

VTBPW Spring Board Meeting
Clinton Community College
Plattsburgh, New York
March 31, 2012

Welcome and opening remarks: Marilyn Grunewald, President, welcomed everyone to the meeting.

9:45 am: Mining the Gold/Diamond with Dr. Steve Taubman. Dr. Taubman presented an interactive program featuring "Coaching". He talked about the "Wow" factor, the importance of being clear -- "Clarity is Power". Be specific, be enthusiastic, be a giver. How to apply these principles to "non-profit" organizations. Don't be afraid to be unreasonable when making a request.

Health Break:

Business Meeting: 11:15 am Marilyn Grunewald, President, called the business meeting to order.

Roll Call: Diane Brockway, Secretary, called Roll Call. A quorum was met. Motion forms are available on the tables.

Rules of Order: Pearl Gilbert, acting Parliamentarian, read the Rules of Order.

Timekeeper: Staci Smith was appointed by Marilyn Grunewald.

Minutes: Minutes for the Fall Board Meeting and Winter Board Conference Call were distributed.

Motion: Pearl Gilbert, Franklin County BPW made a motion to accept the minutes from the Fall Board Meeting. Second by Carol Morse, Burlington BPW. Motion carried.

Motion: Staci Smith, St. Johnsbury BPW, made a motion to accept the minutes from the Winter Board Conference Call. Second by Jacqui Hood-Lefebvre, Franklin County BPW. Motion carried.

Treasurer's Report: Leslie Germain, Treasurer, presented a Treasurer's Report. Currently there is a balance of \$21,386.33 in the Money Market. The report was discussed. Members are requested to submit Reimbursement forms in a timely manner.

Motion: Carolyn Frazier, Champlain Valley BPW made a motion to file the Treasurer's Report for review. Second by Deborah Williams, St. Johnsbury. One abstained. Motion carried.

Motion: Kim Bina, Westshire BPW, made a motion to appoint Gina Clark, Franklin County BPW, as a member to the Treasurer's Committee. The Treasurer's Report will be due May 15, 2012 and will be submitted to the President. Second by Jacqui Hood Lefebvre. Motion carried.

Committee Reports:

Burlington BPW: Carol J. Morse reported for Mary Ellen Mendel, President. With an ambitious fundraising campaign, they raised \$2,000 to help fund the VSAC scholarship for 2012. They partnered with BPW member Susan Magnus, VT Scentsy Consultant, to organize a year long Scentsy Fundraiser. Burlington BPW will be having their "year-end" fundraiser on April 21st at the University Mall in South Burlington. In October Burlington BPW members joined the FGI BPW members to participate in the **Making Strides for Breast Cancer** walk. They also participated in the statewide effort to sell Breast Cancer ribbon pins. Many members continue to cook dinner at Hope Lodge (The American Cancer Society). The Young Careerist Program was held on March 14th. Julie Conrad was selected as this year's Young Careerist. A one year membership to the Burlington BPW was offered to the Y/C candidates and judges. Individual Professional Development workshops are being facilitated by Chair Marie Eddy. In 2011-2012, they transformed their monthly business meeting structure. Most monthly meetings are hosted by the Best Western Windjammer Hotel in South Burlington. In April, President-Elect Stephanie Hainley will become President.

Champlain Valley BPW: Amanda Maggy, President, reported that they had held Election of Officers at the March Meeting (Amanda Maggy, President; Corrina Parrow, P/E; Vicki Marking, VP; Weena Boyle, Secretary and Stacey Hillman, Treasurer). Installation of Officers will be held at the April meeting. The Young Careerist Program will also be held at the April 17th meeting. The Regatta/Lobster Bake will not be held this summer. They are looking into other fundraising opportunities with Clinton Community College.

Franklin County BPW: Marty Leech, President, reported that Patty Rainville was named Woman of Achievement. Their Employer of the Year was Vermont Precision Tools of Swanton. 57 of the 156 employees are women who hold various jobs. Woman of the Year is Kathi Rouselle, Co-Ordinator of Academic Services at the

Community College of Vermont. High school members of BPW held a Valentine's Day dance and raised \$200 to benefit the High School Scholarship awards. Danielle Martell of Franklin County is this year's Young Careerist. She has worked diligently as FCBPW Finance Chair this year. The annual Franklin County Job Expo was held in March. The successful Job Expo was organized by Kathi Rouselle and raised \$500 for Scholarship awards.

St. Johnsbury BPW: Deborah Williams, President, stated that they celebrated the 90th anniversary of St. Johnsbury BPW. Staci Smith was named Woman of the Year. They also had a successful Young Careerist program and will have a Y/C at the State program. They held their 2nd Annual Professional Development Workshop on March 24th. Deborah thanked the members of other locals who attended. St. Johnsbury BPW will have two booths at the St. Johnsbury Rotary Bingo.

Adjourn for Lunch:

**Motion: Staci Smith, St. Johnsbury, made a motion to break for lunch at noon.
Second by Marty Leech, Franklin County BPW. Motion carried.**

AWARDS: Donna Rae Heath, President-Elect, said three independent judges were appointed to judge the nominations. She presented the following awards:

Employer of the Year: Donna Rae Heath, President-Elect, said two nominations were received. Vermont Precision Tools, located in Swanton, VT, is this year's Employer of the Year. They are a family-oriented business. The business started in 1968 and have 165 employees in the Vermont locations. There are 57 women employees in Vermont. They also have a subsidiary company located in Kentucky.

Woman of the Year: Congratulations to Staci Smith, St. Johnsbury BPW, on her selection as VTBPW's 2012 Woman of the Year. She is currently the Vermont BPW Vice President. She is an Investment Advisor at Stifel Nicolaus in St. Johnsbury, VT.

The meeting was re-called to order at 1:00 pm.

Committee Reports (Continued)

Westshire: Kim Bina reported for Ellie Smith, President. They currently have five members and they continue to meet on a regular basis.

Finance: Janna Bevins, Finance Chair, was not present. Marilyn Grunewald, President, reported that she is looking into new fundraisers. Jacqui Hood Lefebvre suggested another gas raffle. Amanda Maggy, Champlain Valley BPW, inquired on the status of the invoice for the Breast Cancer Awareness pins that were sold last fall. Marilyn Grunewald will check on the status of the invoices.

FOUNDATION: Barbara Swinton, Chair, reported that she had contacted FOUNDATION to find out if there would be a scholarship this year. At this time, she has not had a response, but she does not think there will be scholarships offered this year. She said AARP has changed the age criteria to age 50. Their deadline is today, March 31, 2012.

Historian: Lisa Grunewald asked for photos and articles for the scrapbook for Marilyn Grunewald.

Legislation and Equal Pay Day: Carol J. Morse, Burlington BPW, said she will be visiting Governor Shumlin in Montpelier, VT, on April 17th at 10:30 am. His office will be issuing a Proclamation for Equal Pay Day. Marilyn Grunewald and other members will try to accompany Carol. Amanda Maggy, Champlain Valley BPW, said that Diane Brockway has contacted Janet Duprey, NYS Assembly, for a Proclamation for Equal Pay Day. Kim Bina suggested that possibly next year VT and NY join together and to recognize Equal Pay Day and visit Albany.

Public Relations; Kim Bina said she had sent press releases to the local papers announcing today's meeting. She will be sending press releases for the Woman of the Year and Employer of the Year awards to the local papers.

Young Careerist and IDP: Trisha Woodward was appointed this year's chair as Debbie White resigned as Young Careerist Chair. Trisha suggested there be changes made to the age criteria (ie, 18-35), that there be flexibility in the timeline and a change made to the policy manual. This year the timeline for returning information to the State chair was changed. There was discussion on the difficulty of meeting the deadlines as some Locals Y/C programs are held at later dates. To ensure all locals have an opportunity to hold a program and have a Young Careerist candidate for the program at State Convention, the deadlines have been amended. Pearl Gilbert, Franklin County BPW and former VTBPW state Young Careerist chair (Kim Bina acted as Parliamentarian), spoke to the need to have deadlines (ie, give Judges time to review applications). Jacqui Hood-Lefebvre said that the Regional Past State President's plan to hold a Young Careerist Program at their meeting in September.

Trisha said the IDP program will be held every two years. Sharon Sommers Chaney, Champlain Valley BPW, stated that Clinton Community College and Champlain Valley BPW had held a successful IDP several years ago and suggested that a local college hold the IDP and open it to the public. Carolyn Frazier said she would be available to facilitate at a IDP program. Marty Leech has held IDP workshops for some groups.

Motion made by Staci Smith, St. Johnsbury BPW, to move forward with the Young Careerist program this year using the current program and dates with the expectation that the manual be updated over the next two years headed by Staci Smith. Second by Amanda Maggy, Champlain Valley BPW.

Motion carried.

Convention : Staci Smith reported on the status of the Convention. The locals have been notified as to their responsibilities. She distributed forms for Advertisements and the Registration forms. The Early Bird registration is due April 24. The regular registration is due May 1st. She will email all information to the local presidents.

Nominating: Jacqui Hood Lefebvre, Kim Bina and Carol Reynolds are on this year's Nominating committee. Jacqui said they have four slots filled at this time.

CAMP BPW: Jacqui Hood-Lefebvre and Carolyn Frazier reported there is a balance of \$2,394.96 in the account. Jacqui said there were some unexpected expenses from last year's program that have not yet been paid, but will be paid. She said that CAMP BPW had applied for a grant. Marilyn Grunewald said she will follow up on the status of the grant.

OLD BUSINESS:

Policy and Procedure Manual: Donna Rae Heath has a "draft" for the new manual for review.

Bylaws: Ellie Smith was not able to attend the meeting. Staci Smith discussed the change to the Bylaws that will be presented at the Convention and voted on.

Motion: Jacqui Hood LeFebvre moved that this body move the proposed Bylaws change regarding the date the State Convention may be held to the full convention body to be voted on at State Convention in June 1012 and warned with the "call" to convention. Second by Staci Smith, St. Johnsbury BPW. Motion carried.

Resource Book: Marilyn Grunewald passed out forms for the Resource Book and explained it can be filled out and returned by email. She hopes to hear from all members.

Berl Morrill Award: Marilyn said the due date is April 2nd. She has received some nominations. Carol Morse gave a brief "history" of Berl Morrill.

OTHER BUSINESS:

Equal Pay Amendment Bingo: Marty Leech held a Bingo on our knowledge of Equal Pay Day and the Amendment. Carolyn Frazier, Champlain Valley BPW, won the Bingo.

VCW: Lindy Hatcher has accepted new employment in Montana.

Motion: Jacqui Hood-Lefebvre, Franklin County BPW, nominated Kim Bina, Westshire BPW, as the Vermont BPW representative to the Vermont Commission on Women to fill the remainder of the 2011-2012 term vacated by Lindy Hatcher. Second by Barb Swinton, Burlington BPW. Motion carried.

Donations: Gina Clark, Franklin County BPW, discussed the recent death/murder of Melissa Jenkins in St. Johnsbury. Melissa was a teacher at St. Johnsbury Academy. Gina suggested that VTBPW accept donations for the young son of Ms. Jenkins. Pearl Gilbert spoke to this suggestion (Kim Bina acted as Parliamentarian). She said that it had been determined in the past that the State not take donations for specific causes. She said, however, that it is up to each local to decide if they would want to make a donation.

Motion: Staci Smith, St. Johnsbury BPW, moved that the 2012 Convention Book be dedicated to Melissa Jenkins of St. Johnsbury and send a letter to the family and her employer, St. Johnsbury Academy, making them aware of this action. Second by Sharon Sommers Chaney, Champlain Valley BPW. Motion carried.

Meeting adjourned at 2:15 p.m.

Motion: Deborah Williams, St. Johnsbury BPW, moved that the meeting adjourn at 2:15 p.m. Second by Carol J. Morse, Burlington BPW. Motion carried.

Respectfully submitted,

Diane Brockway, Secretary

March 31, 2012