

Tar Heel Woman

A publication of the North Carolina Federation of Business and Professional Women's

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2009 - 2010

BPW/NC

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Elliott

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BPW/NC

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Foundation (USA):
Available

Membership:
Kacey Case Smith

Legislative: Pat Sledge

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Susan Benton-Wilson

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President's Message Joanna Moses-Elliott

Greetings to all - Happy Summer Memories.

It is with much excitement that I follow Michelle at the helm of such a wonderful organization....Our members, along with other stakeholders, are in support of working women. When I read the great stories of the birth of this organization, I realize that it was with deliberate intent that we were formed. We serve a high purpose with great value to the lives of women, future generations, the economic survival of our nation, and to society at large.

Today, we are challenged, and our history shows that we have been tasked because we are best to address the challenges. We have shown ourselves to be really good at that. This year is the new beginning of how we will define ourselves as an organization.

The item that is not so new - why we do what we do. At your club, you continue to be a beacon in your community for service and scholarship. You will be viewed as much the same, but it is my hope that you will take the opportunity to reinvent the internal way we go about business as we evolve as BPW/NC.

Change has happened at the National Level and it does impact all of us. The BPW/USA Federation has merged with the BPW/USA Foundation. This was a move that was indicated given the financial viability of the BPW/USA Federation, considering its obligations and expected financial revenue in the short term. We are fortunate that the option to merge with such a like-minded entity was possible.

There are so many things that we take for granted that could have ended for us if the merger had not happened. For many members, this end to the Federation was emotional, unexpected and some felt it controversial. No doubt, in the time we celebrate our 90th Anniversary, it will mark history.

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Membership Ideas

Rhonda Hunter, BPW/NC Vice President



Here's one idea for engaging and drawing new members into your organization. In their first year: Invite them to a quarterly roundtable lunch/dinner in small groups of 4-6 with your local's officers rotating as hostess. This can be a relaxed time spent chatting about BPW and sharing your experiences in BPW; the benefits that you have received, and about the mission and goals of BPW. This will get new members and potential new members off to a great start. The more they know; the more likely they will become not only members but active members.

When you are carrying on everyday conversations; ask the question. The question would be "**Are you a member of BPW?**" If they aren't, you can take the opportunity to tell them why they should be and of course be sure and invite them to the next meeting as your guest.



TEAM STRUCTURE BUILDS MEMBERSHIP

Effective membership through a "Team Structure"

Prospect Team Leader: a member who is assigned to send one or two e-mails to prospects (people who want more information about BPW), make sure prospected receive the e-mail and also they get an invitation to the next monthly meeting.

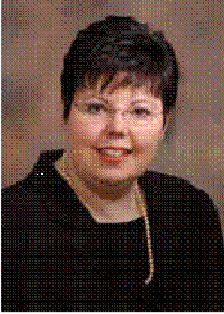
Guest Team Leader: a member who helps at the guest/member check in table before each meeting, giving out membership forms, answering questions, and most importantly making guests feel welcome.

New Member Leader: a member who send a pre-written welcome e-mail to that month's new members. The e-mail should also contain attachments, including an application with an interest indicator and general information about the new member so that the New Member Leader can help facilitate networking among the new members to encourage involvement. Include a check list of areas where they can be involved so that they can choose where they can contribute the best. It may also be a great idea to get each member to fill out these interest indicators annually and all kept in a notebook to implement facilitating networking easily.

Retention Team Leader: a member who likes to organize a few "happy hours" per year. They would make the plans and get the word out via e-mail or personal contact. An interesting twist might be a fun invitation with a bit of mystery or a progressive theme used throughout the year. If something is going on socially/culturally in your community why not meet "BPW Friends" there and hang out? This will help keep the members engaged and excited about being a part of BPW. Members whose memberships are about to expire should be contacted over the phone for a two minute conversation with the goal of renewing these members over the phone, rather than having them fill out another membership form or renewal form. After the conversation send them an email with your treasurer's address so that they can go ahead and mail their check or that they may bring their check to the next meeting.

New Beginning....

Michelle Evans, BPW/NC Immediate Past President



were uncertain of what our BPW State Conference, those who at- future would encompass. We now tended voted on our future. It is have answers. my sincere hope that you will re-

member why you became a BPW

Traveling across the state prior to member along with the purpose and June, I found many members di- mission of our organization—to de- vided on whether or not we should velop women personally, profession- ally, and politically. There is need

continue to be a part of BPW/USA. Each member was very passionate for BPW now more than ever. Join me in continuing this fantastic 90- year legacy.

Zora Neale Hurston once said "There are years that ask ques- tions and years that answer." Last year, we had many questions and

LEADERSHIP DEVELOPMENT

Mary Shelton Drum, Chair BPW/NC Leadership Development

Do you know what is one of the most exciting and beneficial services that BPW/NC offers its members?

Well, I do! It's EDUCATION.

Do you know what is the best way to take advantage of this service?

Well, I do! A REGIONAL EVENT THAT OFFERS A VARIETY OF EDUCATIONAL OPPORTUNITIES!

Do you know what would make them even better?

Well, I do. EVERY MEMBER NEEDS TO ATTEND A REGIONAL EVENT, ESPECIALLY YOU!

Do you know what you can do to make our Regional Events successful?

Well, I do! PLACE THE FOLLOWING DATES ON YOUR CALENDARS, ROUND UP AS MANY MEMBERS AS YOU CAN FROM YOUR LO, MAKE YOUR PLANS TO BE AT THE REGIONAL EVENT THAT IS BEING HELD IN YOUR REGION AND JUST FOR FUN, ATTEND THE OTHER ONE, TOO!

DATES/REGIONS:

November 14, 2009 - Eastern Region

April 24 - Central Region



We're moving into our third year of Regional Events and they just keep getting better and better. It's exciting to me to already have LOs that are wanting to host a Regional Event. If your LO is thinking about it, check out the Bid Form on www.bpwnc.org and get started making plans.

If you have questions, contact me at msdrum@charter.net.

Are you going to be at a Regional Event this year? **WELL, I AM. SEE YOU THERE!**

Special Committee Chairs

Board of Trustees:

Carolyn Williams

Awards: Available

Tar Heel Woman:

Carol Ambrose

Hospitality:

Available

Special Elections:

Pat Sledge

Information Technology:

Rhonda Hunter

Leadership Development:

Mary Shelton Drum

Marketing: Leanne Schuller

Nominating: Leanne Schuller

State Conference:

Available

Young Careerist:

Jo Jarrett

Task Forces

Women Joining

Forces Chair:

Trina Hines



And the winner is...

Pat Sledge, BPW/NC Awards Chair 2008-2009



At our State Conference, BPW members and local clubs across the state were recognized for their achievements with the awards that follow here. For the first time ever, a representative for the First Place winner was allowed to take the trophy home to share with their fellow BPW'ians. Be sure to take a look at the trophy before it is returned at the first Regional Event.

BPW/USA Foundation Awards

Gold Award to: Concord Cabarrus BPW with \$61.35 per capita giving

Silver Awards to: Sanford BPW, Metropolitan BPW, Rocky Mount BPW, Wayne-Duplin BPW and Pembroke BPW

Friends Award to: Concord- Cabarrus BPW

MEMBERSHIP AWARDS

VERNA TAYLOR AWARD FOR MOST NEW MEMBERS

First Place to: Jennifer Duran, Hendersonville BPW

Second Place: Avice Jackson- Wayne-Duplin

Third Place: (4 way tie) Gail Harper & Marjorie Conner, Wayne Duplin BPW, Mary Ellen Randall, Raleigh BPW, and Dorothy Blue, Pembroke BPW.

DORIS FOSTER AWARD –Local with most new members

First Place: (2 way tie) Virginia Dare BPW and Metropolitan BPW

Second Place: Wilmington BPW

Third Place: Raleigh BPW

PAT NIXON/BETTYE POWELL AWARD- LOCAL WITH LARGEST % CONTINUING MEMBERSHIP

First Place: Pembroke BPW

Second Place: Rocky Mount BPW

Third Place: Concord/Cabarrus BPW

MARLENE PLYLER AWARD- LOCAL WITH LARGEST % MEMBERSHIP INCREASE

First Place: Morganton BPW

Second Place: Hendersonville BPW

Third Place: Sandhills BPW

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(Continued from page 1)

Happy Summer Memories

At the State Conference, during our business session, it was approved that we sign a license agreement with the BPW/USA Foundation to affiliate and continue to be the BPW identity that we have built our reputation upon. It is my belief that this will serve you well locally in the coming year. The Licensing Agreement will be assessed to BPW/NC at a rate of \$40 for each person that was a member as of June 30, 2009. Please note that a decision on a source of funds for this agreement has not yet been made by the Board of Directors. We benefit in this way from the consolidation at the National Level.

Does this change us as BPW/NC ? YES ! We no longer have to use the model by-laws.....but, and this is important, we are a

licensee. We must respect the use of the BPW trademarked logos and programs. We must be professional in calling ourselves BPW affiliates. Now, that is a challenge that I am happy to aspire to. I have never known a more dedicated and professional organization. There is never a time where I have gathered with my sisters wearing their member pins, reciting the collect, and singing the emblem benediction, that I have not felt more professional, nor proud. We have no worries.

The 2009 BPW/NC State Conference was really over the top, and such a great way to start our new year. I hope that you enjoy the trophies at home, that you earned. Be ready to start Fall with a new emphasis on WJF, increased focus on new member categories,

and more information about how we will affiliate with the Foundation. Our plans for the Fall Regional Event are underway, and please do not miss out. Some of our best memories are made at these Fun, Empowering, and Professionally Focused Weekends.

Celebrate our 90 years and counting. In this challenging climate, we really need for BPW/NC to be out there; more than ever. Challenge yourself to "Rise and Shine" It's what our Fore "Mothers" would have done!

Our Bright New Day is Now, Will you seize it? History will tell. psst, I think I know the answer to that....

Joanna Moses-Elliott,
President

(Continued from page 4)

And the winner is...

PUBLIC RELATIONS AWARDS

ELIZABETH WOODWARD AWARD- BEST SCRAPBOOK FOR COMMUNICATIONS TO THE PUBLIC

First Place: Hendersonville BPW

Second Place: Wayne-Duplin BPW

ELAINE MARTIN AWARD – BEST NEWSLETTER TO ENRICH MEMBER COMMUNICATIONS

First Place: Metropolitan BPW

Second Place: Hendersonville BPW

Third Place: Wayne-Duplin BPW

STAR BRIGHT AWARDS

Presented to members in recognition of achievement to fulfill the Federation Pledge:

SHOOTING STAR: (WITH 11,045 POINTS) GAIL HARPER

SHOOTING STAR: (WITH 9,170 POINTS) RHONDA HUNTER

RISING STAR: (WITH 8,250 POINTS) VIRGINIA ADAMSON



Several of the award categories had no entries and were not presented this year. Be sure to review the awards criteria from the BPW/NC website and start now to get ready for next years competition.

Update: State Conference 2009

Leanne Schuller, Marketing



This year's State Conference was full of excitement ranging from decisions that were made to the amazing guest speakers. Friday's luncheon keynote speaker was Governor Bev Perdue. From a Public Relations standpoint, this was a very exciting time.

Normally, we don't have reporters and news crews beating down our doors for interviews. But, when you get someone as important as the Governor to grace you with her presence, it's a whole different story.

We had several news crews and reporters there to cover the Governor's appearance. They weren't there to talk to us or cover the issues that are important to us. They were there for pictures of the Governor. Many of us were disappointed about how little coverage BPW actually got. There were several articles published in different newspapers that just briefly mentioned BPW and had a few pictures of the conference printed with the articles.

So, I encourage all of you to contact your local news media and let them know about your experience at the State Conference. Submit your own photos and press releases and see if you can get coverage for your Locals. I also encourage you to write to the editors of your newspapers and discuss the issues that are important to you. This is by far the best way to spread the word about BPW.



NBC News Crew at 2009 State Conference during the Governor's Speech.



This picture accompanied an article in the Charlotte Observer July 3rd, 2009



New Officer Installation



Michelle Evans, Joanna Moses-Elliott and Governor Bev Perdue.

THAT'S THE TICKET.....



Name that "Regional Event" Contest

Put on your thinking caps and submit your suggestion or suggestions for the renaming of the regional events for BPW/NC. In the past they have been called **"Spotlight on Women"** but we are looking for something really cool, unique and different that Empowers Women. It needs to say it in a fun kitschy kind of way; that it just makes you want to be in the thick of it. It really needs to appeal to the masses and not just BPW members. We are hoping to open these events up and include all women from the different regions to make them all well attended events that are buzzed about for years to come!

So what's on your mind? Send your suggestions to Rhonda Hunter, BPW NC Vice President rhonda@lincolnedata.org or Mary Shelton Drum, Leadership Development Chair msdrum@charter.net and see if it is your lucky day! **Deadline for submissions is**

And the winner is... Part 2

Pat Sledge, Chair BPW/NC Career Woman of the Year.



Marsha Moore Lewis, sponsored by the Wayne Duplin BPW was selected as the 2009 BPW/NC Career Woman of the Year from the three outstanding women who were nominated.

Ms. Lewis is a 2nd grade teacher at Kenansville Elementary School. Ms. Lewis was elected to the Board of the 90,000 member International Reading Association and serves as the liaison and State Coordinator of the North Carolina Reading Association.

As a member of a Task Force charged to give suggestions to the newly elected President of the United States and Washington Legislators, Lewis is serving with college professors and literacy specialists developing ideas for potential policy changes.

Also nominated for NC Career Woman of the Year was The Honorable **Angela Rebecca Bryant** a member of the NC House of Representatives, representing the 7th District and sponsored by the Nashville BPW. Mayor **Cornelia Poe Olive**, our third candidate, is one of only 92 females serving as mayors across the United States. She was sponsored by the Sanford BPW.

Pat Sledge, BPW/NC Legislative Chair

Are you involved?

Does it make a difference?

Can you affect change?

I hope that you answered yes to each of the questions I've asked above, because if you become involved, you can affect changes that make a difference for yourself, your families and women across our state and nation. BPW has a history of nearly a century of working to make the lives of women better, but it didn't happen without the passion of women who cared about the issues of the time and how the laws of the land were written. The 2009-2010 Legislative Platform which was adopted at our state conference and printed here has not been changed for several years, but when you examine it; our platform speaks

volumes about the issues of today.

Preamble : The Equal Rights Amendment, as authored by Alice Paul, shall stand first, foremost and above all other items which may appear on the state platform of this Federation until equal legal rights for women and men become guaranteed in the United States Constitution, because all statutory law derives there from.

The Alice Paul Equal Rights Amendment

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

PLATFORM

Economic Equity: Ensure pay equity and equal educational and economic opportunities at all stages of life; and promote affordable, quality dependent care to help ensure economic self-sufficiency for women.

Health: Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for re-

search into and protections for women's health care needs; and encourage the development of a national health care policy recognizing the special health care needs of women.

Civil Rights: Ensure equal rights and remedies for women in all phases of their lives; support affirmative action; and eliminate all forms of harassment and violence against women.

There is some thought that the climate may be right for North Carolina to again consider ratification of the Equal Rights Amendment. Obstacles that were cited as reasons to defeat it years ago have become obsolete and other states have begun to work again for ratification. Take a close look at our platform, and decide which of these items stir you passion. And then take the next step...Get involved! Join the Legislative Committee and let's work together to affect the change we deserve!

What a Legacy!

Virginia Adamson, BPW/NC Secretary



At State Conference in June we celebrated the 90th Anniversary of BPW/NC. Julie Tomkovick of BPW of the Triad composed a stage presentation titled "BPW/NC Retrospective - Zero to 90 in the Blink of an Eye". Julie poured over the history of the North Carolina Federation of Business and Professional Women's Clubs at our headquarters in Carrboro to find the material. You would be amazed to read some of the wonderful things our foremothers have done.

Julie provided us with a glance at each of the nine decades of our history. What a legacy!! Here is a sample. In 1919 the new federation resolved to ask the next legislature to ratify the Susan B. Anthony amendment (the 19th Amendment). In 1930 BPW/NC published the first edition of The Tar Heel Woman (THW). In 1940 in Henderson, NC, Mrs. Eleanor Roosevelt gave a speech sponsored by the Henderson BPW club. During the WWII years, BPW members focused on supporting the war effort, along with the rest of the country. In 1943 a substantial portion of scholarship funds were invested in defense bonds. Membership in the North Carolina Federation of Business and Professional Women's Clubs as of December 31, 1948 was at 2614 with 56 clubs ranging in size from 11 in Randleman to 101 in Raleigh.

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BPW/NC FOUNDATION 2009 Annual Meeting

Varnell Kinnin, BPW/NC Foundation Board Chair



The annual meeting of the North Carolina Federation of BPW/NC Foundation was held on

Saturday, June 27, 2009 in Research Triangle Park.

The mission of BPW/NC State Foundation is to be the primary resource for the professional and personal growth of North Carolina working women through education, training and research.

Established in 1987, the purpose of the nonprofit organization is to promote the general advancement of working women in North Carolina. Foundation is funded through donations from individuals, corporations, local BPW organizations and fundraising efforts. Donations can take the form of monetary donations, bequest, trust funds, endowments and annuities. Contributions to BPW/NC Foundation are tax deductible.

Money from donations and fundraisers go to scholarships and grants. Since its inception, Foundation has awarded approximately \$25,000 in scholarships to nontraditional students as well as high school graduates.



Grants are awarded for workshops, seminars and training for members. It also helps BPW/NC Federation with various programs such as the "Regional Event" and State Conference" when financially feasible.

In addition to the Foundation scholarship, Foundation has three named scholarships. They are Elsie Riddick, Ruth Easterling and the Joyce Lawrence Endowment. Interest from these investment are used to help finance scholarships when possible. With the economy the way it is, the interest did not perform as expected. Therefore receipts from the auctions and personal donations will be crucial in meeting educational projects funded by the BPW/NC Foundation scholarship fund.

In keeping true to the mission, Foundation gave three (3) \$500 scholarships this year. The recipients were Seidat Akinfeleye (North Carolina Central University), Dorothy Baker attending (Salem College) and Shanekia Blackshear (East Carolina University.)

At conference we had a silent auction, a running auction, Cover Girl makeup sale as well as individual donations to Foundation that totaled \$2073.00. This money will be used to help fund educational opportunities for women.

Also at conference, several Foundation awards were given. Individual winners for their personal donations to Foundation were: First place, Faye Painter; Second place, Virginia Adamson and Third place Mary Lou Babinski. Donations from Local organizations were First place, Rocky Mount; Second place, Nashville; and Third place Southern Wayne.

Foundation Board members for the 2009-2010 year are: Chairman Varnell Kinnin, Linda Hardy, Mary Lou Babinski, Bobbi Sheperis, Carolyn Williams, Trustee Chairman, Joanna Moses-Elliott, BPW/NC President; Faye Painter, BPW/NC and Foundation Treasurer; and Gail Harper, BPW/NC President Elect. Other members and committee chairs will be added during the year. Officers will be elected at the August meeting.

Thank you to all that participated in the auctions and thanks to those who gave a personal donation. Your support of BPW/NC Foundation is greatly appreciated.



Young Women Misbehavin'

Jo Jarrett, BPW/NC Young Careerist Chair



Susan Whitley
Young Careerist 2009

For all of you under 35 (and those that want to be), let me welcome you to the Young Careerist section of the Tar Heel Woman. My name is Jo Jarrett and I will be your Chair for Young Careerist this year. My plans are to support the change of North Carolina BPW with the merger of BPW Foundation by focusing on our members under 35, and misbehavin'. Change is definitely in our future but how we handle it will make us rise to success. Joanna stated that we must "Rise and Shine" this year.

We need to promote equal rights for women by passing the Equal Rights Amendment that our grandmothers and mothers tried but failed in North Carolina. We need to support equal pay equity since employers are cutting back and we know that

women are usually the breadwinners to stay since companies get more work for the money. More than ever we need to support women's health issues.

I just learned of a woman that has uterine cancer but didn't know it since she was unemployed. She couldn't afford health insurance. Her hairdresser noticed that she was losing a big plug of hair. She went to the doctor since her hairdresser stated it may be an emergency and then found out. She had stopped her annual checkup when she lost her job. She couldn't afford it. Wow! Stories like that make you think misbehavin'.

Hey ladies we are facing adversities everyday like we did 10 years ago. You still have to pay if you go to the Health Department. Health care isn't free for those truly in need! Young Women that are misbehavin' are definitely rising early to succeed. We are misbehavin' women who are being promoted in our organizations, having babies, getting married, job hunting, and getting involved in women's rights – not just for us but for our friends, mothers, and children.

Well if you aren't involved in women's rights, then I urge you to get yourself and your local organization fired up! Hey young blood always does that!

Let me start by introducing you to the Young Careerist for 2009 Susan Whitley from Nashville LO. Her Speech on teaching her children and husband about equality for women was inspirational to us all at State Conference.

Young Women need to attend State Conference. Put it on your calendar June 26th, 27th, 2009 in Salisbury, NC. Save up money, or apply for a local scholarship to go. You will love the speakers, and the business meeting aren't so bad- hey, even Robert's Rules of Order have their place –well, at times. ☺

Voting to merge with BPW Foundation was awesome to witness. You can make things happen and see other young women making a difference. More reason to come to State Conference to vote. Trust me – we need numbers and votes for the Equal Rights Amendment. If you don't know the details, Google it. Governor Perdue at State Conference gave us her permission to start misbehavin' so we need to act. We just need some guidance from our grandmothers/mothers to lead us to success so we don't fail. We are able and willing, give us direction. Bring it up at your local organization meeting so that we can move it at State Meeting.

What a Legacy!

(Continued from page 8)

The State Conference in June 1949 was at Atlantic Beach, where attendance was the largest to date. It was resolved to ask the state legislature to place on its agenda bills regarding the minimum wage and maximum hours law for women and for providing equal pay for the comparable work. From NC Federation President Margaret Johnson's remarks at the 40th anniversary convention in Greensboro - The clubs have been far more active in the legislative field than in former years....What a wonderful achievement it has been this year to see the Minimum Wage Bill and the Inheritance Laws enacted into law.

Then in 1969 from Marlene Plyler's Past President's report to the Federation: I believe that the members of our Federation could easily disprove the statement "politics are for men only" ...It is with great pride that I mention that on June 3, 1969 Rep. Earl B. Ruth, 8th congressional district, notified our State Legislative Chairman and President that on that date he was sponsoring the bill for the Equal Rights Amendment to the Constitution, thus becoming the first North Carolina legislator to support this bill. This we feel is a marked accomplishment for our Federation...Of the three women serving in the General Assembly of North Carolina, two hold membership in our Federation.

Article from the Spring 1979 Tar Heel Woman, By Carolyn B. Williams, State ERA Coordinator
Despite the hard work and dedication of BPW members throughout North Carolina, our legislature has again failed to ratify the Equal Rights Amendment. ...ERA WON'T GO AWAY!! A new campaign began on February 16, 1979. Surely all of us feel deep sadness and disappointment that ERA was defeated. We are outraged at the unfair tactics used to defeat the bill, but we must reaffirm our commitment to work harder than ever before to unseat legislators who fail to recognize this basic human rights issue, equality under the law for all people.

Charlotte hosted the National BPW convention in July 1990 titled Investing in America's Future. The convention re-introduced a song many may know, to the Battle Hymn of the Republic.

We'll remember in November
As to the polls we go
We'll remember in November
As we stand here toe to toe
We'll remember in November
Whether you are friend or foe
We'll remember in November
When we vote.



In the May-June 1995 edition of the Tar Heel Woman, we have the reminder of the 5 year theme that "Women Mean Business" in the board room, in the voting box, in the corporate office and the assembly line.

The March 2001 edition of the THW notes that the Henderson club provides funding for 5 endowed scholarships at Vance-Granville Community College. To date 35 women, 25 years and older and in need of financial assistance have each received \$500 scholarships.

Julie closed the retrospective with these words..."This year is another time of change and important decisions are upon us. But whatever decisions are made right now regarding our future incarnation, every member of the North Carolina Federation of Women's Clubs - here and absent - past, present, and future - has a very hard earned right to be proud of the accomplishments of this organization, nationally, locally and statewide." Be proud of BPW/NC!!



Granite Falls 90th BPW Birthday Celebration By Gail Harper, President Elect

On the evening of July 28, 2009, members and guests of the Granite Falls BPW Club met at the Granite Falls Civic Building to celebrate the 90th Birthday of BPW. I was honored to be a guest of this lovely group of ladies. Linda Crowder, President, introduced everyone and presided over the meeting. All the members had prepared delicious snacks and punch. We also had a beautiful birthday cake decorated with balloons. These ladies could always go into the catering business if they should find themselves with free time on their hands!

For the program, Linda gave each participant an item or two of information to read. She had researched the year 1919 when BPW began. We learned about items for sale, labor strikes, fashion, household goods, patents, food, and many more interesting events about life that year. We even learned that Mrs. Woodrow Wilson was the first "woman president." She shielded her husband's incapacity from the public and press and carried on the business of the nation. And to think, we have been waiting all this time for the first woman to be elected president.

Many reminisced about past BPW days. Conferences seem to be particularly memorable events. We learned that the minutes were "huge" affairs way back before word processors were invented. Some state secretaries even required medical attention and physical therapy after the conference was over. Elections were also an event to behold when many women campaigned earnestly for offices. Conference goes "racked up" on goodies. Women even pumped gas in their evening gowns. (Who needs a man?) Speaking of men, one BPWian actually attended state conference and postponed her honeymoon. Imagine that kind of dedication.

Let's honor those women this year and encourage other women to empower themselves by becoming members of BPW. If you have forgotten the BPW event or story that put a spark in your eye, reminisce, rekindle, and be a remarkable woman for women's issues this year. Remember we must all "rise and shine for it is a brand new day!" Let's make President Joanna Moses-Elliott extremely proud by making it a brand new year of support for BPW.

Happy Birthday BPW!



Help Close the Wage Gap

US Wage Gap: \$.78
NC Wage Gap: \$.71

2007 figures from
www.aauw.org/research/statedata

It's Harder to Catch Up When You Start From Behind.



Just one year out of college, women working full time already earn less than their male colleagues earn, even when they work in the same field. Ten years after graduation, the pay gap widens.
www.aauw.org/research/behindPayGap.cfm

The WAGE Project and AAUW are working to close the gap!

How?

Start Smart workshops teach young women how to negotiate a fair starting salary.

- Two and a half hour session held on campus for juniors and seniors
- Trained facilitators deliver a proven curriculum

Who?

Delivering these workshops is a partnership involving

- **WAGE staff members** to train trainers and tailor the materials for each campus
- **Community leaders** to recruit trainers and campuses and spread the word
- **Campus contacts** to provide this opportunity for their students
- **Trainers** to present the workshops to young women on campuses
- **Supporters** who know that funding this project will have lasting effects

When?

Up to 500 workshops are planned over the next three years across the US, 10 in NC this year

We need your help! What can you do?

- Take the facilitator training to **become a trainer** or campus recruiter.
- Connect your campus to the project and **schedule a workshop** for your students.
- Sponsor a facilitator training session and **recruit more people** to this effort!
- **Help a local school** defray the expense of bringing the workshop to its campus.

For more information:

- www.wageproject.org
- aauwnc.org/about/start-smart/
- Annie Houle, ahoule@wageproject.org
- AAUW NC
info@aauwnc.org, 866-525-2155



**Business & Professional
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Professionally,
Politically,
Personally.

National Foundation:
www.bpwusa.org

BPW/NC
Embracing Possibilities

North Carolina Federation:
www.bpwnc.org



North Carolina Federation of
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edit, or reject any material sub-
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Life is Full of Surprises!

Pat Sledge, Future of BPW/NC Taskforce Chair

Going into the 2009 State Conference, the Voting Alternatives Task Force had made their recommendations and proposed amendments to our by-laws to allow BPW members across the state to have a way to vote even if they were not able to be at the annual state convention and to provide for a way to vote on issues that needed to be addressed between annual conventions.

Those amendments passed during the first business session and the plan was to lay the groundwork for a statewide vote on whether or not BPW/NC would affiliate with the BPW/USA Foundation or begin the process of becoming an independent organization. The Board of Directors along with the taskforce chair expected during the second business session to answer questions about the merger and affiliation and what would need to be done if we chose not to affiliate with the Foundation. The main objection to the affiliation seemed to be the assessment of a licensing fee of \$40.00 per member to be paid by the state and the fact that as members we would have no vote in the governance of the Foundation

Joining us was Debbie L. McCaffrey, the BPW/USA Area Two Representative and BPW Virginia Past State President. Debbie attended in an unofficial capacity and drove in from Richmond to be at our conference to help answer questions and investigate the possibility of some of the Virginia clubs joining BPW/NC.

Questions were answered and the debate was civil and business like. Near the end of the time allotted, a motion came from the floor of the convention body to suspend the rules of Robert's rules of order to allow for additional business. The motion to suspend was approved, and a second motion called for a vote on the decision to affiliate with BPW/USA Foundation and pay the licensing fee for one year. A standing vote was taken, and the motion passed.

There is still work to be done since BPW/USA will not be collecting dues or managing membership data. Additionally the licensing agreement will need to be finalized by the new Executive committee and our by-laws will need some tweaking to reflect the new structure, but the decision was made... another one of life's surprises.

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