

The North Carolina Federation of Business & Professional Women's Clubs presents:

TAR HEEL WOMAN



Working Women Helping Women Work

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TAR HEEL WOMAN

**is a publication of North Carolina Federation of
Business & Professional Women's Clubs**

BPW/NC Officers 2017-2018

President: Elva Graham, Henderson

Vice President: Barbara Bozeman, Wayne-Duplin / Rocky Mount

Treasurer: Linda Hardy, Rocky Mount

Recording Secretary: Michelle Evans, Triangle/Henderson

Parliamentarian: Jazmin Caldwell, Concord-Cabarrus

Immediate Past State President - Marsha Riibner-Cady, Virginia Dare

FOLLOW BPW/NC

*** Website: <http://www.bpw-nc.org/>**

*** Facebook: <https://www.facebook.com/BPWNorthCarolina>**

BPW COLLECT

*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, se-
rene, gentle.*

*Teach us to put into action our better impulses, straightfor-
ward 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, April 1904

From the desk of the State President:

Thank you for allowing me to serve as your 2017-2018 State President, the past president have certainly set the bar high and I plan to set it a little higher. It seems like so long ago or yesterday that I joined the Board of Directors and started working my way "through the ranks". The morning after convention the Executive Committee met to take care of a few "housekeeping" things and the Board of Directors is scheduled to meet in a couple of weeks to make a game plan for the year. To this past years Board of Directors, thank you for your hard work, to this year's Board of Directors thank you for agreeing to serve, now it is time to roll up your sleeves, pick up your tools, and get to work.

I am excited for the changes that we are currently working on for the future of BPW. This upcoming year a task force has been formed and will be working individually and meet at various times throughout the year to overhaul the handbook, identify and capture our target market, and implement a more extensive marketing plan are just a few goals for this year.

As your president I plan to make club visits and implement a local club mentoring program with the Executive Committee. I look forward to seeing each of you this year as I travel through the state.

As members, I hope you are aware of our website, bpw-nc.org . There you can add personal and professional information on your profile page as well as your picture. Need help? Contact our webmaster Virginia Adamson for more information. It's a great way to promote your business and it's included in your membership. Don't forget we also have a Facebook page, LinkedIn and Twitter accounts. Be part of us everywhere. Let's not remain the best kept secret in NC. Don't forget to share information on your club events. Our webmaster will post your event on the website, too.

The ladies at Concord-Cabarrus have been hard at work planning a great convention for 2018 and we are very excited! Look out for future information and "teasers" for convention.

If I can help any of you please do not hesitate to call me at 910.990.6412 or email me at president@bpw-nc.org.

Elva Graham, President

North Carolina Business & Professional Women

From the THW Editor:

Though some may have already heard, it is with a heavy heart that I must make room in this edition of the THW to share such sad news.



Dr. Lois Elizabeth Frazier
June 20, 1920—July 15, 2017



(excerpted from DIGNITYMEMORIAL.COM)

Lois was a faithful member of Edenton Street United Methodist Church where her Service of Resurrection will be held on Wednesday, July 19, 2017 at 3pm. Visitation will be 5-7pm Tuesday, July 18, 2017 at Brown-Wynne, 300 St. Mary's St, Raleigh, NC 27605. Burial will follow at 11am Thursday, July 20, 2017 at Overlook Cemetery, Bryant Street, Eden, NC.

In lieu of flowers, please contribute to the institutions that were close to Lois' heart. Lottie, Lois and Virginia Frazier Scholarship of Brevard College, 1 Brevard College Drive, Brevard, NC 28712; The Lois E. Frazier Scholarship Fund at UMC-Greensboro, P.O. Box 26170, Greensboro, NC 27402; The Lois Frazier Women in Business Endowment Fund at Meredith College, 3800 Hillsborough Street, Raleigh, NC 27607; or the Edenton Street United Methodist Living Memorial Scholarship Fund, 228 W. Edenton Street, Raleigh, NC 27603

A Special Edition dedicated to Dr. Frazier will be published in August.
We would appreciate your contributions of images and special memories. Please forward them to Barbara Bozeman.

Federation Executive Committee 2017/2018



(from left to right)

Immediate Past President—Marsha Riibner-Cady

Vice President—Barbara Bozeman

President - Elva Graham

Parliamentarian - Jazmin Caldwell

Recording Secretary - Michelle Evans

Treasurer - Linda Hardy

BPW/NC Mission Statement

The mission of BPW/NC is to provide professional and personal growth opportunities and to promote equity in the workplace.

BPW/NC Objectives

Improve outreach to North Carolina women to ensure membership growth of both local clubs and the Federation

Promote program opportunities and resources for personal and professional growth for members across North Carolina

Advocate for North Carolina working women and their families

Promote structural changes to improve the effectiveness and efficiency of the Federation

In this edition of the Tar Heel Woman:



**Dr. Lois Frazier
1920 -2017**

Sandwiches

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Getting Naked

*

Getting Linked

*

Annual Convention Round-up

*

“End of the Line”

**Final Thoughts from our Outgoing
President**

*

Suggested Programs for 2017/2018

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FINANCIAL FOCUS

How Can the Sandwich Generation” Relieve Financial Stress?

Of course, stress can present emotional and physical challenges to all of us, but if you belong to the “sandwich generation” – that is, you may be caring for aging parents while still supporting your own children – you may be facing some *financial* stress as well.

What can you do to relieve it?

For one thing, be aware that you’re certainly not alone. About one in seven middle-aged adults is providing financial support to both an aging parent and a child, according to the Pew Research Center.

Still, knowing that you have plenty of company won’t provide you with solutions for your own situation. So consider the following:

- *Suggest “downsizing.”* Are your parents still paying a costly mortgage on a house that’s now too big for them? You might want to encourage them to think about downsizing. They may be emotionally attached to their home, but they might benefit substantially if they moved someplace that’s less expensive.

- *Talk to parents about their income sources.* Are your parents maximizing their Social Security payments? Are they following a sensible withdrawal strategy for their IRA, 401(k) or other retirement accounts? You may want to recommend that they work with a qualified financial professional.

- *Discuss all legal arrangements.* Be aware of your parents’ estate plans and the status of important legal documents – will, living trust, power of attorney, health care directive, and so on. When the time arises for any of these arrangements to take effect, you don’t want to face any unpleasant – and possibly costly – surprises.

• *Find out about health care.* Try to learn about your parents' health insurance coverage. And have they done anything to protect themselves from the potentially catastrophic costs of long-term care, such as an extended nursing home stay? You may not be able to do a great deal for them in these areas, but at the least, you may be able to get them to take some positive action on their own behalf.

• *Don't ignore your own retirement savings.* Even if you can afford to provide some financial support to your parents, don't shortchange yourself when it comes to your own retirement savings. You don't get a "do-over" when it comes to putting away money for retirement, so contribute as much as you can afford to your IRA and your 401(k) or other employer-sponsored retirement plan.

• *Prioritize your investment choices.* If you would like to help your children go to college, you might want to consider a college savings vehicle. Still, you may need to prioritize your investments. After all, your children will likely have a variety of options – such as loans and scholarships – to help them pay for school, and they may also be able to reduce costs substantially by going to a community college their first two years. But you are basically "up against the clock" when it comes to saving for retirement, so you'll want to take that into account when allocating your investment dollars.

Belonging to the sandwich generation can certainly produce feelings of anxiety. But by following the above suggestions, you may be able to reduce some of this stress. And by doing so, you can help your parents, your children – and yourself.

This article was written by Edward Jones for use by your local Edward Jones Financial Advisor. Provided by Rhonda Lester



**Get naked
and
get tested!**



The topic here folks is skin cancer. Don't get too excited but by the end of this, I hope you will be calling your dermatologist and making an appointment to be tested.

My first encounter with a dermatologist was removing a mole on my hip as a recent college graduate. Nothing was wrong with it, except it was being rubbed by my jeans. After the birth of baby #2 I decided to have a "beauty mark" removed from my chin.

About 5 years ago I had this scab on my arm that wouldn't heal. Off to the dermatologist I go again. It was basil cell cancer. Now I'm sporting a 2inch scar and an invitation to visit the dermatologist every 6 months. I apparently failed the skin test which means I must come back every 6 months to try to pass it.

At convention, I noticed some places on my leg that I kept hitting with my razor. My regular guy couldn't see me until mid August. I felt that was too long, so I told them to put me in with whoever



had the first appointment. This time, I got Melissa. She asked me if there is anything that concerned me. I pointed out 2 things on my hand, and several things on each leg, including a mole that concerned the former first dude (my husband) on my right leg. You know you are in trouble when the pen comes out of the doctor's pocket. She started circling things. 11 to be exact. Out comes the liquid nitrogen to freeze, no big deal. Then comes out the scalpel with the little jars to send stuff off. This time there were at total of 4 send offs. Not good, since I had just visited 6 months ago.

One was a basil cell cancer and the other a melanoma. Both were caught early enough that even though I have had to go back to get "better margins" no more should need to be done with either. Of course, when you go back to be chopped, you end up with a nice scar or 2. I guess I will no longer be considered for a career as a leg model, but seriously is that important? Now, I have an invitation to visit the dermatologist every 3 months!

How many of you were like me and slathered on the baby oil and laid out in the sun for hours as a teen? At one point my hair had so many red highlights, I could have been mistaken for a red head. Now my grandson wears long sleeves and long pants to the beach with a hat with a neckerchief attached. If my stepdaughter could figure out how to put gloves on the child, I think she would. The times have changed. Take care of yourself and get tested. Check with your local hospital or health department. Ours runs free skin exams a couple of times a year. If a family member and or friend mentions that a mole looks weird, get it checked out, it might just save your life!

Now I must listen to former first dude tell me he saved my life. Meanwhile he grumbles that he must mow the lawn for the next 2 weeks because I must have my leg up! Don't worry, it's a self-propelled electric job, it will do him good to get out in the grasses, he will appreciate me more every time he sneezes!

Lastly, let me put in a plug for the other yearly appoints you should be making, especially the mammogram. Take a buddy with you and go to lunch/coffee/dinner after, I mean if the girls must come out, we should make it an event, right?

Be well.

Marsha Riibner-Cady
Immediate Past President BPW/NC



| NORMAL | | CANCEROUS |
|---|---|---|
|  | <p>“A” IS FOR ASYMMETRY</p> <ul style="list-style-type: none"> • If you draw a line through the middle of the mole, the halves of a melanoma won't match in size. |  |
|  | <p>“B” IS FOR BORDER</p> <ul style="list-style-type: none"> • The edges of an early melanoma tend to be uneven, crusty or notched. |  |
|  | <p>“C” IS FOR COLOR</p> <ul style="list-style-type: none"> • Healthy moles are uniform in color. A variety of colors, especially white and/or blue, is bad. |  |
|  | <p>“D” IS FOR DIAMETER</p> <ul style="list-style-type: none"> • Melanomas are usually larger in diameter than a pencil eraser, although they can be smaller. |  |
|  | <p>“E” IS FOR EVOLVING</p> <ul style="list-style-type: none"> • When a mole changes in size, shape or color, or begins to bleed or scab, this points to danger. |  |

<https://www.cancer.org/cancer/skin-cancer.html>

From Teddy Burriss:

Using LinkedIn as a Business Tool

LinkedIn is far more than a social media site. Furthermore, LinkedIn is far more than a job search site. Used correctly LinkedIn is a business tool.

The available data, articles, potential connections and ability to engage with LinkedIn Members in numerous ways makes this social networking site worth of further consideration and serious investment of your time.

The benefits of using LinkedIn as a business tool extend far into every organization. A few of the benefits include:

- Human Resources & Recruiting - over 560 Million people to search and pre-qualify.
- Business Development - Find the right potential prospects with 11 powerful search filters.
- Sales - Keep track of accounts, primary contacts and peers in your sales space.
- Operations - Discover new resources, ideas and processes in targeted LinkedIn Groups and through your connections.
- Leadership - Connect and engage with employees, peers, business partners, clients and community.
- Administration - With your connections and in LinkedIn Groups share and engage on topics related to processes, systems, work flow ideas.
- Customer Relationships - Stay informed of your top clients through their LinkedIn Company Page and their employees
- Employee Relations - Publicly engage with and regarding employees during successes and great accomplishments.

I could keep going on, however, I think I made my point. LinkedIn is far more versatile than many people consider.

As a Business Professional Woman I encourage you to look at your use of LinkedIn. There are five deliberate activities you need to do in order to begin creating real value from your use of LinkedIn as a business tool.

1. Understand your Purpose and Goal for using LinkedIn. This may change over time, however at any one point in time you need to have a specific purpose for using LinkedIn as a business tool.
2. Build a Professional LinkedIn Profile focused on your Most Important Viewer. Your intent is not to appeal to every LinkedIn Member, rather to the target audience related to your specific goals.
3. Build and continue growing a relevant and meaningful LinkedIn Network. You should consider invites from lots of different and relevant people, while you are focused on inviting your Most Important Viewers and their influencers to your network.
4. Build and nurture a professional reputation through your actions and words on LinkedIn. Spending time sharing and engaging on relevant content through the LinkedIn newsfeed, Groups and directly with your network is vital to building a professional reputation on LinkedIn. Move these conversations outside of LinkedIn to extend your professional reputation into IRL (In Real Life)
5. Consume relevant content which can help you develop personally and professionally. The amount of useful articles on LinkedIn is immense. The challenge is deciding what is important and focusing your efforts and time on that content.

As with any business tool it takes time and commitment to become efficient using them. LinkedIn is no different. Find someone on LinkedIn you trust and respect to learn from. Consume their articles and videos. Even consider connecting with them directly to learn from them directly.

Having focus on your purpose and goals and investing time using LinkedIn as a business tool toward these goals can amplify your success.

Teddy Burriss is a LinkedIn Coach and Trainer.

Teddy provides 1:1 coaching, seminars, webinars and keynote speeches on the best practices of using Social Media as a business tool.

Learn more about Teddy from his LinkedIn Profile:

<http://www.linkedin.com/in/tlburriss>

or just call him - 336-283-6121

From Our 2017 Convention Chair— Barbara High Tyre

The 2017 BPW/NC annual convention was held in Rocky Mount on June 22-24. The BPW/NC Handbook states the purpose of an annual convention.

"The purposes of the Annual Convention are to:

1. Receive reports of the Officers and Chairs for the preceding year.
2. Act on recommendations, resolutions, and other business presented.
3. Elect Officers and the Chair of the State Nominating Committee for the ensuing year.
4. Adopt an annual budget.
5. Adopt a BPW/NC legislative platform.
6. Consider and take action on proposed changes in BPW/NC Bylaws.
7. Present the BPW/NC program for the ensuing year.

Other activities during the Annual Convention include (but are not limited to) the installation of officers and the Young Careerist competition."

All other activities during the annual convention are the "icing on the cake."

The theme for this year's convention was "Building Powerful Women by Making Connections." These included personal, professional, and political connections. Patricia Adams and Anna Meadows shared with us about civic involvement and its importance as well as the importance of the networking and having a large network to achieve politically.

Sherlon Page shared with us the importance of finances and being well informed about our personal finances. Dr. Patrice Alexander, the 57th BPW/NC president, spoke about the leadership and the different forms and styles. Brian Fowler shared how each could be cyber safe. Liz Benham, national EPW President spoke to us about BPW on the national and international levels. She has been invited to join us for the 2018 convention. Certainly, finances, leadership, and cyber security connected with each attendee on the personal and professional levels.

The scholarship recipients were announced and three were able to join us for parts of the convention.

Three of the meals were prepared and catered by the Nash County 4-H Cooking Club. Their leader is a master chef, and they are privileged to learn how to prepare and present new dishes each month. This was a fundraiser for them which created a win-win situation for them as well as for BPW.

A pig and chicken picking was enjoyed on Friday evening before an evening of enjoying music, fellowship, and networking on the lawn. Popcorn Haven and Bearded Cob Farms provided popcorn for the enjoyment of all.

The installation banquet took place at the Benvenue Country Club where the attendees enjoyed an awesome meal, learned the Young Careerist and Career Woman of the Year winners and heard

President Graham speak of our being tools to advance the mission of BPW. Katie Allen of the Concord Cabarrus Club was named Young Careerist and Ty Whitaker was named the NC Career Woman of the Year.

The Hospitality Room was hosted by Mary Wells and Dorothy Brown. Most stopped by at least once during the convention for conversation and refreshment.

Linda Hardy was the registration chair for the convention. Varnell Kinnin rounded out the convention committee.

Much lively discussion occurred during the business meetings, and over \$500 was raised for BPW/NC Foundation.

BPW/NC gives a shout out and thanks to these businesses for their support of the 2017 BPW/NC state conference

Rocky Mount Travel and Tourism

<http://rockymounttravel.com/>

Nashville Graphic

<http://nashvillegraphic.com/>

Area Agency on Aging

<http://www.ucpcog.org>

Edgecombe County Chamber of Commerce

<http://www.discoverededgecombe.com/>

Country Inn and Suites

www.countryinns.com/Rocky-Mount/Hotel

Bearded Cob Farms - Jason Barbour

Popcorn Haven - Robert Miller

<http://doingtheworldaflavor.com/>

Linda Ripke Front Porch Music

BFI Waste Management

<https://www.republicservices.com>

North Carolina Peanut Growers Association

<http://aboutpeanuts.com/>

Nutkao USA Inc.

<https://www.nutkao.com/en/>

Friday Morning—Federation Board Meeting



(seated 1-r) Jazmin Caldwell, June Blanks, Michelle Evans, Helga Gutman, Marsha Riibner-Cady

(standing 1-r) Jo Naylor, Mary Lou Babinski, Linda Hardy, Elva Graham, Virginia Adamson



North Carolina Federation of Business and Professional Women’s Clubs, Incorporated
Federation Annual Business Meeting (First Session)
June 23, 2017

| | |
|--|--|
| Call to Order | The Federation Annual Business meeting was called to order by President Marsha Riibner-Cady on June 23, 2017, 3:19pm, at the Country Inn & Suites in Rocky Mount, North Carolina. |
| Standing Rules of Order Motion 1 Passed | Parliamentarian Jazmin Caldwell read the Standing Rules of Order. <i>Parliamentarian Jazmin Caldwell moved, and it was duly seconded, that the Standing Rules of Order for the State Convention are adopted.</i> |
| Recognition of Pages and Time Keepers | President Marsha Riibner-Cady introduced the head page and timekeeper to the convention attendees. Brenda Foster served as timekeeper. Shirley House served as page. |
| Credentials Report Motion 2 Passed | Credentials Chair Jo Naylor provided the credentials report. Past State Presidents: 4 Past State Presidents Serving on the Board: 6 Federation Board: 11 Members: 13 Non-Voting Members: 1 Guests: 3 Total: 38 <i>Credentials Chair Jo Naylor moved, and it was duly seconded, that the first report of the Credentials Committee be accepted, as corrected.</i> |
| Presentation of the Convention Program Motion 3 Passed | Convention Co-Chair Barbara High Tyre indicated everyone should have received a program at registration. <i>Convention Co-Chair Barbara High Tyre moved, and it was duly accepted, that the 2017 State Conference Program be adopted as presented.</i> |
| Minutes of the 2016 Annual Convention | Secretary Michelle Evans read the 2016 Convention minutes to the Body. |
| Interim Actions since 2016 Annual Convention Motion 4 Passed | <i>Secretary Michelle Evans moved, and it was duly seconded, that we dispense with the reading of the Interim Actions of the October 14, 2016; October 22, 2016; March 27, 2017; April 30, 2017; May 15, 2017; and June 19, 2017 meeting minutes, as they were published in the Tar Heel Woman.</i> |
| Correspondence | Secretary Michelle Evans reported no correspondence was received. |

| | |
|---|--|
| Membership Report | <p>Membership Chair Jo Naylor provided the membership report. As of May 31, 2017, the following membership numbers were reported:</p> <p>Central Region: 156 Eastern Region: 60 Western Region: 68 Member at Large: 4 Total: 291</p> |
| Motion 5 Passed | <i>Membership Chair Jo Naylor moved, and it was duly seconded, that the 2017 membership report be adopted as presented.</i> |
| Treasurer's Report | Treasurer Jo Naylor presented the profit and loss statement. The report will be filed for audit. |
| State Nominations Chair Report | <p>State Nominations Chair Varnell Kinnin provided her report to include candidates whose paperwork was received by the nominations deadline as follows:</p> <p>Vice President: Barbara Bozeman Treasurer: Jo Naylor Secretary: Michelle Evans Nominations Committee: Mary Lou Babinski</p> <p>Candidates who were nominated from the floor included: Caryl Sinfield nominated Elva Graham for the position of President. Varnell Kinnin nominated Linda Hardy for the position of Treasurer.</p> <p>Treasurer Nominee Jo Naylor withdrew her name from the nomination.</p> |
| Motion 6 Passed | <i>Kay Jones moved, and it was duly seconded, that the 2017-2018 officers be approved by acclamation as there was no dual slate.</i> |
| Reports and Recommendations | The board members reviewed their reports and shared comments. |
| Proposed 2017-2018 Federation Budget | Vice President Elva Graham provided copies of the 2017-2018 proposed budget. |
| Motion 7 Passed | <i>Vice President Elva Graham moved, and it was duly seconded, that the 2017-2018 proposed budget be accepted as corrected.</i> |
| Proposed 2017-2018 Legislative Platform | Patricia Sledge presented the proposed 2017-2018 Legislative Platform. |
| Motion 8 Passed | <i>Elva Graham moved, and it was duly seconded, that the proposed 2017-2018 Legislative Platform be accepted as presented.</i> |
| Announcement | None. |
| Adjournment | The meeting was adjourned on June 23, 2017 at 5:07pm. |

Michelle Evans _____

Marsha Riibner-Cady _____

Jazmin Caldwell Parliamentarian _____

North Carolina Federation of Business and Professional Women’s Clubs, Incorporated
 Federation Annual Business Meeting (Second Session)
 June 24, 2017

| | |
|--|--|
| Call to Order | The Federation Annual Business meeting (second session) was called to order by President Marsha Riibner-Cady on June 24, 2017, 10:10am, at the Country Inn & Suites in Rocky Mount, North Carolina. |
| <p>Credentials Report</p> <p style="text-align: right;">Motion 2 Passed</p> | <p>Credentials Chair Jo Naylor provided the credentials report.</p> <p>Total: 53</p> <p><i>Credentials Chair Jo Naylor moved, and it was duly seconded, that the second report of the Credentials Committee be accepted, as presented.</i></p> |
| Adjournment | The meeting was adjourned on June 24, 2017 at 10:20am. |

Michelle Evans _____
 Secretary

Marsha Riibner-Cady _____
 President

Jazmin Caldwell Parliamentar- _____
 ian

Foundation Board Meeting:



(l-r) Varnell Kinnin, Linda Hardy, Pat Sledge, Faye Painter, Michelle Evans, Mary Lou Babinski, , Carolyn Williams, Linda Karolak, Elva Graham



AWARDS! AWARDS! AWARDS!





**How wonderful a treat it was to have Liz Benham,
the NFBPWC President, join us again for our
Annual Convention.**



It was a great honor and pleasure to be invited back to BPW North Carolina Convention in Rocky Mount. I am most grateful to Past President Marsha Riibner Cady for the gracious hospitality and the opportunity to share with the members. Again BPW North Carolina did not disappoint... a well run , informative , caring and sharing and fun convention! Congratulations to all especially the host club, Barbara High Tyre, Varnell Kinnin , Mary Wells and Linda Hardy. NFBPWC is growing and very much committed to unifying our great federation again. We are very pleased therefore to welcome 29 members from BPW North Carolina to the National Federation. This welcome is extended to all and we hope to have BPW North represented as a state federation on the national level.

Here is some good news:

The International Federation of Business and Professional Women is holding its 29th International Congress in Cairo, Egypt October 23-27, 2017. This is a life changing experience and one not to be missed if you have ever wanted to go to Egypt. Currently we, as the NFBPWC USA delegation, has about 40 members going to represent our country. You are welcome to join us. Check out the website for more information:

www.bpw-international.org for more information.

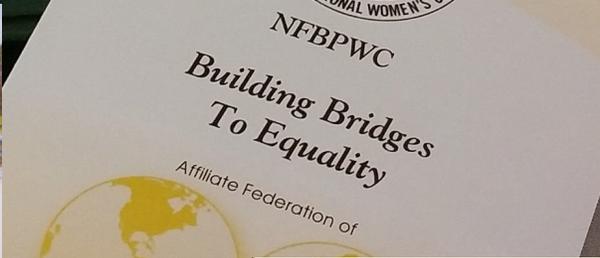
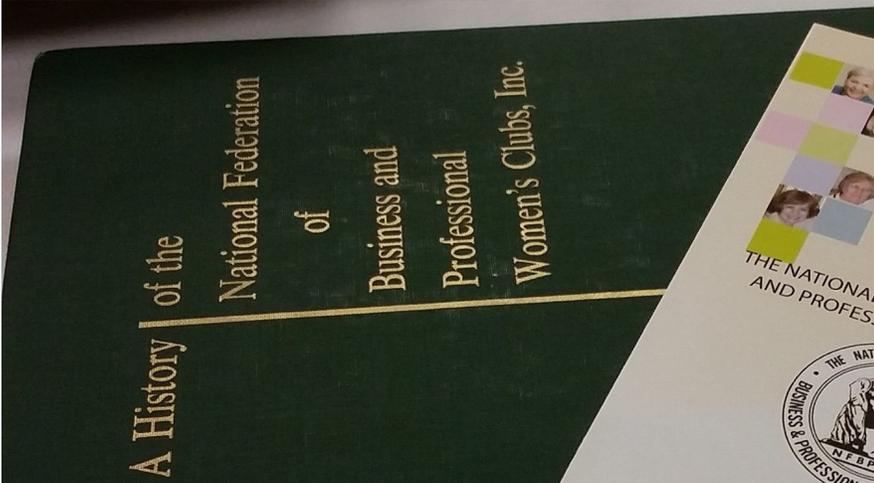
Also, NFBPWC has applied for a grant of \$25 million with the US Department of State working on a project to end Modern Day Slavery and Human Trafficking. We will share this with other partners from the United Nations Ngo's (non governmental organizations) who are all experts in this issue and together we will concentrate on the DEMAND side of the problem and not the SUPPLY side. By July 31st we will know if we made the first cut of applicants and the final selection will be in the fall. We are all keeping fingers crossed! Many of our BPW clubs are very familiar with the seriousness of this problem across all cities in this country!

Best persona; wishes

Liz Benham

NFBPWC President 2013-2018





BPW/NC Foundation Scholarship Winners 2017

Carol Ambrose, Scholarship Chair

There are 4 scholarships that we fund. This year we awarded 5 Foundation Scholarships and 3 other named scholarships. Announced at State Convention in June, the following women were awarded \$1,000 scholarships: Shauna Burger, Brandi Curioz, Mariah Fuller, Hunter Hoskins, Anjaliq Paintal, Abigail Still, Magdalena Weilgus, and Michelene Williams-Nicholas. We were happy that four of this year's recipients and their guest were able to attend the Foundation Awards Luncheon in Rocky Mount.

BPW/NC Foundation Scholarship (5 \$1,000 dollar scholarships)

Our winners this year for the Foundation Scholarships:

After having served in Nicaragua on medical mission trips Brandi Curioz's goal is to become a physician assistant. She is in the graduate program at Methodist University in Fayetteville where she lives. With a GPA of 3.6 Brandi's passion is to provide each person with thoughtful, caring, and knowledgeable healthcare.

Anjali Paintal is also a graduate student in the health field. She attends UNC-Chapel Hill and has achieved a 3.67 GPA. She will begin her graduate studies this fall seeking a Doctorate of Physical Therapy. While in school she has worked in numerous research fields and volunteered at various clinics, hospitals and centers.

Hope Still enters her junior year this fall at Gardner-Webb University where she studies in the field of Nursing. She is from Harrisburg and has achieved a 3.95 GPA. After graduation her future goals include running a medical missionary clinic in a Middle-Eastern or North-African country.

Maggie Wielgus attends NC State Univ where she holds a 4.0 GPA and will be a sophomore in the fall. She is from Durham and plans to graduate with a degree in civil engineering. Magdalena wants to design houses and bridges and combine her passion about the environment to innovate buildings that are environmentally friendly and durable as well as demonstrate good design.

Mariah Fuller will be a graduate student at NC State University in Raleigh. She holds a 4.0 GPA and will be working to earn a Ph.D. in School Psychology. Her goal is to continue research and to teach in a university setting while practicing as a school psychologist.

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.

Shauna Burger is from Belmont and will be a rising senior at Belmont Abbey College where she has a 3.53 GPA in the field of Business Administration. Shauna is a single mother of 4 and is working fulltime while attending night classes. She has managed to overcome large obstacles in her life with her hard work and determination. She received a BPW Foundation Scholarship last year.

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

Hunter Hoskins will be a senior at Southern Wesleyan University in the field of Special Education. She has a 3.7 GPA. Bullied by high school classmates, she threw herself into academics and excelled in academics. She desires to work with students with emotional behavioral disorders. Her long term goal is to become a principal or administrator at the secondary level.

Ruth Moss Easterling Scholarship

Michelene Williams-Nicholas completed her Associates of Arts Degree at Central Piedmont in December 2016 while simultaneously studying for the BA degree at Appalachian State. She expects to graduate in 2018 with a degree in communications and sociology and wants to use her education to teach others the importance of financial literacy after she attains a Master's degree in education.



**State President, Marsha Riibner-Cady, presides
over the Installation Banquet, Saturday evening at
the Benvenue Club in
Rocky Mount.**

**(shown on the following page top to bottom, left to
right)**

President's Award Recipient, Dr. Jo Naylor

President Riibner-Cady

Katie Allen - Young Careerist Award Recipient

2017/2018 Board of Directors

Varnell Kinnin

Career Woman of the Year Recipient

**Tyronda Whitaker (center)
with
Varnell Kinnin (left) and
President Riibner-Cady (right)**



**CONGRATULATIONS
ELVA GRAHAM
...IT IS OFFICIAL!!!**

**THIS IS YOUR CIRCUS...
AND THESE ARE INDEED
YOUR MONKEYS!!!**



**WHAT FUN!
AS CARYL SINFIELD
(STATE PRESIDENT 2007-2008)**

**INSTALLS THE NEW OFFICERS
FOR 2017/2018**







LET THE
GAMES
BEGIN!!!







SAVE THE DATES!!!

BUILDING POWERFUL WOMEN



Business and
Professional
Women/NC

PROFESSIONALLY | POLITICALLY | PERSONALLY



99th ANNUAL STATE CONVENTION

JUNE 22 & 23, 2018

Hampton Inn

9850 Weddington Rd Ext.

Concord NC 28027

Hosted by: Concord-Cabarrus BPW



Girl Talk With

*Christy
Wilhelm*



Informative and Educational Speakers

- PROFESSIONAL
- PERSONAL
- POLITICAL

*Don't
miss this one!*



Back by Popular Demand!!

July 2017 Updates for National Federation of Business and Professional Women's Clubs, Inc. (NFBPWC) North Carolina Branch

Thank you for joining NFBPWC, Inc.!

We currently have 29 members in NC. For NC/BPW to become a Federation on the national level, we need 31 more members for a total of 60. If each of us gets at least 1 person to join, we have our own national club!

Feel free to contact Marsha for the Pioneer Club and Julie U. for the Concord-Cabarrus Club. Don't know which is your club? If you are in the Concord-Cabarrus Club on the state level, that's your national branch. If you are in any other club in the state, you are part of the Pioneer Club. Don't like the name "Pioneer?" That can be changed, send ideas to Marsha (contact info at the bottom of this page). If anyone is interested in taking over as the point of contact for the Pioneer Club, also contact Marsha.

We will have a virtual meeting in August or September for all NC-NFBPWC, Inc. members, so stay tuned!

We would like to share our NC-NFBPWC membership list with you (the members), if you prefer we do not share your name and contact information with other members of NC-NFBPWC, please contact Marsha by August 1, 2017.

Thank you again for joining NFBPWC, Inc.!

Dates to Remember:

July 14, E-Alert from president Elizabeth "Liz" Benham (If you didn't get it, check your spam!)

July 18, Tar Heel Woman published at www.bpw-nc.org check your e-mail and spam!

July 20, Virtual Book Discussion "We Should All Be Feminists!" see July E-Alert from Liz for details.

August 22, Board of director's meeting see July E-Alert for details

October 23-27, International Congress, Egypt (Deadline to register is soon, contact Liz for more info.)

Websites to explore:

www.nfbpwc.org , www.epw-usa.org , and www.bpw-nc.org North Carolina Federation of Business and Professional Women's Clubs, Inc.

Go to www.bpw-nc.org to update your profile and note your NFBPWC Club. If you make any changes to your profile, please contact Julie U. or Marsha to make sure we get your information corrected with NFBPWC!

E-mail addresses to watch for (so check your spam box):

President.liz.benham@gmail.com and president@epw-usa.org Elizabeth "Liz" Benham, President of NFBPWC

mshellman@bpwcolorado.org and membership@epw-usa.org Megan Shellman 1st VP of Membership

romarsci@gmail.com Marsha Riibner-Cady, Pioneer Club 252/423-0819

julie.ueleke@gmail.com Julie Ueleke, Concord-Cabarrus Club

THANK YOU AGAIN FOR JOINING NFBPWC, INC!

The Tracks We Have



Travelled

End of the Line, Let's Move Forward

Thank you for your support and confidence in allowing me to serve as your president for the last 25 months. I chose a train as my theme and tag line: "Building Powerful Women, Making Connections." It was my intent to bring our members together and connect with each other to help personally and professionally.

My presidential train left the station

on May 31, 2015 with the key hand off. The headquarters keys literally say, "Her Majesty's Keys!"



The Executive Committee and Board of Directors made over 20 "connections" via phone/internet for meetings which saved time and money. There were 2 cancelled face to face meetings due to hurricanes, snow, and ice! At one point, I was known as the "Weather President."

We started the COP (Council of Presidents) to help connect local club presidents and board members. Three COP meetings took place virtually. I would be remiss if I didn't stop here and thank everyone who served on the Executive Committee, Board of Directors, Foundation Board, Board of Trustees, Convention Committee, Election, Credentials, and local club presidents during my term. A lot of work goes on behind the scenes to make this club run smoothly. Without everyone pitching in, and giving their best, we would not be able to continue as an organization.

This is also where I'm putting in a plug, VOLUNTEER. If you see something that you think needs to be done, step up and help.

Online voting was no easy task. We had to make sure only 1 vote per member in good standing was cast. Online voting took place twice, which saved time at convention so we could do "the fun stuff" and interact. We proved we could use the technology available to streamline the process.

I had the pleasure of conducting 2 conventions. Many thanks to Jazmin, our parliamentarian, who worked countless hours behind the scenes making sure we functioned within our bylaws.



Here are a few memorable highlights from my presidency:

- **2016: Women Joining Forces Walk for Women Warriors**
-
- **Liability insurance standards established for local clubs/renters at headquarters**
-
- **Membership / treasurer duties were streamlined by opening a membership bank account at Wells Fargo**
-
- **Social media guidelines were written to guide our new media sites**
-
- **Handling of investments was changed, appearing to increase our bottom line**
-
- **Two new membership categories were adopted, Lifetime members and past state presidents no longer pay state dues.**
-
- **In response to upgrades from the webhosts, the website was optimized and went through some radical changes.**
-
- **A special thank you to Barbara Bozeman for her work on the Tar Heel Woman, website, social media and more.**
-
- **Two president awards were given. Both Barbara Bozeman and Dr. Jo C. Naylor were extremely helpful in making sure that anything I asked them to do, and some things I didn't ask them to do, happened. As a state president, it is important to have dependable volunteers.**
-
- **Leftover food from meetings was donated to shelters**
-
- **Headquarters was re-evaluated and was valued at over a million dollars by the tax assessor. We also re-evaluated the air handling system.**
-
- **We supported the play "SEVEN." It showcased issues concerning women and families around the world.**
- **A copy of the movie, "Equal Means Equal" to be shared with local clubs.**
-
- **Book donations were made to an elementary school in Greenville to give the children an opportunity to learn more about women's rights and the suffragettes.**
- **Criteria for a BPW Girl Scout badge was created. The badge has been awarded to one Junior Girl Scout.**
-
- **Visits were made to 10 of the 13 clubs.**
-
- **We attended the Latina Style convention in Raleigh to promote our organization**
-
- **We hosted the WPEA in Greensboro in 2015.**
- **Seven board members resigned in 2 years. It's important to remember that life happens and this is a volunteer organization.**

BPW/NC took an active role in supporting the production of the movie “Pioneers in Skirts.”

Learn more at Ashley Maria’s project at:

<http://www.pioneersinsskirts.com/our-story/>



I have had some time to think about my recommendations for the future. Encourage members who have new and innovative ideas to step up and take charge, they are our future. Continue being in seen in your community, give books to school libraries, support women’s shelters, tell people about BPW. We are the best kept secret in the state. Let’s continue to be a force for change.

I am honored and humbled to have served as your president for 25 months. It was a journey that taught me a lot about myself and the people that participate in this club. I appreciate the gifts I was given at convention and look forward to serving as your immediate past president this year.

As the end of my line came on June 24, 2017, lets support the new leadership in the club and continue to move forward.

**Best Personal Wishes,
Marsha Riibner-Cady
President 2015-17**





SUGGESTED PROGRAMS FOR CLUBS 2017/2018

| | | |
|-------------------|---------------------|---|
| July 2017 | | <p>CELEBRATE! Recognize the ladies who worked for our liberty. UPDATE! Review and update all your online profiles (BPW/NC, LinkedIn, etc)</p> |
| | RECOGNITIONS | <p>On this date in July: *1 – US Postage Stamp Day, *4: Independence Day, *12: Simplicity Day, *15 – Give Something Away Day, and *17: World Emoji Day July is: Cell Phone Courtesy Month, Park & Recreation Month</p> |
| August 2017 | | <p>GRAB A FOOT! Get a pedicure, a reflexology treatment or get a foot exam CELEBRATE! Women’s Equality Day on August 26 – raise awareness, participate in forums GET “BUSI”: Home Business owners: review or create your business plan, check out SCORE (www.score.org) and SBA (www.sba.gov) for events and opportunities</p> |
| | RECOGNITIONS | <p>One this day in August: *1- Girlfriends Day, *23: 1st National Women’s Rights Convention (1850), and *26: Women’s Equality Day. August is: Foot Health Month, Home Business Month</p> |
| September 2017 | | <p>COURTESY! Brush up on your personal and professional manners IMPROVE! Take time to for yourself. Set goals to put you on the path to a better you.</p> |
| | RECOGNITIONS | <p>On this day in September: *4: Labor Day, *8: Stand Up To Cancer Day, *11: World Trade Center Attack, * 17: Constitution and Citizenship Day, *27: Women’s Health & Fitness Day September is: Courtesy Month, Self-Improvement Month</p> |
| October 2017 | | <p>SAVE THE TATAS! Schedule that mammogram, do monthly breast checks, educate / celebrate! COMPUTE! Learn a new computer skill or share what you know.</p> |
| | RECOGNITIONS | <p>On this day in October: *3: Techies Day, *10: Handbag Day, *16 Clean Your Virtual Desktop Day, *26: Int’l Red Cross Organized, and *31: Girl Scouts of America Founders Day (1912) October is the month for: Breast Cancer Awareness, Computer Learning Month</p> |
| November 2017 | | <p>SELF! Before the craziness of the holidays start, make a plan to set time aside for you! DEVELOP! Take time for some career related improvement activities during Career Development Month</p> |
| | RECOGNITIONS | <p>On this day in November: *1: Stress Awareness Day, *5: Daylight Saving Time, *8: STEM/S.T.E.A.M Day, *11: Veterans Day, *12: Elizabeth Cady Stanton’s birthday (1815), *23: Thanksgiving. November is: Diabetes Awareness Month, Career Development Month</p> |
| December 2017 | | <p>GIVE! Consider gift donations to organizations near and dear to your heart (BPW, WJF, AHA) SPIRIT! Harness your holiday spirit – organize a community support or service event.</p> |
| | RECOGNITIONS | <p>On this day in December: *1: Rosa Parks Day, *4: Cookie Day, *15: Bill of Right’s Day, *17: Wright Brothers Day, *21: World Peace Day, *26: Thank-You Note Day December is: Universal Human Rights Month, Safe Toys and Gifts Month</p> |

SUGGESTED PROGRAMS FOR CLUBS 2017/2018

| | | |
|---------------------------------|----------------------------|---|
| <p>JANUARY 2018</p> | | <p>SERVE! Participate in the National Day of Service- organize or participate in a service project. CELEBRATE! Whether a craft or a fun activity, celebrate and share your hobby with someone. WHO NEW?! Plan and hold your Young Careerist Program and competition.</p> |
| | <p>RECOGNITIONS</p> | <p>On this day in January: *6: Technology Day, *8: Clean off Your Desk Day, *14: Vision Board Day, *15: Hat Day. January is: Hobby Month, Mentoring Month</p> |
| <p>FEBRUARY 2018</p> | | <p>HEARTS! Visit www.goredforwomen.org for tools to hold a “Go Red for Women Event” . CELEBRATE! Learn about the contributions of African American women in the nation’s history.</p> |
| | <p>RECOGNITIONS</p> | <p>On this day in February: *1: Freedom Day, *2: Wear Red Day, *10 – Umbrella Day, *15 – Susan B. Anthony (1820), *17 – Random Acts of Kindness Day. February is: American Heart Month, Black History Month</p> |
| <p>MARCH 2018</p> | | <p>WOMEN! Hold programs celebrating women in your community. Invite guests to your meetings SELF! Rediscover and learn all about the wonderful world of crafting and all it’s many benefits.</p> |
| | <p>RECOGNITIONS</p> | <p>On this day in March: *2: National Day of Unplugging, *7: Be Heard Day, *8 – International Women’s Day, *12 – Girl Scout Day, *13 – Good Samaritan Day, *31 – Crayon Day. March is: Women’s History Month, Craft Month</p> |
| <p>APRIL 2018</p> | | <p>EQUAL! Equal Pay Day is April 10, 2018. Find ways to raise awareness in your area. LEAD! Step into a leadership position at your BPW club and BPW/NC. RELAX! Share relaxation techniques or indulge in a massage during Stress Awareness Month</p> |
| | <p>RECOGNITIONS</p> | <p>On this day in April: *6: Tartan Day, *22: Earth Day, *25: Administrative Professionals Day, *27 : Arbor Day, and *30: Honesty Day. April is: Keep America Beautiful Month, Stress Awareness Month.</p> |
| <p>MAY 2018</p> | | <p>SKIN! Be safe in the sun! Protect yourself by getting a skin screening done by your health care provider. Go to the American Cancer Society website at www.cancer.org. SUPPORT! Show your support for our military on Armed Forces Day and Memorial Day</p> |
| | <p>RECOGNITIONS</p> | <p>On this day in May: *8: National Teacher Day, *13: Mother’s Day, *19: Armed Forces Day, *21: American Red Cross Founders Day, *28: Memorial Day. May is: Skin Cancer Awareness Month, and National Photo Month.</p> |
| <p>June 2018</p> | | <p>THINK SAFETY! Review/update your home safety kits (first aid supplies & emergency numbers) VEG OUT! Try a fruit or vegetable you’ve never tried before (Pomegranates/Baby Bok Choy) CELEBRATE! Officer Installations for your BPW Club and Convention!</p> |
| | <p>RECOGNITIONS</p> | <p>On this date in June: *5: World Environment Day, *14: National Flag Day, *17: Father’s Day, and *30: National Organization of Women (1966) June is: National Safety Month, National Fresh Fruit and Vegetable Month</p> |

The BPW/NC staff has worked tirelessly to create guidelines for submission for all members and media outlets. Please review the guidelines provided below for future submissions.

BPW-NC Editorial Submission Guidelines

BPW-NC has established an editorial policy to help streamline the submission process and create a more unified voice for the organization. This policy applies to BPWNC's Facebook, Twitter, Pinterest, and LinkedIn accounts, as well as its website and newsletter, *Tar Heel Woman*. To help facilitate this process, access to BPW-NC social media accounts has been constrained to a limited number of administrators.

How can I get my stuff shared on BPW-NC's website or social media accounts, or in the newsletter?

To request something be posted on BPW-NC's website, social media accounts or *Tar Heel Woman*, email the content to socialmedia@bpw-nc.org. This will automatically forward your content to the appropriate editors and managers.

What can I ask BPW-NC to share?

Content submissions should be relevant to BPW events, BPW interests, and women's issues in general.

Submission ideas:

- Club event notifications and invitations
- Photos or articles from events
- Member news (awards, special recognitions, milestones, etc.)
- Articles, photos and links related to helping women grow professionally, personally and politically.

Content that does not meet these criteria or which has a sole purpose of advertising or promoting a product or service will not be used. The editorial committee reserves the right and responsibility to cut or edit any submitted content for relevance, appropriateness and space restrictions.

What do I need to provide to make sure it gets shared?

When submitting content, please provide the following:

Who: To which audience is this directed? (Members? General Public? Both?)

What: The name of the event, article, etc.

When: Date, Time, RSVP deadlines, etc.

Where: Location, if this is an event. Source, if you are submitting an article or other publication.

Why: A brief description of why our audience should be interested in your submission.

How: When (date and time) and where (website, social media, and/or newsletter) you would like this information shared. Any additional information that is important such as website or social media links should be included.

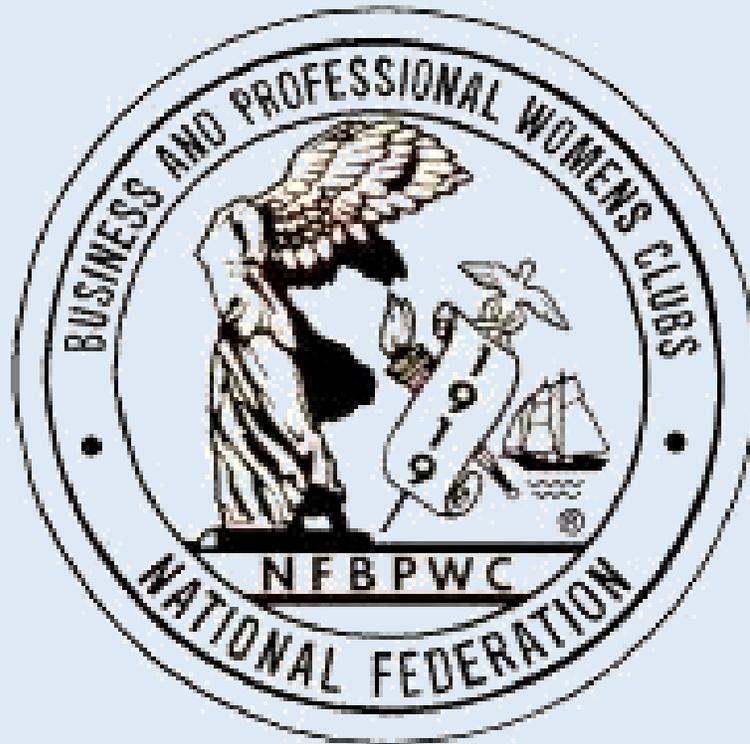
Notes: Most social media platforms do not support the attachment of PDFs or Word documents. If you want an item shared on social media, it must be an image file (jpg) or a link to a web site.

Articles for *Tar Heel Woman* should be kept short for readability, since our newsletter is sent electronically, and most members will read it on their computers. Longer articles may be up to one page in length (600 words).

Can't I just send you a flyer or link to our website?

We realize sometimes the information you want to share may be contained in an attached document, or found in a newsletter or on a website; however, as full-time career women, we often don't have time to go searching for the details. We ask you to kindly pull these details out and highlight them in your request.

We want to use our limited time efficiently -- sharing your information, rather than researching it or digging for details.



EMBLEM BENEDICTION

***This emblem binds us all
In one great sisterhood.
It bids us hear our conscience call,
For nobler womanhood.***

***God guide us when we wear
this emblem o'er our heart.
Keep us true and always fair***

GOD BLESS US AS WE PART.