



Managing the Business of BPW/NC

Pat Sledge, President BPW/NC 2014-15

W

hat's that old quote from Robert Burns' poem "To a Mouse"? "The

best laid schemes of Mice and Men oft go awry".

The meaning of which is that no matter how much we plan and work,

sometimes things just don't go as expected.

In other words, prepare to be flexible and

have a Plan B to fall back on. The second

line of the stanza says, "And leave us nothing

but grief and pain, for promised joy! I don't

believe that that line applies to my work for

BPW this year, but some days I seem to be

spinning my wheels and not getting where I

hoped to be as your President by this time.

The next few weeks and months are going

to be full of work and joy. In February, we

will be represented at the NCWU **Women's Advocacy Day** in Raleigh, and

all interested members are invited to attend. (See **more Information** at www.bpw-nc.org).

BPW/NC will be represented at the planning session for **NC Women Matter** and a meeting with leaders from across the state for **Ratify ERA-NC**. I've signed onto

letters which have been sent to both parties of our

NC Legislative representatives encouraging them to bring a bill to the floor of the General Assembly for the Equal Rights Amendment.

The **WEE** (Women Empowered and Enlightened event) is scheduled for March 6th and 7th, thanks to the work of Nashville and Rocky Mount BPW Clubs.

See the flier in this issue for details and register on our website. They have planned a great program for our group on Friday night starting off with the Nashville Opry, an annual event for the community and Saturday Great Speakers, the Career Woman of the Year luncheon and a fashion show. These ladies have negotiated a great rate for the overnight lodging with a full breakfast included! **Don't miss this weekend.**

Work is underway to bring together the plans for our Annual State Convention to be held in Greensboro on May 28-30, 2015. Save the Date!

Additional training opportunities with **AAUW** for **\$mart \$tart** will be offered in February. These are being scheduled at Triad area colleges. Our first members trained will be invited to observe the sessions and we may be able to add more BPW members to the training. (continued on Pg. 2.)

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)

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

(Managing ...cont.)

Contact president@bpw-nc.org if you have an interest in this program or becoming a facilitator.

At the beginning of my term, I distributed a document, and posted it on the state website with suggested programs for the year. As an update, that information for the months of February and March are offered here. If you are looking for ideas, see the excerpt here or access the full document at [Suggestions for programs](#).

I hope that you have put some of the suggestions offered to good use. My goal for the year is to make a difference in the lives of the women within our circle of influence. As you can see, we are partnering with other women's groups to make our voices heard and to add our voice to strengthen the message of Women Helping Women. My theme has been Empowered, Enlightened with Purpose and Teamwork for BPW/NC. We still have five months of this BPW/NC year left. There is still time to accomplish much if we put our efforts into the plans that sometimes get a bit sidetracked. We can finish our journey without grief, pain or regret. There is joy to be had in knowing that our purpose, even if it was Plan B has merit and made the best of the flexibility that is necessary.

February and March Club Program Ideas

February	Personal	BPW Foundation Month – Make a special donation to support Research & Programming American Heart Month – Educate women on the importance of heart health. Visit www.goredforwomen.org for tips and tools. Hold a Go Red for Women Event in your area.
	Professional	Attend the WEE Event- March 6 and 7th , Hosted by Nashville and Rocky Mount BPW
	Political	Lobby Day –have your voice heard! Women's Advocacy Day in Raleigh, February 24th. North Carolina Women United invites BPW/NC members to the Women's Advocacy Day event on Tuesday, February 24th from 8:30 am to 2:00 pm. Learn the basics of advocacy and about local and state issues that affect women. Meet with legislators and discuss the issues you care about most. Get to know women's groups from across the state and learn how to get involved.
March	Personal	Women's History Month – Celebrate Misbehavin' Women in your life And/or community who are impacting the future. National Osteoporosis Awareness and Prevention Month – Promote the importance of bone density for women at all ages
	Political	Check with your local Board of Elections about any upcoming elections. Consider applying for a board.
	Professional	Develop your Personal Mission Statement for Life- see this free website to build your Personal Mission Statement to help clarify what you want out of life ...advance your career, earn more money, and get inspired. http://www.nightingale.com/personal-mission-statement/ Celebrate spring by becoming a mentor! Visit BPWFoundation Joining Forces Mentoring Plus to learn how you can help. http://www.joiningforcesmentoringplus.org/



The Balancing Act and Considering Priorities

Marsha Riibner-Cady, President Elect



I recently celebrated my 53rd birthday with my husband, stepdaughter and her husband. They have been married 2 years and are now considering starting a family. They both have good jobs, he is a plastics engineer and she sells medical devices. They have a lovely home and are very happy. She has been asked to be in a wedding in August. She is considering postponing starting or trying to start her family until after the wedding so that she can have a good time at the party. Huh?

My question, in my head, because I wouldn't ask her out loud was where are your priorities? Do you want to be a parent or is it just a cool thing to do now that many of your friends are married and having children? A child is not like your pet dog. You can't put it in the crate and shut the door and check on it when you get home. Does it scare you that you are going to be 33 soon and that perhaps getting pregnant won't be as easy as you think?

On top of it, she wants it all. She wants the child and she wants to keep her job. She wants to be there for the child and knows she can do it all. How many of us have been there and done that? Maybe her wonderful husband will pitch in and pick up the slack. Maybe she really has a great boss who will let her work part time. What happens when the football game comes on and dad doesn't want to care for the child? What happens when her sales drop, will the company keep her? By the way, she lives in Virginia, no ERA there...

So I started thinking about my priorities with BPW. Luckily my children are grown, well mostly, and are in college somewhat on their own. I do have a job with a boss that requires me to be present Monday through Friday until 6pm. That will make out of town, mid-week meetings almost impossible for me to attend. I wonder if I will be able to find "ambassadors" to help me share the state BPW vision with the local clubs

I think I'll bring you up to date on some of the things I've been thinking about for 2015-16, when I become president. I guess that sounded a bit presumptuous of me. If someone else wants to run for the office, I think it's great. I'll probably even vote for you! Meanwhile I'm going with the assumption that it will be me. So, I know I need to appoint some board members. Are you interested in being on my board? Let me know what you think you would like to do. I'm sure I'll find something that uses your current skills. I might challenge you to step a little outside of your comfort

zone and try something new!

Here is a little warning; I'm a bit of an out of the box thinker. I also tend to look at things as a scientist, it's what I was trained to do so many years ago and it stuck. That being said, I have a theme, however only a few people know it, so it will be a surprise to most of you. It has to do with connections and that's all I'm going to say about that!

Marty, our governance chair and current president of the Virginia Dare Club, has accompanied me on 2 visits to a potential state conference location for 2016 on the Outer Banks. Details are still being worked out, so we will let you know, hopefully by the state convention in May.

I have bought a dress for my induction. I had to tell you this because I'm sure you were concerned that I would have nothing to wear. I also read an article in the Wall Street Journal on January 22, 2015. The article was entitled "Makeup's Bare-Faced Pitch." What I read made me extremely happy. Since I have been going through menopause for 15 years... Look I'm not really trying to scare the youngsters in the group, but the truth is that I have hot flashes. I don't glow, I sweat, and it pours off me. So I am happy to report that according to the article we are supposed to wear some makeup, but we are not supposed to look made up. I hope that this makes everyone feel better. They do recommend good skin care products so that your skin looks healthy. I'm an Arbonne consultant and I get 35% off anything I buy. I'll share my discount with all my BPW sisters; just let me know what you want. You pay for your shipping.

Alright, so now that you sort of know where the 2016 convention will be held, something about the theme, I have a dress and no makeup what else should I say?

That brings me to the question of where are your priorities when it comes to BPW? Do you donate to the Foundation? Are you willing to help at your club level? How about taking a position at state? The bottom line is that I want to know what you want. Where do you see the BPW going? How will we move forward to stay relevant, serve all the generations of women, and accomplish our mission? It's going to take a team approach. What would you like to do? Call me at 252-423-0819 or e-mail me at romar-sci@gmail.com. Let's talk and see where you want to be. See you at the WEE!

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

* * *

BPW Scholarships Available

by Carol Ambrose, Vice President

Its scholarship time again! Clubs around the state are sharing information on their local scholarships. Did you know that the Foundation of Business and Professional Women of North Carolina (BPW/NC) also offers scholarships? Please help promote these scholarships as you are promoting your local club scholarships. The application is found on the BPW-NC.org website under BPW Foundation click Educational Scholarships.

The basic requirements are:

Applicants must be female, citizens of the US and attend a community college, college, or university accredited by the Southern Association of College and Schools. Applications are due by April 15, 2015. The Scholarship Committee will advise applicants of their decision by May 15, 2015. Recipients will be invited to attend the Foundation Luncheon at State Conference to be held in Greensboro, NC on Saturday, May 30, 2015. Incomplete or late applications will be disqualified. Scholarship questions should be directed to Carol Ambrose, BPW/NC Scholarship Chair by phone at (704) 362-2066 or by email at carolambrose@mindspring.com.

To find more information and to receive an application, please visit our website at: http://www.bpw-nc.org/Educational_Scholarship

BPW/NC Foundation Scholarship (One thousand (\$1,000) dollar scholarships)

The BPW/NC Foundation Scholarship was created in 1996 by the BPW/NC Foundation Board of Directors. In June 2015, the BPW/NC Foundation will award scholarships in the amount of \$1,000 each.

Qualifications for a woman who wishes to be a candidate must:

- Be currently enrolled in either an accredited community college or a four-year college/university in the freshman, sophomore, or junior year or graduate study.
- Require financial assistance to obtain goals.
- Have a definite career plan.

Elsie G. Riddick Scholarship (One thousand (\$1,000) dollar scholarship)

Established in 1925, the Elsie G. Riddick Scholarship is named for one of the first BPW/NC Presidents. Since 1972, it has been administered as a scholarship fund. In June 2015, the Elsie G. Riddick Scholarship will be in the amount of \$1,000

Qualifications for a woman who wishes to be a candidate must:

- Be currently enrolled in either an accredited community college or a four-year college/university in the freshman, sophomore, or junior year or graduate study.
- Require financial assistance to obtain goals.
- Have a definite career plan.

(Continued on page 5)

BPW Scholarships Available

(continued from page 4)

Ruth Moss Easterling Scholarship (One thousand (\$1,000) dollar scholarship)

Established in 1995, the Ruth Moss Easterling Scholarship was named for Ruth, BPW/NC 1964-1965 State President, and 1970-1971 National President. Elected to the North Carolina Legislature in 1976, she served in the North Carolina House of Representatives for thirteen terms, retiring in 2002 at the age of ninety-two. She was a staunch advocate for women's rights and was instrumental in establishing the Commission on the Status of Women. In 2007, Governor Bev Perdue signed a joint resolution honoring the contributions to society, particularly legislation benefiting women and children. In June 2014, the Ruth Moss Easterling Scholarship will be in the amount of \$1,000.

A woman who wishes to be a candidate must:

- Be currently enrolled in either an accredited community college or a four-year college in law (to include legal secretary) or public administration or political science.
- Require financial assistance to obtain goals.
- Have a definite career plan.

Joyce V. Lawrence Scholarship (One thousand (\$1,000) dollar scholarship)

This is the inaugural Joyce V. Lawrence Scholarship, named for the BPW/NC 1986-1987 State President. Previously named the Joyce V. Lawrence Endowment, the Foundation Board of Directors took action in June 2009, to designate the fund the Joyce V. Lawrence Scholarship Fund to facilitate awarding a scholarship at a time when the need is so great. Dr. Lawrence was Dean of the Appalachian State University's Cratis D. Williams Graduate School from 1980-1996. She served as Dean when few women occupied academic administrative positions. Well-known statewide and nationally as one of the pioneers in graduate education, she spent a lifetime promoting scholarships and research. In June 2015, the Joyce Lawrence Scholarship will be in the amount of \$1,000.

A woman who wishes to be a candidate must:

- Be currently enrolled in either an accredited community college or a four-year college in a major related to the field of education.
- Require financial assistance to obtain goals.
- Have a definite career plan.

BPW/NC Foundation

Faye Painter, Foundation Chair

Wow - seven months of this BPW year have passed and soon we will be gathering for State Conference. It has been a privilege to serve as Foundation Chair. Thanks to the members of the Foundation Board for their continual support and assistance.

Varnell Kinnin, in her previous Foundation articles, provided information about the Scholarship Program. Again this year we will award 10 (ten) \$1,000 scholarships. Carol Ambrose, Scholarship Chair, has simplified the instructions and the scholarship application forms. These are posted to the BPW/NC website for applicants to complete and mail to Carol by April 15. The recipients will be announced during the Foundation Annual meeting at State Conference in May.

A purpose of BPW is to assist women in their personal and professional endeavors through education. The Scholarship Program does this by offering financial aid to help women further their education thus making it easier to re-enter or join the workforce.

We encourage clubs and members to monetarily contribute to BPW/NC Foundation to ensure the continuance of the Scholarship Program. Some members and clubs have donated already and we extend our sincere appreciation.

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.

Business and Professional Women of North Carolina, Inc.
presents

2015 Women Empowered and Enlightened Event (WEE)

March 6-7, 2015

Rocky Mount, NC

TARGETING

Taking a look at the roles women and their involvement play



March 6 - Friday Night Fun

Nashville BPW Opry 6:00 - 10:00 PM

Nash Arts Center, Nashville, NC

Saturday, March 7 Dortches Baptist Church Family Life Center

8:30 AM - Registration

9:00 AM - Opening

The Color of Your Personality and Its Relationship to Others

A Look at Where We Have Been and Where We Are

Where Do We Go From Here and How ARE We Going to Get There

12:30 PM **North Carolina Career Woman of the Year Luncheon & Fashion Show**

Registration - BPW Members - \$35 Non Members \$45

(Includes admission to Nashville Opry, WEE Event and CWOY Luncheon)

Rooms at Country Inn Suites, By Carlson in Rocky Mount, NC

672 English Road, Rocky Mount, NC 27804 (252) 442-0500

\$66 per night - includes breakfast *Ask for the BPW rate.*

2015 WEE REGISTRATION

NAME _____

ADDRESS _____

E-MAIL _____

PHONE (H) _____ (C) _____

BPW MEMBER? YES ___ NO ___ CLUB _____

Register and Pay Online with PayPal or Mail your Registration to:

Linda Hardy, 221 Brentwood Drive, Rocky Mount, NC 27804

Postmarked by February 25, 2015



Membership Contest in Full Swing

By Linda Hardy, Membership Chair

Membership is the backbone of a great organization. The more members it has, the greater its voice. Business and Professional Women has a long tradition of being an organization worth listening to on issues. Now is the time to make sure our voice is not lost. One way of doing this is to increase our membership so our leaders can promise that the positions they advocate are backed up by a large group of people; people who vote, people who have influence, dedicated people who refuse to be ignored.

When was the last time you did something to increase membership? Have you mentioned BPW to a friend? Have you invited a co-worker to a meeting? Have you blogged or used other social media to let people know about BPW and what it stands for?

We are now half way through the 2014-2015 BPW year and the addition of new members is lagging behind last year.

Considering the numerous benefits of membership: networking, individual development, and mutual support to name a few, you owe it to your friends and co-workers to introduce them to this wonderful organization.

We are currently in a contest for sponsoring new members. Like last year the person responsible for bringing in the most new members during the 2014-2015 year will be given a full paid registration to the 2015 Convention in Greensboro. The second highest person will receive 75% off the convention registration and the third highest will receive 50% off convention registration. (In case of a tie, a drawing will be made to determine who receives each prize.) Since the convention is earlier this year, the deadline for this contest will be April 15, 2015. At this time the opportunity to win this contest is still wide open. No member seems to have gone on a one-person membership drive like we saw last year.

Don't let BPW remain one of the best kept secrets. Spread the word and introduce your friends, neighbors and co-workers to Business and Professional Women.



Calling All BPW/NC Members: BPW/NC Virtual Club February Meeting

Please join the Virtual Club for a presentation on the NC Women United Women's Agenda. We will hear from Tara Romano, President of NC Women United and others. The meeting can be taken via telephone or VOIP at your leisure in your own home. The agenda will be presented to the NC Legislature on Women's Advocacy Day, February 24th.

- When: Monday, February 16th
- Time: 7:30 p.m.—9:00 p.m.
- Register to participate at [Register for: BPW/NC Virtual Club - February](#)

Equal Rights Amendment is Alive and Kicking

By Roberta Madden
Co-Director, **RATIFY ERA-NC**

The Equal Rights Amendment, long considered a dead issue, is alive and kicking now across the nation. The recently organized ERA Coalition sponsored a major ERA rally in Washington in September. The event drew women from more than 30 states, including five BPW members from North Carolina. Our organization has been active in the national effort to persuade Congress to eliminate the deadline and is also working in several states for passage.

Legislation to ratify the amendment is moving in several states. The Illinois Senate recently passed the measure and the state House of Representatives will consider it soon. In Virginia, the state Senate has passed the ERA three times, but considerable support from House members has been unable to dislodge it from a stubborn committee. Meanwhile, other states are also actively working for passage.

In North Carolina, the Equal Rights Amendment has been a sleeping giant—but no more. The General Assembly last considered it in 1982. Rep. Carla

Cunningham of Charlotte plans to introduce it this year, and several other legislators are on record in support of the ERA. **Now is the time to urge your legislator to co-sponsor and support the ERA.**

Two statewide organizations, *RATIFY ERA-NC* and *NC4ERA*, are working together on grassroots efforts to build support in our General Assembly, as well as congressional legislation to eliminate the deadline. For information, see www.era-nc.org or contact robertamadden@era-nc.org or at 828.419.0730.



Pictured above, from left, NC Business and Professional Women president Pat Sledge, Virginia Adamson, Roberta Madden, Gail Harper, and Carol Ambrose. The BPW leaders and Madden participated in the national ERA rally in Washington, DC in September.



Unity by Virginia Adamson, Parliamentarian

In the current climate where our news media doesn't often report both sides of the story and our politicians don't know how to compromise, it is important to remember the unity that Mary Stewart thought about for women when she wrote the Collect in 1904. I have a copy on my desk. As I read it each day, I remember the many women who have worked together over the last 167 years to bring about women's suffrage and those who continue the fight for pay equity and equal rights. "...that in the big things of life we are at one."

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

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

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

May we never be hasty in judgment and
always generous.

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

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

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

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

—Mary Stewart 1904

You're invited to
Women's Advocacy Day 2015

#NCWomenUnited

Tuesday, February 24th from 8:30am to 2:00pm.
(Program from 9am to 11am)

Learn the basics of advocacy and
about local and state issues that affect women.

Meet with legislators and
discuss the issues you care about most.

Get to know women's groups from across the state and
learn how to get involved.

Special Keynote Speaker
Dream Hampton



**Writer, Award
Winning Filmmaker,
and Cultural Producer**

Legislative Auditorium
16 West Jones Street
Raleigh, NC 27601

**Register today at
www.ncwu.org/wad2015**

Twitter @NCWU #NCWomenUnited
Facebook.com/ncwomenunited

**N|WOMEN
C|UNITED**

info@ncwu.org | (866) 518-7657