

**Vermont Federation of Business & Professional Women
89th Annual State Convention
Minutes of Meeting**

Date: May 16-17, 2014

Location: Waterlot Room, Lake Morey Resort
Fairlee, Vermont

FRIDAY, MAY 16, 2014

Call to Order: Staci Smith, President, called the Convention to order at 6:50 p.m.

The Presentation of Colors was conducted by Carol Labounty, St Johnsbury BPW; Barbara Swinton, Burlington BPW; and Nancy Young, St Johnsbury BPW; followed by the Pledge of Allegiance and the Collect.

Staci Smith, President, introduced the officers seated at the Head Table: Carolyn Frazier, President-Elect; Deborah Williams, Secretary; and Gina Clark, Treasurer; (Vice President Amanda Thomas was not present).

Dinner in the Waterlot Room.

The Emblem Ceremony was conducted by members of the Franklin County BPW.

Barbara Swinton, Burlington BPW, conducted the Memorial Service. Though no members died in the last year a moment of silence was observed.

The meeting was recessed until 9:00 a.m. Saturday morning.

SATURDAY, MAY 17, 2014

Call to Order: Staci Smith, President, called the meeting to order at 9:00 a.m.

Introduction of Officers: Staci Smith, President, introduced the officers seated at the Head Table: Carolyn Frazier, President-Elect; Deborah Williams, Secretary; and Gina Clark, Treasurer; (Vice President Amanda Thomas was not present).

Staci Smith, President, introduced the keynote speaker Ann Traverso-Moore, Assistant Director of Recruitment and Admissions at Springfield College School of Human Services. Staci mentioned that Ann spoke at our Fall Board Meeting on "Effective Collaboration" and that her biography and notes from the Fall meeting are on Page 8 in the Convention Book. Today Ann will present Part II "Growing an Organization through Collaboration". Ann went through her PowerPoint presentation then had the members work on an activity focusing on the BPW mission; each table was asked to identify 1) what organizations are in the business of empowerment, and 2) what might be a collaborative effort.

Staci thanked Ann for her contributions to BPW this year and presented her with a thank you gift for a massage in the Spa here at the Resort.

BUSINESS MEETING

Call to Order: Staci Smith, President, called the business meeting to order at 10:20 a.m.

Roll Call: Deborah Williams, Secretary, took roll call and a quorum was met.

Rules of Order: Pat Nowak, Parliamentarian, reviewed with members the Meeting Rules of Order found on Page 16 in the Convention Book. It was noted that we are using the Robert's Rules of Order Newly Revised 11th Edition not the 10th.

Registration and Credentials Report: Danielle Martel, Franklin County BPW, presented the report. Total attending is 34 with 31 voting members and 3 guests.

President's Report: Staci Smith's report is in the Convention Book on Pages 37-38.

President-Elect's Report: Carolyn Frazier's report is in the Convention Book on Pages 38-39.

Secretary's Report: The minutes from the 88th Annual Convention, the 2013 Fall Board Meeting; the Winter Conference Call and the Emergency Conference Call are all presented in the Convention Book on Pages 18-27.

Motion: Jacqui Hood-Lefebvre, Franklin County BPW, moved to dispense with the reading of the minutes from the 88th Annual Convention.

Seconded by Carolyn Frazier, Champlain Valley BPW.

Motion Carried.

Motion: Gina Clark, Franklin County BPW, moved to accept the minutes from the 88th Annual Convention.

Seconded by Barbara Swinton, Burlington BPW.

Motion Carried.

Treasurer's Report: Gina Clark's report is on Page 32 in the Convention Book. Gina said it is presented for information; expenses are still coming in; filing for audit after the close of the fiscal year on June 30, 2014. Staci Smith stated our auditor for this year is no longer a BPW member so we need to elect an Auditor to complete this year's audit between June 30 and July 20. Staci further stated that Nancy Young, St Johnsbury BPW, has agreed to do the audit.

Motion: Pearl Gilbert, Franklin County BPW, moved to appoint Nancy Young as Auditor for the 2013-2014 year.

Seconded by Alice Kitchel, St Johnsbury BPW.

Motion Carried.

Budget: Carolyn Frazier, President-Elect, discussed her proposed budget for 2014-2015 which is on Page 27 in the Convention Book. Carolyn said she collaborated with the Finance Chair in developing this proposed budget; she said within next year we will have the insurance piece so drastic cuts had to be made to allow for that expense; she stated it was a bare-bones budget. Danielle Martel inquired as to where the Project Fund was in the budget? Carolyn responded it is in the designated funds and is not in the operating budget. Diane Chanowsky asked where is the current budget's profit & loss? Carolyn responded it is on Page 33 in the Convention Book.

Pat Nowak, Parliamentarian, stepped down to discuss the issue of the insurance expense and Jacqui Hood-Lefebvre stepped in as Parliamentarian. Pat stated that 60% of member dues will be going to cover the insurance cost and she is surprised by how high the premiums are; she feels we will need to fundraise in order to cover this expense and it will restrict what we can do; she asked if this insurance was a necessity and, if so, feels we all need to be fully aware of this. Donna Heath stated the bonding for the Treasurer is stipulated in the Bylaws but insurance for directors & officers is not. Gina Clark said she felt the bonding insurance for the Treasurer was not worth it since our assets are only \$30,000 and the cost is \$300; however she did think the directors & officers insurance was worth it since we are dealing with two states and officer's personal assets are at stake. Jacqui Hood-Lefebvre stepped down as Parliamentarian and Pat Nowak stepped back in.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the Proposed 2014-2015 Budget.

Seconded by Pearl Gilbert, Franklin County BPW.

Carolyn Frazier, Champlain Valley BPW, asked for a standing vote.

Vote count was: 9 yes, 7 opposed, 0 abstentions.

Motion Carried.

Nominating Committee: Donna Heath, Chair, presented the nominations of officers for 2014-2015:

President: Carolyn Frazier, Champlain Valley BPW; and Secretary: Danielle Martel, Franklin County BPW
Nominations for President-Elect, Vice President and Treasurer must come from the floor.

There were no nominations from the floor for President-Elect so this office will remain vacant.

Jacqui Hood-Lefebvre, Franklin County BPW, nominated Pearl Gilbert for Vice President; nomination accepted.

Marilyn Grunewald, Franklin County BPW nominated Kathy Butler for Treasurer; nomination accepted.

Each officer nominated from the floor was asked to stand up and say a few words about why they would like to serve. Pearl Gilbert said she was interested in growing membership this year; Danielle Martel said she was interested in being active beyond the local level; and Kathy Butler said she was willing to get more involved in the organization.

Motion: Deborah Williams, Secretary, St Johnsbury BPW, moved to cast one ballot for the following Slate of Officers for 2014-2015:

President:	Carolyn Frazier, Champlain Valley BPW
President-Elect:	Vacant
Vice President:	Pearl Gilbert, Franklin County BPW
Secretary:	Danielle Martel, Franklin County BPW
Treasurer:	Kathy Butler, Franklin County BPW

Seconded by Carolyn Frazier, Champlain Valley BPW.

Motion carried.

Motion: Carolyn Frazier, Champlain Valley BPW, moved to replace the line item wording in the budget under Officer Expense from President-Elect to Vice President thereby allocating the \$400 to the Vice President.

Seconded by Jacqui Hood-Lefebvre, Franklin County BPW.

Motion Carried.

Motion: Gina Clark, Franklin County BPW, moved to (1) Transfer \$1,000 from Undesignated Funds to the Project Fund to make the Project Fund balance \$1,841 and (2) Transfer \$8.48 from Undesignated Funds to the Anne Shelansky Award to keep the balance at \$1,000.

Seconded by Ellie Smith, Westshire BPW.

Motion Carried.

Staci Smith stated the Local Reports are in the Convention Book beginning on Page 42 and the individual Committee Reports are in the Convention Book beginning on Page 35.

Motion: Carolyn Frazier, Champlain Valley BPW, moved that we take \$300 from the Undesignated Funds to have a setting made for Staci Smith's Past President's pin that would say Vermont since in Staci's effort to keep expenses down she bought the pin at a garage sale and it does not say Vermont.

Seconded by Jacqui Hood-Lefebvre, Franklin County BPW.

Motion Carried.

Motion: Kim Bina, Westshire BPW, moved to request the Board investigate the requirement of errors and omissions insurance and bonding of the Treasurer as a 501(c)(3) organization. If it is discovered that it is not required we would eliminate the requirement from the budget and amend the bylaws.

Seconded by Jacqui Hood-Lefebvre, Franklin County BPW.

Motion Carried.

New Business: Carolyn Frazier announced that next year's convention will be held at the High Peak Resort in Lake Placid, NY. She said negotiations have started and the room rate will be \$129 per night, not per individual, and this price will be good for the 3 days before and 3 days after convention so she encouraged everyone to come and bring their families as there is lots to do in Lake Placid. The date is May 1-3, 2015. Carolyn said she is planning an 'olympic theme' for the ceremony.

Carolyn stated the first face-to-face state event this year will be on August 23, 2014. It is 'A Best Practices Sharing/Leadership Training' event to be held in Burlington and free to all members. More information about the event will be on the website. She said all board meetings this year will be via teleconferencing and that communications this year will be disseminated directly to members rather than through the Local President. Carolyn also discussed her 'President's Initiative Challenge' which is in the Convention Book on Pages 39-40. She said notice of events will be on the website.

Bylaws: Donna Heath, Co-Chair, presented the following proposed bylaws amendments which can be found on Pages 28-31 in the Convention Book:

ARTICLE 1: NAME

Current bylaw:

The name of this organization shall be the Vermont Federation of Business and Professional Women's Clubs (BPW/VT).

Proposed bylaw:

The name of this organization shall be Business and Professional Women/VT Inc. (BPW/VT).

Comments:

There were several variations of the name in use and given our application process for a 501(c)(3) designation, BPW/VT recently applied for and received a new Tax ID number. This is the name registered to this new number.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article I to read: The new name of the organization shall be Business and Professional Women/VT Inc. (BPW/VT).

Seconded by Danielle Martel, Franklin County BPW.

Motion Carried.

ARTICLE V: MEMBERSHIP

Section 1d

Current bylaw:

Does not exist

Proposed bylaw:

Member-at-Large – an individual member who for any reason cannot maintain a membership with a Local Organization.

Comments:

Should any Local disband or a member move to a location with no LO, they would still have an avenue to remain members.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article V, to add Section 1d to read: Member-at Large – an individual member who for any reason cannot maintain a membership with a Local Organization.

Seconded by Pearl Gilbert, Franklin County BPW.

Motion Carried.

ARTICLE V: MEMBERSHIP

Section 2

Current bylaw:

Members and student members shall belong to Local Organizations that are members of BPW/VT.

Proposed bylaw:

Members and student members shall belong to Local Organizations that are members of BPW/VT. Members –at-Large shall be classified as members of a non-traditional Local named Members-at-Large Local and shall have the same responsibilities and privileges as a traditional Local.

Comments:

Allows Member-at-Large a loosely structured LO classification for recognition at state meetings/events. They could elect a president/spokesperson who could represent them on the Board as they would be as a LO.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article V, Section 2 to read: Members and student members shall belong to Local Organizations that are members of BPW/VT. Members –at-Large shall be classified as members of a non-traditional Local named Members-at-Large Local and shall have the same responsibilities and privileges as a traditional Local.

Seconded by Diane Chanowsky, Champlain Valley BPW.

Motion Carried.

ARTICLE VI: LOCAL ORGANIZATION REQUIREMENTS

Section 8

Current bylaw:

Does not exist

Proposed bylaw:

The Members-at-Large Local is exempt from the traditional requirements of Local Organizations as this Local is not structured for traditional individual meetings, but as a repository Local for members who for any reason cannot belong to a traditional Local Organization.

Comments:

Has actually been beneficial organizations to retain membership.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change Article VI, to add Section 8 to read: The Members-at-Large Local is exempt from the traditional requirements of Local Organizations as this Local is not structured for traditional individual meetings, but as a repository Local for members who for any reason cannot belong to a traditional Local Organization.

Seconded by Carolyn Frazier, Champlain Valley BPW.

Motion Carried.

ARTICLE VIII: DUES

Section 2

Current bylaws:

Does not exist

Proposed bylaws:

Members-at-Large – Annual dues for Members-at-Large shall include a subscription to the official State publication. (See appendix for current amount.)

Comments:

Should this proposal pass, a motion will be needed to set an amount in the appendix for the specific dues amount. Should it be \$20, the same as a traditional member??

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to add Article VIII, Section 2: Members-at-Large – Annual dues for Members-at-Large shall include a subscription to the official State publication. (See appendix for current amount.).

Seconded by Carolyn Frazier, Champlain Valley BPW.

Motion Carried.

ARTICLE XI: NOMINATIONS

Section 1.

Current bylaw:

The nominating committee chair shall be nominated from the floor at the post-convention board meeting. Two additional committee members shall also be nominated from the floor at the post-convention board meeting, the (3) members of the nominating committee shall be from different Local Organizations.

Proposed bylaw:

The nominating committee chair shall be nominated from the floor at the convention board meeting. Two additional committee members shall also be nominated from the floor at the convention board meeting, the (3) members of the nominating committee shall be from different Local Organizations.

Comments:

There are many more members available at the convention meeting than there is at the post-convention meeting.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XI, Section 1 to read: The nominating committee chair shall be nominated from the floor at the convention board meeting. Two additional committee members shall also be nominated from the floor at the convention board meeting, the (3) members of the nominating committee shall be from different Local Organizations.

Seconded by Pearl Gilbert, Franklin County BPW.

It was noted that this change will take effect at convention next year.

Motion Carried.

ARTICLE XI: NOMINATIONS

Section 2.

Current bylaw:

The nominating committee shall prepare a slate of one or more candidates for the offices of President-Elect, Vice President, Treasurer, Secretary and one or more auditors. This slate shall be published in the official State publication and shall be voted on by ballot at the annual State convention. The President, with the consent of the Executive Committee shall appoint the Parliamentarian.

Proposed bylaw:

The nominating committee shall prepare a slate of one or more candidates for the offices of President-Elect, Vice President, Treasurer, Secretary and two or more auditors, of whom one or more will audit the books for the incoming President's fiscal year books. This slate shall be published in the official State publication and shall be voted on by ballot at the annual State convention. The President, with the consent of the Executive Committee shall appoint the Parliamentarian.

Comments:

Elects two auditors in hopes of one always being available and knowledgeable each year.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XI, Section 2 to read: The nominating committee shall prepare a slate of one or more candidates for the offices of President-Elect, Vice President, Treasurer, Secretary and two or more auditors, of whom one or more will audit the books for the incoming President's fiscal year books. This slate shall be published in the official State publication and shall be voted on by ballot at the annual State convention. The President, with the consent of the Executive Committee shall appoint the Parliamentarian.

Seconded by Danielle Martel, Franklin County BPW.

During discussion Ellie Smith, Westshire BPW, questioned the language regarding whose books the auditors will be auditing, said she thinks it should be the outgoing President's books. Pat Nowak, Parliamentarian, said we cannot change this amendment without warning but can change language for a new amendment if unanimously voted.

Donna Heath withdrew her motion.

Motion: Donna Heath, St Johnsbury BPW, moved to change Article XI, Section 2 to read: The nominating committee shall prepare a slate of one or more candidates for the offices of President-Elect, Vice President, Treasurer, Secretary and two or more auditors, of whom one or more will audit the books for the outgoing President's fiscal year books. This slate shall be published in the official State publication and shall be voted on by ballot at the annual State convention. The President, with the consent of the Executive Committee shall appoint the Parliamentarian.

Seconded by Danielle Martel, Franklin County BPW.

Motion Carried by unanimous vote.

ARTICLE XIII: DUTIES OF OFFICERS

Section 1g

Current bylaw:

Insure that a coordinated program, including projects and activities, shall be developed for the ensuing year in accordance with the objectives of BPW/VT and the BPW Foundation Licensing Agreement.

Proposed bylaw:

Work with the Issues Management Committee, President-Elect and Vice President to insure the coordinated program, projects and activities planned for their Presidential year are delivered to the State membership.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XIII, Section 1g to read: Work with the Issues Management Committee, President-Elect and Vice President to insure the coordinated program, projects and activities planned for their Presidential year are delivered to the State membership.

Seconded by Diane Chanowsky, Champlain Valley BPW.

Motion Carried.

ARTICLE XIII: DUTIES OF OFFICERS

Section 2g

Current bylaw:

Does not exist

Proposed bylaw:

Insure that a coordinated program, including projects and activities, shall be developed for their Presidential year in accordance with the objectives of BPW/VT and the BPW Foundation Licensing Agreement.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XIII, to add Section 2g to read: Insure that a coordinated program, including projects and activities, shall be developed for their Presidential year in accordance with the objectives of BPW/VT and the BPW Foundation Licensing Agreement.

Seconded by Barbara Swinton, Burlington BPW.

Motion Carried.

ARTICLE XIII: DUTIES OF OFFICERS

Section 2h

Current bylaw:

Does not exist

Proposed bylaw:

Prepare and present at the Annual Meeting/convention a calendar of dates and location for all state meetings approved by the Executive Committee.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XIII, to add Section 2h to read: Prepare and present at the Annual Meeting/convention a calendar of dates and location for all state meetings approved by the Executive Committee.

Seconded by Jacqui Hood-Lefebvre, Franklin County BPW.

Motion Carried.

ARTICLE XIV: BOARD OF DIRECTORS

Section 1

Current bylaw:

The Board of Directors shall consist of the elected officers, the Immediate Past President, chairs of Standing Committees, the Presidents of the Local Organizations or a duly authorized member of the Local Organization's Executive Committee and the Editor of the Vermont Working Woman.

Proposed bylaw:

The Board of Directors shall consist of the elected officers, the Immediate Past President, chairs of Standing Committees or a duly authorized member of their committee, the Presidents of the Local Organizations or a duly authorized member of the Local Organization's Executive Committee and the Editor of the Vermont Working Woman. If a duly authorized member of the Standing Committee or the Local Organization's Executive Committee is not present, then the State President has the authority to appoint a member of the committee or Local Organization present to serve as the representative.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XIV, Section 1 to read: The Board of Directors shall consist of the elected officers, the Immediate Past President, chairs of Standing Committees or a duly authorized member of their committee, the Presidents of the Local Organizations or a duly authorized member of the Local Organization's Executive Committee and the Editor of the Vermont Working Woman. If a duly authorized member of the Standing Committee or the Local Organization's Executive Committee is not present, then the State President has the authority to appoint a member of the committee or Local Organization present to serve as the representative.

Seconded by Danielle Martel, Franklin County BPW.

Motion Carried.

ARTICLE XIV: BOARD OF DIRECTORS

Section 2a

Current bylaw:

Determining the place and date of the annual convention

Proposed bylaw:

Delete this subsection and renumber the remaining subsections.

Comments:

Covered in Article XVII

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XIV, Section 2a to delete this subsection and renumber the remaining subsections.

Seconded by Jacqui Hood-Lefebvre, Franklin County BPW.

Motion Carried.

ARTICLE XIV: BOARD OF DIRECTORS

Section 3

Current bylaw:

A vote of the Board of Directors may be taken by phone, mail or email at the written request of the President and such votes shall have the force and effect of a vote taken at a meeting.

Proposed bylaw:

A vote of the Board of Directors may be taken at a face-to-face meeting, by means of the United States postal system or a meeting convened by technology. A vote will carry based on a simple majority unless indicated otherwise in bylaws.

Comments:

By using the term technology, it opens the mode for votes and types of meetings to the evolution of technology without constant bylaw amendments.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the change to Article XIV, Section 3 to read: A vote of the Board of Directors may be taken at a face-to-face meeting, by means of the United States postal system or a meeting convened by technology. A vote will carry based on a simple majority unless indicated otherwise in bylaws.

Seconded by Gina Clark, Franklin County BPW.

Motion Carried.

ARTICLE XVI: STANDING COMMITTEES

Section 6

Current bylaw:

The Finance Committee shall be composed of a chair and two members. The finance chair shall serve as member ex-officio, without vote, on all committees whose programs require expenditures of monies. It shall be the duty of the finance committee to prepare an annual budget for the State Federation, to have general supervision of all expenditures and to assist Local Organizations in developing a sound financial policy.

Proposed bylaw:

The Finance Committee shall be composed of a chair and two members. The finance chair shall serve as member ex-officio, without vote, on all committees whose programs require expenditures of monies. It shall be the duty of the finance committee to work with the President-Elect to prepare an annual budget for the President-Elect to present to the State Federation at the Annual convention for membership approval. The Finance Committee shall have general supervision of all expenditures.

Comments:

Defines the budget year that the finance committee is helping to prepare.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the changes to Article XVI, Section 6 to read: The Finance Committee shall be composed of a chair and two members. The finance chair shall serve as member ex-officio, without vote, on all committees whose programs require expenditures of monies. It shall be the duty of the finance committee to work with the President-Elect to prepare an annual budget for the President-Elect to present to the State Federation at the Annual convention for membership approval. The Finance Committee shall have general supervision of all expenditures.

Seconded by Marilyn Grunewald, Franklin County BPW.

Motion Carried.

ARTICLE XVI: STANDING COMMITTEES

Section 10

Current bylaw:

The Issues Management committee shall be composed of the BPW/VT President-Elect who shall act as chair and as many members as deemed necessary by the Chair. It shall be the duty of the Issues Management committee to implement the program for the current year.

Proposed bylaw:

The Issues Management committee shall be composed of the BPW/VT President-Elect, who shall act as chair, and the Chairs of each Standing Committee with active current year programs, who shall be members of this committee. It shall be the duty of the Issues Management committee to coordinate with the President for implementation of current year programming and a transition to the upcoming year's planning.

Comments:

This should help in the transition and planning of the new year as each Local Organization begins their summer planning.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the changes to Article XVI, Section 10 to read: The Issues Management committee shall be composed of the BPW/VT President-Elect, who shall act as chair, and the Chairs of each Standing Committee with active current year programs, who shall be members of this committee. It shall be the duty of the Issues Management committee to coordinate with the President for implementation of current year programming and a transition to the upcoming year's planning.

Seconded by Danielle Martel, Franklin County BPW.

Motion Carried.

ARTICLE XVI: STANDING COMMITTEES

Section 12

Current bylaw:

The Membership Committee shall be composed of the BPW/VT Vice President, who shall act as chair, and as many members as deemed necessary by the chair. It shall be the duty of the membership committee to promote, expand, stabilize and orient the membership.

Proposed bylaw:

The Membership Committee shall be composed of the BPW/VT Vice President, who shall act as chair, and each Local Organization's Vice President or their designated representative. It shall be the duty of the membership committee to promote, expand, stabilize and orient the membership.

Comments:

Appointing VP's from each LO will bring their positions in-line with the State office and allow for unified efforts.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the changes to Article XVI, Section 12 to read: The Membership Committee shall be composed of the BPW/VT Vice President, who shall act as chair, and each Local Organization's Vice President or their designated representative. It shall be the duty of the membership committee to promote, expand, stabilize and orient the membership.

Seconded by Jacqui Hood-Lefebvre, Franklin County BPW.

Motion Carried.

ARTICLE XVII: STATE CONVENTION

Section 1

Current bylaw:

The annual convention shall be held in the month of May or June at such time and place as determined by the Board of Directors.

Proposed bylaw:

The annual convention shall be held in the month of May or June with time and location as determined by the State President-Elect and approved by the Executive Committee. The time and place for the following year's convention shall be announced at the annual meeting.

Comments:

Allows more flexibility in planning, more options for venues and the membership will know a full year ahead on the date/location.

Motion: Donna Heath, St Johnsbury BPW, moved to accept the changes to Article XVIII, Section 1 to read: The annual convention shall be held in the month of May or June with time and location as determined by the State President-Elect and approved by the Executive Committee. The time and place for the following year's convention shall be announced at the annual meeting.

Seconded by Danielle Martel, Franklin County BPW.

Motion Carried.

Motion: Carolyn Frazier, Champlain Valley BPW, moved that we add 'Member-at Large' to the Appendix Dues for BPW/VT and that the dues for Member-at-Large be equal to member dues.

Seconded by Laurie Beth Putnam, Westshire BPW.

Motion Carried.

Laurie Beth Putnam, the new President of the New England Past State Presidents, explained that this group is made up of past state presidents from all New England states and New York; they meet twice a year; their goal is support organizations in the states; and they run the regional YC Program.

Motion: Kim Bina, Westshire BPW, moved to continue the non-voting board position for the BPW representative to the Vermont Commission on Women and that the representative may not be a Commissioner.

Seconded by Pearl Gilbert, Franklin County BPW.

Motion Carried.

Ellie Smith commented that there was an error in the listing of auditors on Page 11 of the Convention Book; she said her name should be crossed out as it is a typo since she had resigned in the previous year not this year.

Pearl Gilbert commented on the member numbers going down each year and wondered if we should look at making convention just a one day event; she questioned if the cost was a reason. Someone commented the idea of a one day convention was discussed a few years ago and determined not to be really feasible. Deborah Williams expressed the opinion she felt the lower numbers were not a monetary issue but rather a focus issue or lack thereof. Danielle Martel commented that Friday nights are hard to make and wondered whether the Friday night events could be moved to Saturday morning. Lou DiLorenzo commented that she took off work on Friday; that she looks forward to convention and does not want to have to it jammed into one day. Pat Nowak stated she was opposed to starting before 9:00 a.m. and that convention had already been trimmed tremendously; she feels the current structure allows time for members to share and network together. Alice Kitchel commented she felt there was value in holding onto our current structure.

12:20 p.m. Meeting recessed.

Lunch in the Lakeside Dining Room.

Young Careerist Program: Stephanie Hainley, Chair, introduced the judges for this year's program: Sue Cherry, Janet Graham, and Jackie Hawkins. This year's candidates are: Emily Owens, Champlain Valley BPW; Jessica Porter, Franklin County BPW; and Stefanie Lingenfelter, St Johnsbury BPW. Each candidate gave a four-minute speech.

Woman of the Year Award: Carolyn Frazier, President-Elect, announced the recipient of this year's Woman of the Year award was Elizabeth Malone from Franklin County BPW. Elizabeth was not present to receive the award.

Employer of the Year Award: Carolyn Frazier, President-Elect, announced the winner of this year's Employer of the Year Award is Springfield College in St Johnsbury. Ann Traverso-Moore accepted the award on behalf of the College.

Alice Paul Award: Staci Smith, President, announced the recipient of this year's Alice Paul Award was Jennifer Reise-Savage and the award had been given to Jennifer at a Franklin County meeting.

Meeting reconvened in the Waterlot Room.

Young Careerist Program: Stephanie Hainley, Chair, thanked the judges and Staci Smith gave each one a gift. Judge Sue Cherry announced the 2014 BPW/VT Young Careerist was Emily Owens from Champlain Valley BPW. Each candidate was presented with a Certificate of Participation and a book. As the winner Emily also received a Young Careerist pin and a monetary gift. Emily will represent BPW/VT at the Regional YC Program held at the New England Past State President's meeting later this year.

The Silent Auction and Live Auction were held. \$171.00 was made from the Silent Auction and will be deposited into the Convention account; \$1,447.50 was made from the Live Auction and will be deposited into the Undesignated Funds.

Meeting resumed at 7:00 p.m.

Dinner in the Edgewater Room.

Anne Shelansky Award: Presented by the Past VT State Presidents, this year's award was given to Laurie Beth Putnam, Westshire BPW.

Berl Morrill Award: Staci Smith, President, presented this year's Berl Merrill Award to Pearl Gilbert, Franklin County BPW.

Installation Ceremony: The officers for 2014-2015 were installed.

Meeting adjourned at 9:10 p.m.

Respectfully submitted,
Deborah Williams, Secretary