
Women/NC

**North Carolina Federation of Business and Professional Women's Clubs,
Incorporated**

Interim Action of the Board of Directors Meeting

Friday, June 20, 2014

2013-2014 BPW/NC Secretary, Carol Ambrose
2014-2015 BPW/NC Vice-President, Carol Ambrose

Passed: That a professional bio of 100-200 words is included in the YC package for the purpose of program and marketing materials.

Passed: That we waive the reading of the Standing Rules of Order as they were shared with the Board of Directors.

Passed: That we waive the reading of the minutes for the meeting of February 22, 2014 and the called virtual meeting of May 5, 2014 as they were posted on Yahoo Groups.

Passed: That \$500.00 is moved from WPEA Conference Expenses to the Woman Joining Forces Program Expenses.

Passed: That Sara Harrington-Sanford, Central region; Elaine McKeown-Virginia Dare, Eastern region; Faye Painter-Charlotte & Lincolnton, Western region be elected as members of the Board of Trustees for the term 2014-2016.

Passed: That the proposed budget be approved as corrected for presentation to the convention body.

Passed: That the 2014-2015 Legislative Platform as presented be approved for presentation to the Convention body.

Passed: That Carol Ambrose is appointed as Issues Management Chair.

Passed: That BPW/NC make a donation to the BPW Foundation (USA) Crowdrise Charity Challenge in the amount of \$50.00 taken from the WJF Taskforce chair expenses.



State Convention

By Mimi Zelman
Immediate Past President BPW/NC

Thank you to all who attended state convention this year! It was a huge success!

Here is a short re-cap of the fabulous speakers we heard from during State Convention. Judy Rose talked about her career and how she made it in a man's world. She was so inspiring, and so many of us could relate to her message and have found ourselves in her shoes before. Patti Mercer gave us GEM: to generate, elevate and motivate our membership.

Christy Uffleman's workshop on the multi- generational differences was over the top! This hopefully will help our clubs to understand and work with all the different age groups. By using this knowledge it will help in maintaining current members and serve as a tool to recruit new members. This knowledge also is useful in our personal and business lives.

During Denise Cooper's talk on boosting our success, we learned:

- How to identify YOUR natural talents, and use them to boost your success...
- Simple shifts in your thinking that allow your talents to be utilized effortlessly...
- Productivity tricks to doing more, with less effort...*EVERY DAY*...
- And much much more...

I hope you all save the date for next year's convention! As a BPW member we count on your support as we all strive to make it a weekend of meeting and connecting with BPW/NC sisters, having inspiring speakers, and memories to last a life time. So put the date on your calendars, and be there or be square.



Membership Awards Given at Annual Convention

By Linda Hardy, Membership Chair



BPW/NC

Board of Directors

Standing Committees

Finance:

Susan Benton Wilson

Foundation BPW/NC:

Faye Painter

Membership:

Linda Hardy

Legislative:

Liz Grey

Issues Management:

Carol Ambrose

Public Relations:

Val Short

Young Careerist Chair:

Hope Venetta

Tar Heel Woman Editor:

Lindsay Kornegay

* * * *

Since spreading the BPW message is important for the women who become or remain associated with this organization, it is always fun to recognize those local clubs and individuals who have done an outstanding job of introducing BPW to new members and of retaining those members who make up the current membership. This year many clubs and individuals were recognized for their achievements.

The Doris Foster Award is presented to the local club with the greatest number of new members during the fiscal year based on the records of the state membership chair. This year the winning club was Concord-Cabarrus with 21 new members. Raleigh with 20 new members and Sanford with 18 took second and third places respectively.

The Marlene Plyler Award is presented to the local club with the greatest percentage of increase in membership during the fiscal year. The percentage is based on May 31st membership of the previous year. This year the winning club was Concord-Cabarrus with a 94.7% increase. Second place went to Sanford with a 50% increase and third place went to Lincolnton with a 26.3% increase.

The Pat Nixon-Bettye Powell Award is presented to the local club that has the highest percentage of continuing members based on the previous May 31st membership. This year there were three clubs that had 100% retention: Charlotte, Henderson and Nashville. Pembroke had a 94.1% retention rate and Concord-Cabarrus has an 84.2% retention rate.

The Verna Taylor Membership Award is presented to the individual member in the State Federation who has sponsored the greatest number of new members during the fiscal year according to the state membership chair's records. This year the winner was Liz Gray of the Concord-Cabarrus club who sponsored 16 new members. Rhonda CD Bright of Fayetteville came in second with 11 new members, and Marsha Riibner-Cady of Virginia Dare was third with 6 new members. These three individuals were also the winners of the new member challenge issued last year by President Mimi Zelman. Liz Gray had the entire amount of her registration to state convention refunded since she sponsored the most new members and Marsha Riibner-Cady was also given a partial refund for her third place finish. Since Rhonda CD Bright did not attend convention, her prize was not claimed. In addition, these three members were awarded the Share BPW Award for sponsoring three or more members. Cathy Davis of the Lincolnton Club was also a recipient of the Share BPW Award for sponsoring three (3) new members.

There were also several members who received recognition for sponsoring two new members during the 2013-2014 year. These sponsoring members were as follows: Concord-Cabarrus - Chantel Daia, Metropolitan - Beth Benton and Mimi Zelman, Raleigh - Cynthia MacGregor and Susan Cope, Rocky Mount - Linda Hardy, Sanford - Kelly Klug, Wayne-Duplin - Rebecca Francis, and Wilmington - Linda Stinson, Meredith Risborough, Patti Archibaud, and Susan Kadar.

Congratulations to all our membership award winners. Wouldn't it be wonderful to be able to recognize even more members and clubs next year at State Convention?

BPW/NC Board of Trustees

Mary Alice Wells, Board of Trustees Chair



The Trustees of BPW/NC are responsible for the upkeep of the headquarters and to make sure that the financials of the Federation and the Rachel McKay fund are in safe but good funds to keep the organization financially sound. The board consists of members from each part of the State so that all regions are represented. We also work with the Orange County AA who lease our building, for a good relationship that is beneficial to all. It is the trustees responsibility to make sure our headquarters stays in good condition and we are lucky to have AA as a partner. I would like to welcome our new members. We look forward to a successful and rewarding year.

Special Committee Chairs

Board of Trustees:

Mary Alice Wells

Awards:

Susan Benton Wilson

Career Woman of the Year:

Jo Naylor

Governance:

Marty Hamed

Hospitality Co-Chairs:

Jo Naylor & Julie Tomkovic

IT:

open

Nominations:

Liz Grey

Strategic Long Range Planning:

Virginia Adamson

Training & Development:

Michelle Evans

Women Joining Forces:

Crystal Williams

Annual Convention:

Open

BPW/NC Mission:

North Carolina Business & Professional Women's Clubs (BPW/NC) is a network of North Carolina local clubs committed to empowering working women to fully achieve their potential in their careers. We are a multi-generational, nonpartisan organization with a mission to provide personal and professional growth opportunities and to promote equity in the workplace.



Do you have any suggestions for the SLRP Committee?

Virginia Adamson, Parliamentarian & SLRP Chair

The Strategic Long Range Plan, lovingly called the SLRP (pronounced "Slurp"), is developed by the Strategic Long Range Planning Committee. This committee is comprised of the SLRP Chair, BPW/NC President, President-elect, Vice President, Immediate Past President, Board of Trustees Chair, Foundation Chair, and all local Club Presidents. The Committee meets at least twice a year for the purpose of developing a strategy for the future and projecting a five year plan of action for the Federation. The Committee also makes any needed recommendations for action to the Executive Committee.

In preparation for the first meeting of the SLRP Committee, we would appreciate hearing your ideas, suggestions and answers to some or all of these questions.

Why did you join BPW?

What keeps you renewing your membership?

What value do you receive from BPW?

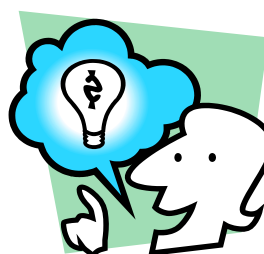
What was the best event your club hosted in the last 12 months?

Does membership in BPW help you in your professional career?
How?

Why is BPW "the best kept secret"?

What do you tell a friend or colleague about BPW when you invite them to attend a meeting or event?

Please send your thoughts to me at virginia.adamson@yahoo.com.



BPW/NC Foundation

Varnell Kinnin, Green & Gold Chair



Oh how time flies. Thanks to all who made BPW Foundation 2014 a success. A special thanks to the officers and committee chairs that worked with me while I was Foundation Board Chair. I know all this goodwill and camaraderie will continue with Faye Painter as Foundation Chair.

We were a success. We gave (10) \$1000 scholarships this year. I think this was the first time this had been done. Let's keep this momentum going.

Faye has given me the privilege of being her "Green and Gold" chair. I will have more on "FUNdraising" shortly. In this article, I want to give some info on Foundation and why we ask members to donate.

The primary objective of the BPW/NC Foundation is to accumulate funds that will grow interest revenue to ensure the support of BPW/NC Foundation Scholarships and programs for years to come. Through the generosity of members and friends, Foundation has helped women become more skillful in the business world. It has provided many scholarships to help women further their education. It has given women training on how to conduct meetings, plan budgets, plan events and workshops. Foundation also supports the Federation mission and programs to develop opportunities for working women.

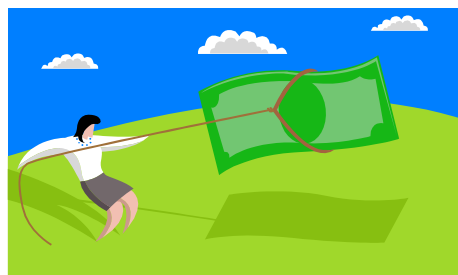
Foundation is funded through donations from individuals, local BPW organizations, corporations, and fundraising efforts held by the Foundation Green and Gold committee. Donations can take the form of monetary donations, bequests, trust funds, endowments, annuities, etc. **All contributions to Foundation are tax deductible.**

We have three named scholarships, Ruth Moss Easterling, Elsie G. Riddick and Joyce Lawrence. We are grateful to these ladies for leaving money to BPW. We give a Foundation scholarship and the money raised from fundraisers is used for additional Foundation scholarships.

Let's unpack this a little. Yes we have three named scholarships. This money is there and hopefully will there for years to come. We use the interest off the funds to give the scholarship. Why not just give the money in the accounts? Just like you at home, do you use all your savings or do you work to replenish it? Then when times are tight, you dip into the savings. That's the same thing here. When there are fat years, we may not have to dip into the accounts, but on those lean years, we will withdraw a little. You see, there is a method to the madness.

Corporate donations have been slow. We truly rely on members and local clubs. So in the next THW, Green and Gold will be giving you a heads up on projects, challenges and more to re-engage everyone in the Foundation process.

Again, I look forward to working with Faye Painter, the Foundation Board and all who want to make the scholarship program a success.



State Awards

Verlin Davis Legislation Award—Rocky Mount

Elaine Martin Newsletter Award

1st Place—Rocky Mount

2nd Place—Virginia Dare

3rd Place—Metropolitan

StarBright Award—Linda Hardy, Rocky Mount



Membership Awards

<u>Award</u>	<u>1st Place</u>	<u>2nd Place</u>	<u>3rd Place</u>
Verna Taylor	Liz Gray Concord-Cabarrus	Rhonda Bright Fayetteville	Marsha Riibner-Cady Virginia-Dare
Doris Foster	Concord-Cabarrus	Raleigh	Sanford
Pat Nixon- Bettye Powell	Charlotte Henderson Nashville	Pembroke	Concord-Cabarrus
Marlene Plyler	Concord-Cabarrus	Sanford	Lincolnton

State Ribbon—Liz Gray, Concord-Cabarrus; Rhonda Bright, Fayetteville; Marsha Riibner-Cady, Virginia Dare; Cathy Davis, Lincolnton; Chantel Daia; Beth Benton, Metropolitan; Mimi Zelman, Metropolitan; Cynthia MacGregor, Raleigh; Susan Cope, Raleigh; Linda Hardy, Rocky Mount; Kelly Klug, Sanford, Rebecca Francis, Wayne- Duplin; and Linda Stinson, Meredith Risborough, Patti Archibaud, and Susan Kadar from Wilmington.



Share BPW

Liz Gray, Concord-Cabarrus

Rhonda Bright, Fayetteville

Marsha Riibner-Cady, Virginia-Dare