

Tar Heel Woman



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

Volume 90 Number 2

September 2014

President's Message

Patricia Sledge



What's In It For Me?

Have you thought about your purpose for involvement in BPW? The question of WIIFM (what's in it for me) often comes up when we think about becoming involved in a group or organization. In BPW, I have found some of the most wonderful, caring women who empower me with their support and enlighten me with new possibilities and ideas. You will not want to miss the launch of the first Virtual Club meeting coming soon!

In the 15 weeks since installation of officers at the 2014 convention, I have been given opportunities to be the public face of BPW/NC at multiple events, sometimes with BPW sisters and sometimes alone. During August and September, ERA- Alive and Kicking in Raleigh, a Women's Equality Breakfast in Greensboro, the Women's Issues Rally during the Week of Action at our State Capitol, the "We Are Women" Constitution Day Rally in Washington DC have given me new energy to take our message far and wide. The young activist and suffragette, Madison Kimrey from North Carolina empowered the crowd attending the Constitution Day event with her wisdom and passion for issues impacting girls, women and families. The four of us attending the rally gained lots of attention with our tee shirts promoting the fact that women make great leaders.

In Washington, a correspondent of the NHK Washington Bureau of the Japan Broadcasting Corporation interviewed me. They are following the NC political climate and elections and asked me questions about how women view the candidates for the NC Senate race. Representing BPW/NC, a non-partisan group, I was careful to point out concerns about legislation having an impact on North Carolina families and where the candidates stand on equality. I've joined a

number of BPW members from across the state in the letter writing campaign to "Get Out The Vote" with NC Women Matter. There's still time to volunteer to reach out to women voters to let them know that every vote matters! (see www.ncwomenmatter.org) I was asked to write a position paper for NC Women United on Equal Pay to be included in the draft agenda for the Women's Agenda Assemblies being held during the next few months across the state. Have you thought about becoming a part of the process to give voice to the concerns facing us by attending or helping with one of the assemblies in your area? (see: <http://www.ncwu.org/our-programs/womens-agenda-assemblies/>) I will post the paper on the blog on our website under the One Voice tab for anyone who wants to read or use it.

Invitations have been issued to me to conduct installations of officers, to speak to BPW clubs and boards and to address the attendees at functions being held by clubs across the state. As we celebrate National Business Women's Week™ in a few weeks, it is my hope that you will take an active role in talking about BPW and our purpose of women helping women. I have found my purpose, and I'm looking forward to visiting with each club over the next 37 weeks of my term as your President. With teamwork and enthusiasm we can accomplish much. Let me know what you need and I will share with you WIIFM.



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

We Are Women Rally

Several of our BPW/NC Executive Committee were able to attend the “We Are Women Rally.” Pictured below is one of the speakers, Madison Kimrey as well as BPW/NC executive committee members with Roberta Madden, RATIFY ERA-NC co-founder (center).



The Coin

Marsha Ribner-Cady, President Elect

Once upon a time there was a young woman who took her dad with her on a trip to a store. She wanted to purchase an I-pod. The line at the store was long and it looked like the stock would run out before it would be her turn. Her dad, taller than she, spotted a sales clerk who wore a ring. This ring signified that the clerk was part of the same club as the father. The father, being a prepared man, took a special coin out of his pocket and reached over to the counter where the clerk stood helping another customer. Dad put the coin on the counter under his hand and uncovered it only when the clerk looked his way. The young woman was the next person called to be helped.

So why am I telling you this story? It seems to me that as a member of a local and state BPW club we should find a way to be a network of helpers who make the path open for our members. Whether we are helping them purchase an I-pod, finding a job, reviewing their resume, or discussing a personal problem, our members should find someone in the club to help. That’s what we are here for, right?

How have you helped a fellow club member? Did you tell someone about a job? Do you know who is looking for a job in your club? Were you a shoulder to cry on? What coin did you put on the counter to show you belong to BPW? Are you wearing a pin to note that you are a member of BPW? Do you actively carry business cards or flyers inviting potential members to your club meetings? Is this the first edition of The Tar Heel Woman you have read?



Help us spread the word about BPW. It’s worth the effort.

North Carolina Federation of Business and Professional Women's Clubs, Incorporated
Post-Convention Executive Committee Meeting
Crowne Plaza Hotel, Charlotte, NC

BPW/NC Secretary, Elva Graham

Approved:

- that Faye Painter and Linda Hardy be appointed to the audit committee for the 2013-2014 books.
- that Edward Jones transactions be limited to the Federation President and Treasurer because they are the only ones bonded.

Interim Action

North Carolina Federation of Business and Professional Women's Clubs, Incorporated
Federation Executive Committee Meeting
Hampton Inn, Chapel Hill, NC
September 19, 2014
BPW/NC Secretary, Elva Graham

Approved:

- that the reading of the Standing Rules be waived as they have been read several times.
- that the Virtual Club be launched to include any current members in good standing. Existing members choosing to affiliate with the Virtual Club may do so for the trial period at no additional charge.

Interim Action

North Carolina Federation of Business and Professional Women's Clubs, Incorporated
Executive Committee Meeting Called Teleconference

BPW/NC Secretary, Elva Graham

Approved:

- that the revised contract from Greensboro-High Point Marriott Airport for the 2014-2015 State Convention be approved.



**Business and
Professional
Women/NC**

Interim Action

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

Federation Executive Committee Meeting

Hampton Inn, Chapel Hill, NC

September 19, 2014

BPW/NC Secretary, Elva Graham

Approved:

- that the reading of the Standing Rules be waived as they have been read several times.
- that the Virtual Club be launched to include any current members in good standing. Existing members choosing to affiliate with the Virtual Club may do so for the trial period at no additional charge.

Interim Action

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

Federation Board of Directors Meeting

BPW/NC Headquarters, Carrboro, NC

September 20, 2014

BPW/NC Secretary, Elva Graham

Approved:

- that the reading of the minutes of the Pre-Convention Board of Directors be waived as they were posted to the Yahoo Group.
- that Elva Graham, Wayne-Duplin and Michelle Evans, Raleigh & Henderson from the Eastern and Central region respectively be appointed to the Nominating Committee.



E²+ P + T = BPW/NC

Empowered, Enlightened with Purpose and Teamwork for BPW/NC

BPW/NC Foundation

Varnell Kinnin, Green & Gold Chair



We just had our first Foundation Board meeting for 2014-2015. Foundation Board Chair Faye Painter and her board members are planning great things for the year. One significant item discussed was to have more than one fund raiser. That is to have a fund raiser prior to state conference.

This is a wonderful idea. We know that we all have to budget for the event. We also want to shop at our silent auctions, etc. So another fundraiser prior to conference is good. I will give you a hint of when it might be done. Think W.E.E.

How many of you have ever attended a WEE event? Well they are nice. The last one was at BPW Headquarters and was covered by Channel 17 News. The WEE events are very informative and you get to meet some outstanding people. But this is a mini version of what we do and who we see at conference.

I just want to expand on that. At past state conferences, we have had governors, a state treasurer, a member of the North Carolina Representatives, and a North Carolina Secretary of State. We have had beauty queens, business owners and other BPW State Federation presidents. We have had BPW National presidents also.

Per Board Chair Faye Painter, I am to plan the fund raiser for state conference. We were informed by BPW/NC President Pat Sledge at the board meeting that the 2015 conference will be in Greensboro at the Marriott. It is a nice hotel and the food and staff are excellent. (This I know from experience.)

So my fundraising ideas for 2015 starts in 2014. Last year I asked all members to send in at least \$10 before the end of the year. This was apart from what you donate with your club. All those who donated got a "sweet treat" at conference.

It worked so well last year that I am asking you again. I am asking every member who donates to Foundation before December 31st, you will receive a "Royal Surprise" at conference. I hoped I have piqued your interest in the "Royal Surprise."

Please send your tax deductible donation to Linda Hardy, Foundation Treasurer at 221 Brentwood Dr., Rocky Mount, NC 27804. She will record the date.



Now back to planning for conference. OK, I know it's early, but, it's never too early to get started. Here's the deal. You know Christmas is coming and somebody will definitely give you something that you really, really don't want. And guess what? You can't return it. So, BPW Foundation will take it off your hand. Yes, we will put it on the silent auction. You know that new set of dishes you have that you just are never going to use? Well Foundation wants them. And is a local club wants to put together a gift basket full of goodies, please do.

Oh and how about that new purse or bracelet that is just laying around or hanging in the closet? You know you were going to wear it last winter, the winter before that but it did not go with anything. Well here's your chance to share with Foundation. We will take your forgotten jewelry, practically and new purses/handbags, (Things with price tags are perfect.) Whatever you bring for the silent auction will be greatly appreciated.

Thank you for all your past support of Foundation Green and Gold. Don't forget, send your \$10 pledge for Foundation by December 31, 2014. If you send it now, then that's one thing to check off your to do list for 2014.

CELEBRATING NATIONAL BUSINESS WOMEN'S WEEK®

October 20-24, 2014

As business and professional women throughout the US celebrate National Business Women's Week® (NBWW), on the third week of October, let's take this opportunity to thank the courageous women who fought for gender equality - decades before diversity and inclusion in the workplace became a popular topic.

NBWW®'s first annual observance took place on April 15-22, 1928 and was conceptualized by Emma Dot Partridge, Executive Secretary of Business and Professional Women/USA (BPW) from 1924-1927. The initial purpose was "to focus public attention upon a better business woman for a better business world."

The event is now a nationwide salute to all working women and provides us the platform to highlight the progress we have made, it also provides us the opportunity to discuss:

- the needs of working women
- share information about successful workplace policies
- raise awareness of resources available for women
- highlight the progress made by women business owners

The needs of working women: "Companies with a diverse corporate structure are poised for greater success in today's increasingly complex global markets." Barbara J. Krumsiek, President, CEO & Chair of Calvert Investments, Inc., [A Survey of Corporate Diversity Practices of the S&P 100](#), March 2013

While we have made some significant advances, there still exists an uneven representation of women and minorities in the executive suites and boardrooms. According to [Grant Thornton's Women in business: from classroom to boardroom](#), they "have been tracking the proportion of women in senior management since 2004 and the research this year (2012) finds that the proportion of women in the most senior roles has stagnated at **24%** - the same as the result in 2012, 2009 and 2007. The question this raises is: what are the roadblocks on the path to senior management?" Although only 1 in 10 companies around the globe have specific mentoring programs for women, Grant Thornton has developed what they call the Women's International Leadership Link.

In the 2013 World Economic Forum ranking, the US failed to make the top 20 list for gender equality, lagging behind developing nations. "In observance of Women's Equality Day on Aug. 26, Wallethub crunched the numbers to gauge the scope of gender-based disparities in each of the 50 U.S. states. We did so by examining 10 key metrics, ranging from the gap in the number of female and male executives to the disparity between women's and men's life expectancy to the imbalance of their political representation. By highlighting the most and least gender-egalitarian states, we hope to accomplish three goals: help women find the best career opportunities, empower them to keep fighting for their rights and encourage states to learn from one another." [Do you know how your state ranks?](#)

Share information about successful workplace policies: Below are links to reports from Credit Suisse, Compass Group, Publix, Coca-Cola Company and IBM that discuss their company's policies, procedures and programs pertaining to gender diversity in their respective workplace environments. Dan Schwabel discusses four reasons why diversity in the workplace matters.

[Gender Diversity and Corporate Performance](#), Credit Suisse
[Why Diversity Matters in the Workplace](#), Dan Schwabel
[Diversity & Inclusion The Faces of Our Success](#), Compass Group

[Committed to Diversity](#), Publix
[Diversity, Inclusion & Fairness Programs & Policies](#), Coca-Cola Company
[Advancing Women](#), IBM Executive Research Study

Raise awareness of resources available for women: We are fortunate to have unlimited access to the worldwide web and thus have available to us information at our fingertips. Following are some websites that have statistics and reports pertaining to women.

[Women's Bureau](#), U.S. Department of Labor
[White House Council on Women and Girls](#)
 Catalyst, [Changing Workplaces. Changing lives.](#)
 McKinsey & Company [Women Matter](#)
[Institute for Women's Policy Research](#)
[Wellesley Centers for Women](#)

Highlight the progress made by women business owners: According to the latest [American Express OPEN State of Women-Owned Business report \(2014\)](#), there are now 9.1 million women-owned businesses in the United States - during the past year, an estimated 1,200 new businesses a day were started by women, generating \$1.4 trillion in revenue and employing 7.8 million people.

This report further states that North Carolina ranks #3 for growth in number of firms, #41 in revenue and #17 for growth in employment, with an overall combined economic clout rank of 17.

According to NerdWallet's assessment of women-owned businesses on a national level, Raleigh ranks #10 and Charlotte ranks #14 in their report on [Best Cities for Women Entrepreneurs](#). Way to go North Carolina business women!

Please join Business and Professional Women of North Carolina as we celebrate National Business Women's Week. For a schedule of events, please visit [BPW/NC](#).

Written by Vilma Betancourt-O'Day, Women Wrule
 (Submitted to THW by Virginia Adamson)



**What is your club doing for
 National Business Women's Week?**

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

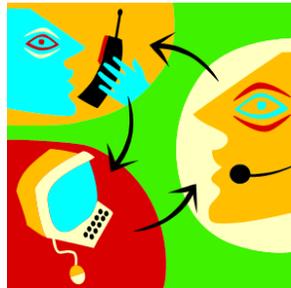
* * * *

Virtual Club Approved to Launch!

*by Virginia Adamson,
Parliamentarian & Virtual Task Force Co-Chair*



It's official!! The BPW/NC Executive Committee approved the launch of the Virtual Club at their most recent meeting stating that it is "to include any current members in good standing. Existing members choosing to affiliate with the Virtual Club may do so for the trial period at no additional charge." Work on building a virtual club started two years ago and gained ground over the past several months.



Many women find it difficult to take part in traditional BPW club meetings due to family and work commitments. The Virtual Club will make it possible for these women to stay connected and participate in a monthly meeting via the Internet. It is expected that our members at large will be interested since there are no clubs in their vicinity. In addition, other members in good standing will be able to join the Virtual Club to connect with other BPW women across the state.

The Virtual Club Task Force has been working hard planning how to run virtual meetings and what topics to cover. **The first meeting will be on Monday, October 20, 2014, from 7:30 to 8:30 pm.** You just need a device connected to the Internet to join in for a great program on National Business Women's Week®.

An invitation will be sent to every member including instructions on how to join the October launch meeting. **Mark your calendars now!**

Every Life You Touch Makes A Difference

*By Julie Tomkovic
Hospitality Co-Chair and Facility Liaison*

"BPW saved my life", said Gary as he popped in the kitchen to get a cup of coffee. I was in our Carrboro headquarters rearranging furniture to fit in a newly delivered stove that was a bit bigger than the old one.

I nodded and smiled, thinking that he was referring to the AA meeting about to start. Instead he said, "Back when I was in school I received a scholarship from BPW that allowed me to buy instruments and study music. I'll never forget it." With a big smile growing on his face, he added, "And you used to call and check up on me to make sure I was doing alright at school. I appreciated that."

"I've always had a lot of respect for the women of BPW." He looked back at the speaker moving to the lectern as the meeting was about to start. "Who would have thought all these years later I would need you again."

"Yep, BPW saved my life. Twice. I just wanted you to know that."

Gary left to join his meeting and left me knowing that my afternoon was much better spent than I had thought it was only 15 minutes earlier.

BPW/NC Board of Trustees

Mary Alice Wells, Board of Trustees Chair



The Board of Trustees held their fall meeting in Carrboro September 20. We would like to welcome our new members. Our focus is to make sure our Federation finances are in order and to go over the investment accounts.

The Trustees have purchased a new stove for headquarters and it should be installed in the next few weeks. A new lease has been signed with AA for the use of our building. For those of you who do not know, they have been leasing our building for several years which has been a blessing to both organizations. They keep our building grounds up and also make sure the building is taken care of. This also give us financial support for the building, as well as doing our job of helping a nonprofit, which is doing a good job of helping people put their lives back together.

We are lucky that one of our member's years ago saw the need for a building for us to have and left money to help keep it in our hands. As with all things we have to very careful to protect this investment for the future of our members and organization.

As I mentioned, the headquarters is ours, but it is also ours to make sure we use to the best of our ability so it can be preserved for future generations. Ladies we have lots to be proud of so let's sell BPW to the future.

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 Tomkovick

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.



Why We Need to VOTE

Mary Alice Wells, Board of Trustees Chair

Our election cycle is fast approaching. This is critical time in the election cycle in North Carolina. The war on women, education and children is in full force.

I know people say my vote does not count, let me tell you all votes count. When I ran for office four years ago I won my election by fifteen votes. Yes, if fifteen less people had voted, I could have lost.

I am not telling you which party or candidates to vote for, I am pleading with women to get fired up. The days after election are too late. We have several BPW members on the ballot this fall, we need to support them. You may not be able to vote for them but may know someone in their town that can.

We have been silent too long, the women of North Carolina can control this election. We all should know how important the judge's races are. Study them. If you do not know any of them, find someone who does. All the things we have fought for may have to settle in the courts. We need friends that will support our issues and listen to us.

Remember our foremothers fought for the right for us to vote. Let's not let their fight be in vain. My BPW sisters, if we are not fired up this election, we could go back many many years and I am not willing to go back and I am sure you are not either.

EARLY VOTING STARTS OCTOBER 23, SO START EARLY AND GET YOUR FAMILY AND FRIENDS INVOLVED. We will never get equal rights or equal pay until we change the minds of the people in office.



Power Networking For Introverts

Hope Venetta, Young Careerist Chair

I read a blog posting recently that changed my life. No, seriously. After spending my whole life thinking my personality was wired in an extroverted way, I read [23 Signs You're Secretly an Introvert](#). It shed light on so much for me. I consider myself to be pretty outgoing, but this article helped me finally figure out why I sometimes find unstructured networking situations challenging. I won't regurgitate the article for you, but I did want to hone in on something that may be beneficial to introverts and extroverts alike when it comes to networking events.

Networking. This single word can conjure up an overwhelming sense of dread for me. Hate small talk? Great, me too. It's not that I find people uninteresting. I learned from the article that as an introvert I find small talk about the weather, etc. very disingenuous or phony when I have something very specific on my agenda. When I hear the word "networking", I automatically think of a room full of people having *Sienfeld*-esque conversations about nothing. I'd rather just get down to business. Conversations about your kids, dogs, or your last vacation seems to me like something you'd want to share with friends and not with strangers. But that's just me (and many introverts). Yes, I know people are multifaceted and personal relationships developed by networking are critical to cultivating good professional relationships in general. However, even though I know this, I am still challenged by the concept of "swimming around in the fishbowl".

As evidence of my networking aversion, I am a notorious "no-show" to various networking events. As I mentioned before, it is clear that relationship building and networking is essential for one's current job and for the future. So with that in mind, I routinely sign up to attend networking events so that I can stay connected to the business community. However, at the last minute I usually convince myself that doing laundry is more important than going to that after hours networking event. Can anyone relate? If so, I have a few tips here that have helped me get over my general discomfort in networking situations. Hopefully they can help you too.

I find that if I have a concrete purpose or a reason to speak to someone, it makes striking up a conversation with a complete stranger easier. You can engage with others and avoid small talk by:

1. Volunteering. Your association needs you, and this could be a great way to have a reason to talk to others in a particular group without feeling like a phony with small talk that, to the introvert, doesn't matter.

- a. Serve on a committee. By working with people you get to know them and their professional strengths over time. Those conversations about kids, dogs, etc. begin to mean something as you learn about them as a person and they get to know you as you work towards a common goal.
- b. Help at the registration table during events. This is great because you get to meet everyone who shows up. If you bump into them again during the event, you are already viewed as someone in the know and worth talking to.



2. Playing a game. OK, this is my personal favorite. Have you ever gone on a scavenger hunt? Wasn't it fun? Well that is exactly what this next suggestion is. If we met each other for the first time at a recent networking event, I was probably playing this game. You helped me with my aversion for networking and didn't even know it! Here's how it works, before the event I make a list of people I am tasking myself to meet. I'll say I want to meet a redhead, 3 people wearing blue, someone from Charlotte, etc, etc. I make a list of about 20. Make it random, and fun for you. Then, at the event I seek them out. It looks like I am networking like everyone else, which I am, but mentally I am checking off a list and meeting some interesting people along the way. The list serves as my concrete reason to talk to someone and playing the game is my purpose. The side benefit is making connections with my peers.

3. Answering the question (W)hat's (I)n (I)t (F)or (M)e? Well, not actually for you, but for them. What topic are people most knowledgeable about and love to talk about? Right, themselves. So use your introvert skill set of observing and absorbing information. Listening to people can make you a master connector. You'll know what people's needs are and you will know what their strengths are. Then, you can connect them with folks who can help them or at least point them in the right direction. That is the essence of professional networking. People will be amazed at how much of a linchpin you have become and will view you as a point person, or person in the know. All of which can help you along in your career. No small talk required.

EMBRACING CHANGE AND MAKING IT WORK FOR YOU

By Marty Hamed, Governance Chair

Autumn is upon us finally. Living on the Outer Banks, fall just sort of glides by me during the year, as we don't have a large number of hardwoods that produce the dramatic color that those of you west of us get to enjoy.

As much as I love the fall weather in North Carolina, this year we jumped on a plane and flew to Colorado and went up to 10,000 feet and more, so I could see the beautiful golden Aspen trees changing and quaking in the western high country. The temperature dropped to mid-thirties at night, and in the early morning it was freezing. Later, depending on the altitude, the temperature was back to the eighties. This required weather recon each day, as we ranged far from our home base changing altitude and terrain many times. It also required planning to insure we had layers so we could peel off or put on clothing that was needed in the early morning, but not needed for a hike in 85 degree heat.

All of us, being of mature "seasoned" ages, did pretty well because we kept in mind that the one constant every day was "change"—in altitude, terrain, and the amount of water consumed to keep us hydrated and focused. We did our daily wish list of places to visit; we reviewed weather forecasts and paid close attention to where, and how high or low, we were going; and we planned accordingly to have the proper clothing, water, and time to accomplish each trip. Of course, we didn't always arrive directly at our objective. We built in time for getting off the beaten path because we discovered some place along the way that piqued our interest—like the beautiful Boreas pass road where I took the picture of the quaking Aspen tress. That was a side trip--no guard rails, unpaved above 9,000 feet, one lane dirt road, with spectacular views of a hidden lake and Quaking Golden Aspens.

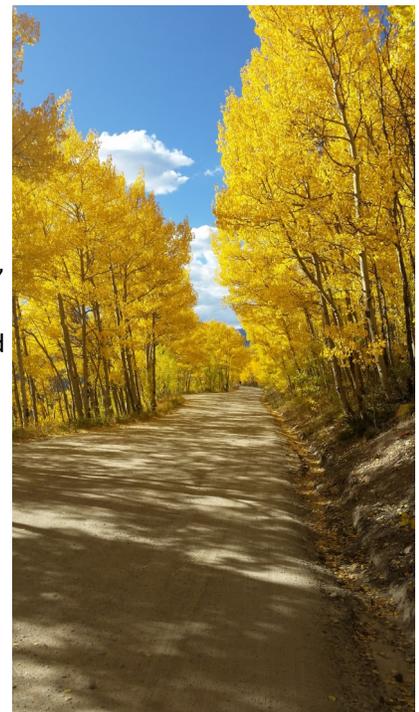
We planned for a great time, and we had a great time! As president of a BPW club, as soon as I got back I jumped into club business. I was immediately confronted with club policy and administrative issues that many of you have probably had in your own clubs. These issues brought home the importance of planning ahead, being able to adapt to change, and to make both of these processes work for the club. So when we have to take a side trip on a program or policy issue, we don't get derailed.

The first place I went for answers to our issues was our by-laws, which we had actually reviewed earlier this year. The answer to one of our issues was clearly stated in our bylaws, the other was not. We had to rely on corporate knowledge to find out what the past practices and policies were, and we were lucky that knowledge is readily available in memory, though not documented in writing! And the answer to the issue that was covered in the by-laws did not accurately reflect what we do today, several months after our last by-law review.

What this has pointed out is the necessity for the regular in-depth review of club by-laws to make sure that they support and reflect the strategic and financial planning of the local club, and State BPW; and, that they accurately reflect the duties of the officers and committee chairs as they exist at the local level.

In reading our by-laws we found that they accurately reflected the excellent Model By-Laws given out by State BPW, but they include duties and guidelines for programs and officers we don't have, and don't efficiently reflect duties that we use to meet the particular needs of our club. We will be more accurately analyzing our local needs to make revisions that fully support our policies and plans and build in both the foundation and flexibility we need to institute and document procedures and processes for our members and club officers.

Yes, analysis, planning, and documentation is time consuming, but it is also critical for gliding along in a smooth routine, and for being able to respond to change daily, weekly, and a year from now. We are rolling up our sleeves and getting to it, and hoping our lessons can be helpful other clubs.



Save the Date

May 28—May 31, 2015



In May of 2015, we will return to the Greensboro Airport Marriott for our Annual State Convention. This is the hotel where we enjoyed the convention in 2013. The property is centrally located in the state, and has easy access from Interstate 40. More details will follow, but mark your calendars, and **SAVE THE DATE!**

(No this is not Memorial Day Weekend. Memorial Day falls on the 25th of May in 2015)
