

Planning the Journey, Charting the Progress, Celebrating Your Arrival

Pat Sledge, President BPW/NC 2014-15



Some years ago, I read Stephen Covey's book the 7 Habits of High Effective People and some of those principles come back to me

often. One of the chapters was called "Begin with the End in Sight". It spoke to imagining what your life could be, where you could go in life, and the legacy you might leave or the imprint you made on those whose lives you touched.

During this year as your BPW/NC President, I've had the opportunity to examine my journey and the plans I had laid out for leadership of this group of powerful, dedicated women who help to shape the future of our clubs, communities and families across our state. A former BPW/NC President asked me recently if I had been able to accomplish any of the goals that I had set for this year, and with reflection, I was able to say, "Yes, I have".

The Virtual Club meeting in February focused on the North Carolina Women United 2015 Legislative Agenda. We shared information to our members as well as to AAUW and NCWU coalition members who joined the online webinar. Ratify ERA-NC co-founder Roberta Madden and NCWU President, Tara Romano and I worked with the Task Force members, Virginia Adamson and Vilma Betancourt-O'Day for the presentation. Several BPW/NC members went to Raleigh on February 24th for Advocacy Day only to have the event cancelled due to an unexpected snowfall. We will have another chance to make an impact on our elected officials on the rescheduled date which is April 21, 2015. You can register here. Women's Advocacy Day and read the legislative agenda at [2015 NCWU Legislative Agenda](#).

The March Virtual meeting featured an amazing women, Dr. Sharon Hadary, the author of How Women Lead, the 8 Essential Strategies Successful Women Know. The Virtual Club is a benefit to our members that is currently available at no additional charge with your paid membership. If you haven't attended one of them yet, be sure to check out the next one. See our website bpw-nc.org for topics and registration information. If you are interested in joining the Facebook group for the Virtual Club, contact us for an invitation to the private group page. Dr. Hadary's presentation is posted there.

Speaking of great programs, the WEE event, hosted by the Nashville and Rocky Mount BPW clubs earlier this month provided members who attended insights into working with others who may see things differently from us. We had an opportunity to learn from one of our State Legislators, Rep. Bobbie Richardson, about how we can work together to get more women into elected positions and from the Nash County League of Women Voters on how the expansion of health care to uninsured citizens of North Carolina would be a win-win proposition for our state. The Nashville Opry had some standout groups performing again this year. I really liked the three sisters who made up a vocal group called "The Eyes of Emiline". Watch for them as rising stars.

In a few short weeks, we will celebrate our arrival at the Annual State Convention in Greensboro. Registration is open with details on the state website. I am excited to let you know of some of the plans and events you will experience when you join us at the



2014 – 2015

BPW/NC

Leadership Team

BPW/NC Executive
Committee

President:

Patricia Sledge

President-Elect:

Marsha Riibner-Cady

Vice President:

Carol Ambrose

Treasurer:

Martha Hamed

Secretary:

Elva Graham

Past

State President:

Mimi Zelman

Parliamentarian:

Virginia Adamson

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

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Greensboro-High Point Airport Marriott. Dr. Jo Naylor is serving as the convention chair along with the BPW Triad members among others. Some excellent speakers and seminar leaders will be part of the two day Convention.

The Foundation will be a sponsor for a keynote speaker, Carole Tarrant, who said in a short blurb about herself, "One day, Carole Tarrant was a successful journalist -- the rare woman leading a daily newspaper as editor. The next she was out of work, thanks to a corporate shuffle. Recently divorced, mother of a 12-year-old son, Tarrant faced a pileup of stress. In this presentation, she tells of the guideposts she followed in establishing a new life and career after age 50." April Gonzalez, the Economic Development Specialist for the North Carolina Region of the Small Business Administration will open the Friday luncheon. April will bring us information on business opportunities and entrepreneurship for women. We will have interactive workshops on both Friday and Saturday with career coaches and published authors. Look for sessions on optimizing social media for your life, business and

career relationships; Goal setting and Creating a Vision board for your life journey.

And wait, there's more....We will have some fun activities; auctions for the Foundation and the Federation and we'll take care of the business of both groups. And of course the election and installation of the new officers for 2015-16 will occur. Watch for the full agenda to be published, but don't wait, early bird registration offers a great savings opportunity. When you come to the annual convention, you will leave with new ideas, knowledge, new friends and a sense of the larger scope of what BPW is all about and what your membership in this group can bring to your life. At the beginning of my journey this year, I began with the end in sight. Come along with me and celebrate the arrival at our exciting Convention. Become **Empowered, Enlightened with Purpose and Teamwork for BPW/NC.**

The Formula for Success: **E² + P + T = BPW/NC**



Career Woman of the Year

Jo Naylor, Career Woman of the Year Chair

It is my pleasure as this year's Career Woman of the Year Chair to announce that...BPW/NC's Career Woman of the Year is Cherri Walston!

Cherri Walston is a Corporate Trainer for Market America, Inc. She provides leadership development training and coaching in Greensboro, NC. Cherri is a member of BPW of the Triad. She is a member of SHEnergy Triad. Cherri is the author of HER Exit Strategy: A Working Woman's Freedom Plan to Live Your Big Vision. She provides mentorship to teen girls and aspiring women entrepreneurs.

Cherri will be a presenter at the BPW/NC State Convention in Greensboro in May!



Pictured from left to right Jo Naylor, CWOY Chair, Cherri Walston, 2014-15 Career Woman of the Year, and Pat Sledge, BPW/NC State President

Apply NOW: Women Joining Forces Grant

Crystal Williams,
BPW NC Women Joining Forces Chair

BPW NC Women Joining Forces Grant is Open for Applications!!

It has been another magical year chairing the Women Joining Forces program for BPW NC. For the second year we are planning to award a non-repayable \$500 grant to a deserving women veteran; during the BPW NC state convention.

We were able to fund the grant again this year with proceeds from the sale of women joining forces bracelets! Thank you to all who bought bracelets!

Grant applications will be accepted April 1-30th and we invite women veterans and active duty service women located in North Carolina to apply. WE NEED YOUR HELP TO GET THE WORD OUT! Please let any veterans or active duty women in NC know about this great opportunity!

The grant application form can be found by going to http://bpw-nc.org/Women_Joining_Forces_BPW

Making Connections and Moving Forward

Marsha Ribner-Cady, President Elect



Convention is 2 months away. Being the green person I am, I'll discuss that later, I have re-searched the positions I need to fill on the board and am now looking for people interested in filling them. Would you like a position on the North Carolina BPW board? Do you know someone who does? My contact information is listed below. Let's connect and discuss the possibilities.

In exploring ideas for my platform and what I want to accomplish during my year as president, I want to hear from you.

Why did you join BPW?

What keeps you coming back?

Where should the North Carolina Business and Professional Women's Club go from this point forward?

Seriously, I want to hear from you. For every response I get, I will donate \$1 to NC-BPW. That could break my budget, but I'm serious. I want your feedback.

Let me tell you why I joined. At the time, I was the membership specialist for the Girl Scouts. I was required to find adult volunteers. I felt that BPW was where I could find some help for the girls. I got help, but in a whole different way. I found women who were not in my industry who had gone through some of the same things I was going through. Bosses who dictated what needed to be done, without a thought of how to accomplish the task. Many of the BPW members worked irregular hours like I did. Many had issues juggling family obligations. The thing I found in BPW was support from other working women and women who had worked but are now retired. Some had their own business, some worked for others, and some were trying to get back into the work force after taking care of small children or aging parents. The best part of BPW is the connections I made with other members. Some became mentors. I hope I have been helpful to some of the members I have encountered.

The programs I have attended, like the WEE in Rocky Mount, have been absolutely wonderful. I'm sending a big thank you to the Nashville and Rocky Mount Clubs for the program they recently hosted. I learned a lot about myself that day. I took the personality color test, yes I'm very green. I gave the test to my staff. Some of the results were predictable, others not so much. It helped me understand them and I hope, they understand me a bit better.

Now back to making connections. I will be in New York City prior to the convention. My eldest son will be graduating with his master's degree in mechanical engineering with an emphasis in robotics on Wednesday May 27. My hope is that he will have a job lined up by this time. He has had the opportunity to sit in on the program "Start Smart." He knew it was for women, however I "insisted" he attend the program, mostly because I wanted to hear feedback from a male. He told me it was quite helpful. We will see how well he negotiates for his first salary.

In order for me to get to convention, several connections have to be made. At about 4:30am on Thursday, May 28, I will be walking about 6 blocks to catch a bus in Astoria, Queens NY. That bus takes me to LaGuardia Airport where I will catch a plane that will take me to Atlanta. There I have to make the connection to Raleigh. In Raleigh, I will connect with Marty, as she drives past. She will drive me the remainder of the way to Greensboro. I suspect that the only mode of land transportation I won't be taking that day will be a train.

Will you connect with me and answer my 3 questions? Will you connect with me to offer your services on the board? Will you attend the 2015 convention? Call me at 252-423-0819 or e-mail me at romarsci@gmail.com. I'm looking forward to hearing from you and seeing you at the convention in Greensboro in May.



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

* * * *

Board of Trustees Update

Mary Alice Wells , Board of Trustees Chair

Greetings from the Board of Trustees. We will soon be meeting in Greensboro for our annual meeting. I hope you are planning to attend. Ladies, to get something accomplished we have to be in attendance at the meetings so all voices can be heard. We are the voice of working women so we should make sure our voices are heard.

We have replaced the stove at BPW Headquarters and we also have a new Edwards Jones representative. She is in the High Point office and attended our WEE event. Her name is Rhonda Lester and she gave a wonderful presentation with input from those present. I am sure our President is working on having her become a member.

The Board of Trustee is an important part of BPW as they look after the finances of Trustee funds, and have the responsibility of looking over the Federation Funds to make sure all things are correct. I am looking forward to seeing you at our annual conference.

ERA Update

EQUAL RIGHTS AMENDMENT MOVING ACROSS NATION AND IN NC by, Roberta Madden

The Equal Rights Amendment, long considered a dead issue, is alive and kicking now. For the first time since 1982, the North Carolina General Assembly will consider the ERA this year. Rep. Carla Cunningham of Charlotte has introduced House Bill 166, which now has four primary sponsors and 28 cosponsors—in all, nearly a third of the House members. The measure has been referred to House Judiciary 1 Committee. Senators Floyd McKissick and Terry Van Duyn have introduced a similar measure, Senate Bill 184, which now has two cosponsors. It has been assigned to the Senate Rules Committee, which is not considered friendly to the legislation (an understatement).

An excellent front-page article in the Asheville *Citizen-Times* recently highlighted current North Carolina efforts to enshrine gender equality in the U.S. Constitution.

The national ERA Coalition, recently organized, sponsored a major ERA rally in Washington last fall. The event drew women from more than 30 states, including several BPW members from North Carolina. Meanwhile legislation to ratify the amendment is moving in Illinois, Virginia, Florida, North Carolina, and Nevada.

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

Deadlines for Membership Awards Are Almost Here

Linda Hardy, Membership Chair



Since State Convention is early this year, the deadline for membership awards has been moved to April 30th. Luckily, there are no reports or applications that need to be submitted in order to win these awards. What you do need to do, though, is check your club membership rolls to make sure that they agree with the information on the state database. Within the next week, your treasurer and/or membership chair will be receiving the latest information the state has concerning membership. If there are any discrepancies, please notify me immediately so we will be using the correct information to determine these awards.

There are numerous membership awards. One deals with the number of new members a club has for the fiscal year. Another is given for the highest percentage of club membership increase in the year. A third deals with the percent of retention of a club's members. For individuals there are also numerous awards for those who have worked to spread BPW. There is recognition for the persons who have sponsored the most new members, for those who have sponsored three new members and another for anyone who has brought in two members. It is not too late for individual members to qualify for these awards. If, however, sponsors of new members were not given the proper credit when the new members' paperwork was submitted, time is running out to get that information reported.

On the same subject, I would like to remind everyone of the membership contest that has been in effect again this year. The individual 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.) The deadline for this contest also will be April 30, 2015.

Also, please remember that, in these final days before state convention, membership information should be sent to Linda Hardy, Membership Chair, as well as to our new treasurer, Marty Hamed.

Golden Key Club Interim Action from March 7, 2015

- Approved the proposed bylaw change be presented for consideration at the annual meeting.

Current Bylaw

Article VIII, Section 7

Section 7: Regular meetings of the Foundation Board shall be held a minimum of once per quarter, at a time, method and place designated by the Chair.

- Special Meetings of the Foundation Board of Directors may be held when called by the Foundation Chair, with seven (7) days written notice. Such notice must designate time, place, and purpose of the meeting and be given at least seven (7) days in advance of the date for which the meeting is called.

Proposed Bylaw Change

Article VIII, Section 7

Section 7: **At least three regular meetings of the Foundation Board shall be held each year (preferably to coincide with scheduled meetings of the Federation Board)** at a time, method, and place designated by the chair.

- Special Meetings of the Foundation Board of Directors may be held when called by the Foundation Chair, with seven (7) days written notice. Such notice must designate time, place, and purpose of the meeting and be given at least seven (7) days in advance of the date for which the meeting is called.

Rationale: To bring the bylaws into congruence with the current meeting schedule of the Foundation Board of Directors.

Special Committee Chairs

Board of Trustees:

Mary Alice Wells

Awards:

Susan Benton Wilson

Career Woman of the Year:

Dr. 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:

Dr. Jo Naylor

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.



2015 BPW/NC STATE CONVENTION

May 28-30, 2015

Formula for Success: $E^2 + P + T = BPW$

Enlightened, Empowered with Purpose and Teamwork



Greensboro-High Point Marriott Airport

One Marriott Drive, Greensboro, NC 27409

The **2015 Annual Convention** of the Federation of North Carolina Business and Professional Women's Clubs' Inc. (BPW/NC) will be held in Greensboro, NC on May 28- 30th, 2015 at the Greensboro -High Point Marriott Airport. Our mission is to provide professional and personal growth opportunities and to promote equity for North Carolina women in the workplace. Business and professional women from across the state will conduct business, network and attend workshops and forums to increase their knowledge and leadership abilities.

Registration Deadlines

Early registration deadline: April 24, 2015

Special conference rate for hotel rooms deadline: May 7, 2015

Registrations after May 11, 2015 and on- site registrations are subject to availability for meals.

Convention Events

Thursday, May 28, 2015	7:30 pm – 9:00 pm	Federation EC Meeting
Friday, May 29, 2015	8:30 am – 12:00 pm	Board Meetings and YC Interviews
	11:00 am – 12:00 pm	Registration
	12:00 pm – 11:00 pm	Convention
Saturday, May 30, 2015	8:00 am – 9:00 am	Registration
	9:00 am – 11:00 pm	Convention
Sunday, May 31, 2015	9:00 am – 10:00 am	Federation EC Meeting

We Welcome Everyone Who Supports Working Women

The programs and workshops have been selected to appeal to working women, not just BPW members.

Conference Fees

Anyone attending any Conference function (meals, business sessions, workshops, Friday's seminars, and/or special event) must pay a conference fee. Options for State Conference are:

The **Complete Conference Fee** includes admission to the Friday Seminars, Federation and Foundation business sessions, all workshops, four meals, Hospitality Suite, and the Young Careerist competition. Additionally, Full breakfast for attendees staying in the Convention Hotel is included.

The **Friday Fee** includes admission to the Friday seminars with Friday luncheon, the Keynote Dinner, one Federation business session, and Hospitality Suite.

The **Saturday Conference Fee** includes admission to the Friday Keynote Dinner, all Federation and Foundation business sessions, Saturday workshops, Saturday breakfast, Awards Luncheon, the Installation Banquet, Hospitality Suite, and the Young Careerist competition.

First-Time Attendees

Congratulations on your next step in getting involved in BPW! We'd like to reward you (BPW members only) with a discount on the Complete Conference Fee.

First timers (cont.)

Be sure to review the "FAQ for First-Time Attendees" ,which you'll receive with your confirmation, for helpful tips on attending State Conference.

Confirmation

An e-mail confirming receipt of your registration will be sent to you no later than May 12, 2015. There will be more information in that e-mail to prepare you for your State Conference experience.

Meals

Meals are provided at State Conference (included in various conference fees). Light refreshments will be provided in the Hospitality Room during the hours it is open.

Keynote Luncheon, Friday noon

* Keynote Dinner, Friday night

Breakfast, Friday and Saturday morning for hotel registered attendees.

* Foundation Luncheon, Saturday afternoon

* Installation Banquet, Saturday night

Members may purchase tickets for their attending family and guests for the meals above marked *. These meal tickets must be purchased at the same time as the member registers.

Sponsorships and Advertising

There are many opportunities to support the State Convention.

Are you able to sponsor our ***printed Convention Program***? If so, please fill in the section on the registration form, and then look for your name as a sponsor in the Program.

Would your company or association ***sponsor one of our Convention events***? See the Sponsor Letter and Sponsorship Form to see how you may help this be our best convention yet.

Does your company or Local Club want to ***advertise in our Convention Program***? Very reasonable rates are available to reach our members from across the entire state of North Carolina. See the Program Advertising Contract for details.

Refund/Cancellation Policy

Individual cancellation requests must be made in writing to the BPW/NC Annual Convention Chair, Dr. Jo Naylor, E-mail: joccbpw@yahoo.com no later than May 1, 2015. Cancellation requests received after May 1, 2015 will forfeit all fees. Please note that your registration may be transferred to someone else, if you find you are unable to attend convention.

Registration Policy

There are only 120 spaces available for the Conference. Registration begins immediately.

Register Online using PayPal at <http://www.BPW-NC.org> or **Mail completed registration form and full payment to Martha Hamed, BPW/NC Treasurer, 105 Ballast Point Drive. Manteo, NC 27954. Registrations must be made online or postmarked no later than April 24, 2015 to receive the early registration price.** Those who prefer registering at the last minute will pay for that luxury. **Registration onsite will be open only if spaces are available.** All fees must be paid by personal check, cashier's check, or money order, made payable to: BPW/NC State Conference Fund.

<i>Registration Options</i>	<i>BPW/NC Member Early Registration postmarked on or before April 24, 2015</i>	<i>BPW/NC Member Late Registration postmarked after April 24, 2015, or On-site</i>	<i>Non-Member</i>
<i>Complete Conference</i>	<i>\$150</i>	<i>\$195</i>	<i>\$250</i>
<i>First Time Attendee Complete Conference / Full time Student</i>	<i>\$140</i>		
<i>Friday Only</i>	<i>\$145</i>	<i>\$175</i>	<i>\$185</i>
<i>Saturday Conference</i>	<i>\$165</i>	<i>\$190</i>	<i>\$200</i>
<i>* Keynote Dinner * Awards Luncheon * Installation Banquet</i>			

The Greensboro–High Point Airport Marriott has been selected as the Convention Hotel. Special BPW/NC Convention Room Rates have been obtained for members and guests. The daily rate which includes a full breakfast for up to 4 persons per room is **\$109.00** plus tax.

[Make your room reservation today. Click here.](#)

FUNdraising for the BPW/NC Federation

Are you a **S**uperwoman type, or maybe
a **f**lowerchild is more your groove? Are
you into **S**ports and **a**thletics or are
you a **g**irly, girl



Prototype for BPW Support the Girls is the creation of Dr. Jo Naylor.



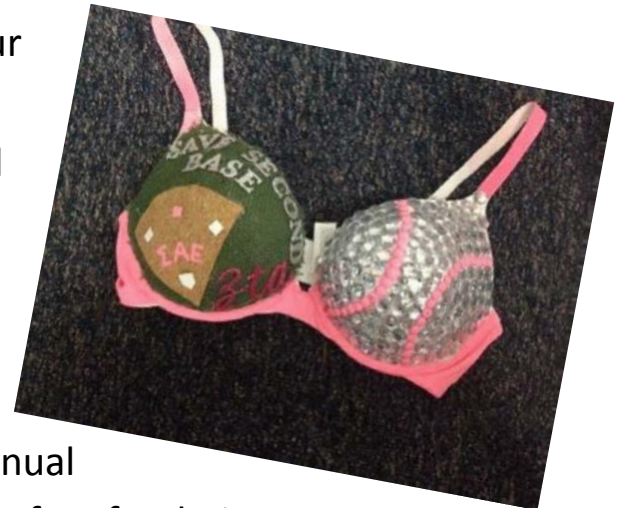
kind of gal?
Maybe the
activist is
more Your
signature
style.



Whatever your
choice, **get**
creative and
bring a
decorated
bra to
the



BPW/NC Annual



Convention for a fun, fundraiser to

Support the Girls!

Please mount your piece of art in a shadowbox frame that's ready to hang.

BPW FUNdraising for Foundation

Varnell Kinnin, BPW/NC Green and Gold Chair

WOW how times flies! It seems just like yesterday that we were at the convention in Charlotte. And with that thought, I will get right to it.



In the December Tar Heel Woman, I asked everyone to send in their “yearend” tax deductible donation to Foundation. At conference last year, the members that sent theirs in early got a special treat. We’ll take money anytime so don’t forget to donate to Foundation Green and Gold.

Now for this year at conference, I am asking each BPW Club to bring a theme gift basket. (I love bidding on them.)

I am so excited about conference this year and all the fun we are going to have raising funds for Foundation. I love going to conference to meet new people, see my old friends and reenergize myself in BPW.



In addition to the baskets for the Foundation Green and Gold, BPW/NC President will be holding a fund raiser for the Federation she’s calling “Support the Girls” where bras turned into works of art by BPW clubs, will be auctioned off. Look for information about that in this issue of Tar Heel Woman.

And finally, ladies start budgeting for the bargains you will find at conference. I know I have.

See you at State Conference for some BPW FUNdraising!

