



Vermont Working Woman

SPECIAL POINTS OF INTEREST:

- VT YC Program
- Grant Funds Available
- Camp BPW
- Berl Morrill

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President’s Message—Staci Smith

So, this is supposedly Spring; someone forgot to tell Mother Nature. We are on the home stretch for our 2013-2014 BPW year and it has been one of constant change for all of us. Some Locals have been working to re-create themselves, some flourishing with membership and all working towards the same common goal – to empower women.

The Board of Directors had a January conference call meeting and covered many areas. As you review the minutes from that meeting, you will see the conversation around Convention for 2015 has already begun!

The application for our State 501c3 status has been re-submitted (after the original being lost in transit). This process has been tedious and incredibly time consuming. I cannot thank Donna Rae Heath enough for her outstanding efforts. At some point, I just know we’ll have an answer from Uncle Sam!

Camp BPW was well attended by our membership in support of Danielle Martel’s leadership and the Franklin County LO’s work to run this year’s program. While the number of young ladies was not what we might have hoped, the

program never the less provided excellent advice and guidance to those taking advantage of the offerings. Thank you to Danielle, Jacqui Hood and the entire Franklin County LO for all your hard work.

Donna Rae Heath single-handedly ran a booth at the Veteran’s Summit at Lyndon State College on March 15 representing BPW/VT and offering our Joining Forces Mentoring Program. Many thanks to her for her work with this program.

The Board of Directors had one more conference call to discuss Bylaws amendments. In order for amendments to be made, a recommendation needs to come from the Board to the membership and the proposed changes need to be in the Call to Convention. That Call is in this newsletter and so are the proposed amendments. We will talk of and vote on them at our business meeting on May 17.

Equal Pay Day is April 8. Marilyn Grunewald has been working on this and at 9:30 am, Governor Peter Shumlin will sign the Proclamation. You are all invited to the State House



(Ceremonial Room) to witness. If you are also able, April 9 is the Vermont Commission on Women’s 50th Anniversary.

And finally...Convention! May 16-18 at the Lake Morey Resort in Fairlee, VT. The registration form will be found in this newsletter (it’s just like Christmas around here) as well. Please pay attention to deadlines. The room block is expiring on April 16 and registration for early birds needs to be received by me by April 18. I will be sending out assignments for each LO very soon. I hope to see many of you there.

President-Elect Carolyn Frazier has been working hard on her

Staci Smith

planning for the upcoming year and I look forward to her leadership for our organization. I ask that you offer your help in a State office or committee. Many hands make light work.

Thank you for all of your contributions this past year and thank you for personal support. I treasure these friendships.

Best Personal Wishes,

Staci D. Smith,

President/Vermont Business and Professional Women



Equal Pay Day April 8, 2014

Join the Business and Professional Women/VT and the Vermont Commission on Women at 9:30 when Governor Peter Shumlin signs the Proclamation to declare April 8 Equal Pay Day in Vermont.



Also, contact your legislators to see if they are available to meet with you. It is a great opportunity to connect with them.

Please contact Marilyn Grunewald, Legislative Chairperson, BPW/VT for more information, 802-527-8237, mlg1@aol.com



Call to Convention
Vermont Federation of Business and Professional Women
Staci D. Smith, President
2013-2014

All members of the Vermont Federation of Business and Professional Women are invited to attend the 89th annual meeting of the Federation. The convention will be held on May 16th, 17th & 18th at Lake Morey Inn at 1 Clubhouse Road Fairlee, Vermont. Additional information, including a tentative agenda is included in this notice. It is your right and responsibility as a member of the Federation to attend and take an active part in the conduct of the business of this Federation. We look forward to seeing you and encourage your participation in the vision and mission of the Federation.

The following items of business will be presented for consideration and action:

- Reports and Recommendations from State Officers, Committee Chairs and L/O Presidents
- Election of 2014-2015 State Officers
- Such other business as may properly come before the meeting to promote the work and effectiveness of the Vermont Federation of Business and Professional Women

The Executive Committee will meet at 4:45 pm. The Executive Committee consists of the Officers; President, President-Elect, Vice President, Secretary and Treasurer.

The Board of Directors will meet Friday, May 16th, 2014 at 5:30 pm. The Board of Directors includes State Officers and Committee Chairs for the 2013- 2014 year.

89th Annual Convention Tentative Agenda

Friday, May 16

4:30 pm - 6:30 pm Registration

4:45 pm - 5:15 pm Executive Committee Meeting

5:30 pm - 6:30 pm Pre-Convention Board Meeting

6:30 pm - 9:00 pm Dinner (Casual Attire)

Opening Ceremonies

Call to Order, Introduction of Dignitaries, Reading of Convention Greetings,
Memorial Service, Emblem Ceremony

Saturday, May 17th

7:30 am - 9:00 am Registration (Members must be registered by 9:00 am to vote)

7:00 am - 8:30 am Breakfast

9:00 am - 10:00 am Speaker, Ann Traverso-Moore, "Effective Collaboration"

10:00 am - 10:15 am Health Break

10:15 am - 12:00 pm Business Meeting

12:00 pm - 1:30 pm Lunch - Young Careerist Presentations, Awards, Silent Auction

1:30 pm - 3:00 pm Live Auction

3:00 pm - 3:15 pm Health Break

3:15 pm - 5:00 pm Business Meeting, if needed – otherwise, free time

5:00 pm - 6:00 pm Past President's Tea

6:00 pm - 7:00 pm Convention Photos, Cash Bar and Hors d'Oeuvres

7:00 pm - 9:00 pm Installation Banquet (Semi-Formal Attire)

9:00 pm - 10:30 pm President's Reception

Sunday, May 18th

7:00 am - 8:30 am Breakfast

9:00 am - 12:00 pm Post-Convention Board Meeting

Vermont Business & Professional Women Annual State Convention 2013 – 2014

May 16-18, 2014

"Lighting the Beacon"

CONVENTION MEETING REGISTRATION

Registration Fees & Deadlines

\$37 Early Bird Received by April 18
\$42 Regular Received by April 30
\$47 On-Site

MEAL RESERVATION

Indicate # of meals (ie: bringing guests?)

\$30 Friday Evening
\$ 0 Saturday Breakfast and Luncheon
 (included in registration)
\$30 Saturday Dinner
\$18 Sunday Breakfast

\$ _____ Total Enclosed

Be sure to total reg. fees & meals here

Guests (YC's are members!) do not pay registration fees, only meals (& lodging if applicable)

Please make checks payable to:

BPW Convention Committee

Mail check with Reservation form to:

Staci D. Smith
664 US Route 2B
St. Johnsbury, VT 05819

Member name: _____

Street Address: _____

City, State Zip: _____

Phone: _____

Email: _____

Your Local: _____

HOTEL RESERVATION

Lake Morey Resort
1 Clubhouse Road
Fairlee, VT 05045

Call: 800-423-1211

*(Reference group: VT Business
& Professional Women)*

Guest Room Rates:

Single or Double: \$85 + tax = \$92.65

Room Block Release: April 16th

Please make note of any special dietary Restrictions on this form: _____

Please mark your affiliation(s):

First time guest at a VT State Meeting

Guest

LO Incoming President

LO Outgoing President

Member

Past State President (Yr ___/State ___)

State Committee (Specify: _____)

State Officer (Specify: _____)

State Parliamentarian

Young Careerist Participant

Notes: _____

President-Elect Report

Carolyn McLean Frazier
641 Maple Ridge Road
Brasher Falls, NY 13613



I want to thank the members that contacted me after my last report with ideas of what they would like to see for next year. Your thoughts helped me to flesh out my theme for next year: “Communications – Mentoring - Forward-thinking with a dash of Fun”.

Communications will go to individual members from the state level rather than routed through the local organization president. This doesn't take the responsibility away from the LO president but alleviates some of the pressure many expressed regarding timely communication to their members. Information will be sent as soon as the President is aware of it rather than holding them for the state magazine or a local newsletter. Of course this will only work if members send me up-to-date email or contact addresses and the LO treasurers complete the dues remittal in full. Remember, it is a two-way street, please send you information to my email address (cmeleanf@yahoo.com) right away and don't forget to put BPW/VT in the subject line.

Most of the state committees will have a former state chair sitting on the committee to help mentor the new chair when needed. Members have been volunteering to sit on the committees knowing that they will have a “go-to” person to help them. We will also hold in August a Best Practices Training Day so that local organizations have more “how to” information for BPW programming and events. Plans at this time are to invite ALL the membership and the only expense will be your travel expenses. This event should allow locals to hit the meeting season running with a yearly plan rather than working from month to month planning. Of course we still have to leave room for flexibility on local topics that pop up for our attention.

Forward-thinking strategies involve more technology as the state board meetings will be by teleconference (except pre/post conference meeting). This will cut down on time commitments and individual expenses. Reports will be posted on the state website and at face-to-face events; we will make use of the LCD projector and screen purchased a few years ago to cut down on the cost of printing a meeting book. Thinking outside the box will be encouraged so that we have fun will attending to our mission and vision. What's wrong with a day at the horse races if you are promoting women riders?

At the Annual Convention in Lake Morey, a President's Challenge will be issued to help the state bring a flexible focus to our organization. Locals can select whatever they feel comfortable with from the challenge at next year's convention in Lake Placid, NY.

We also will kick off a “raffle type” fundraiser that will replace the “live” auction at next year's convention. Members will be responsible for 3 - \$5 tickets rather than donating more expensive items for the auction.

I would encourage you all to attend the convention in Lake Morey, VT and to continue to give me your thoughts as we experience communication, mentoring and forward-thinking strategies.

St. Johnsbury President—Donna Heath



A DAY AT THE VETERANS' SUMMIT
AT LYNDON STATE COLLEGE
MARCH 15, 2014

The Veterans' Summit is an event established by the Veterans' Club at Lyndon State College. The purpose is to provide Veterans with resources for education, health, employment and other issues related to men and women transitioning from military to civilian life.

On Saturday, March 15, BPW was one of 60 exhibitors at the conference. I was impressed and amazed at the large number of organizations related to Veterans. Exhibitors ranged from the VFW and American Legion to therapy dogs, rehabilitative horse center, combat vet groups, disabled vet groups, business, labor and government organizations, and colleges such as Lyndon State, Community College of Vermont, Springfield College, Goddard College, and Sterling College of Craftsbury. A Stand Down and the Mobile Vet Center were available to the Veterans. A Stand Down provides services to homeless Veterans such as food, shelter, clothing, and health screenings.

Vermont/St. Johnsbury BPW's exhibit contained articles and contact information for the BPW Foundation's Joining Forces Mentoring Plus Program.

I also included pictures from the March 8, 2014 Camp BPW which was held by Franklin County BPW in St. Albans.

I attended the opening ceremony and a workshop on issues related to women veterans. I saw several women visiting the exhibits at the conference. They appeared to be well adjusted to life without any outside or inside issues. Then I met them in the workshop and found that there are many women veterans who have wounds either physical or mental which are unseen to the public eye. The facilitator did an excellent job in talking to the Veterans and allowing them to tell their stories. The facilitator was Shana Shushereba of the Governor's Veterans Advisory Council. She was our last year's convention speaker along with Thom Anderson, Faculty Advisor to the Lyndon State College Veterans' Club.

Bobbie Surott Kimberly, Women Veterans Program Manager and Federal Women's Program Manager is from the DVA Medical Center in White River Junction. She attended the Women Veterans Workshop and fielded questions about the Veterans Hospital in White River Junction. She promoted the 4,000+ square foot new women's center at the VA and was very responsive to

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care at the VA. The new veterans' center allows women to have a private access to their own health center where they can speak privately about their health issues in a comfortable setting.

The Opening Address was given by Major Adam Sacchetti, Inspector-Instructor for Company A, 1st Battalion, 25th Marines. The Keynote Speaker was D. Wayne Robinson, Executive Director of Student Veterans of America.

A sad observation of the Summit activities is that the National speakers consistently used the term "men" in all their speeches and not "men and women." This oversight was very noticeable especially by the women attending the Women Veterans workshop.

I was able to network with several organizations at the conference. Burlington BPW member, Miriam Boyle, represented the National Guard/Vermont Veterans Outreach Program at their booth. I met representatives from the More Than Wheels, a program that assists people with car loans; Merrimack Mortgage which assists with financial planning; Rhythm of the Reins, a service to provide horseback riding to the disabled; the Small Business Administration; Springfield College which was represented by Ann Traverso Moore who spoke at our Fall Board Meeting; Vermont Department of Labor which invited BPW to attend the Job Fair in St. Johnsbury on April 16; and several students from the LSC Veterans Club. The students wore green Veterans Club shirts and were available to direct attendees and exhibitors to the various venues throughout the day.

The major sponsors (Platinum, Gold and Silver) of the Veterans Summit included Mobile Medical International Company, a St. Johnsbury maker of Mobile Surgery Units; General Electric Veterans Network, an employer of choice for veterans; Department of Vermont Veterans of Foreign Wars and Post 793 St. Johnsbury, Post 798 of Newport, and Post 10038 Lyndonville; Vermont Combat Veterans Motorcycle Association (CVMA 26-1); Vermont Veteran Services which provides assistance for the homeless, peer services, jail diversion, linkage to treatment programs and V.A. benefits counseling; North Country Credit Union; and Vietnam Veterans of America, Chapter 1 "1st in the Nation" Rutland, Vermont.

There were 19 Bronze Sponsors including the Vermont Business and Professional Women as a result of our donation voted on at the 2013 Convention at Jay Peak.

The Lyndon State College Veterans Club was formed to support student veterans and their families. The club meets every Thursday noon during the school year. They are responsible for the installation of the Lyndon State College Veterans Park and the new Veterans Lounge. Lyndon State College ranks in the top 20 percent of U.S. colleges for military veterans.

Kudos to the Lyndon State College Veterans Club and Thom Anderson, their Advisor, for their amazing organizational abilities in providing the Veterans Summit to Veterans of the Northeast Kingdom and beyond. The Club which includes men and women students plans to make the summit a yearly event.

Donna Rae Heath

BPW/VT Finance Chair and Veterans Committee Chair



Business and Professional Women/VT

This award is given in memory of Berl Morrill, who was an active, committed, devoted, visible and beloved BPW member. She bequeathed a sum of money to be used at BPW/VT's direction. The award, an engraved silver bowl, is presented each year by BPW/VT to a member who best represents the attributes present in the BPW *Collect*.

Past Recipients

1989	Patricia Nowak*	Burlington	2002	Linda Richards*	Springfield
1990	Maggie Quinn*	Middlebury	2003	Beverly Connors	Franklin Cty
1991	Margaret Evarts*##	Burlington	2004	Lori McVeigh*	Bennington
1992	Amie Taylor*##	Rutland	2005	Virginia Bacon*	Bennington
1993	Anne Shelansky*##	Burlington	2006	Mary Claire Carroll*	Burlington
1994	Janet Leonard	Mid-State	2007	Peg Allen	Burlington
1995	Joan Wilson*##	Franklin Cty	2008	Gail Albertelli	Franklin Cty
1996	Anna Hurlbut	Franklin Cty	2009	Marie Eddy*	Burlington
1997	Peggy Moon	Mid-State	2010	Leslie Higgins	Burlington
1998	Joan Wolwrath	St. Johnsbury	2011	Patricia Woodward	Franklin Cty
1999	Brenda Fodor*	Burlington	2012	Lucille Nelson	St. Johnsbury
2001	Denise Perraudin	Burlington	2013	Jacqui Hood*	Franklin Cty

Legend: * Past VT BPW State President # Deceased

BPW Collect by Mary Stewart

***Keep us, oh 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 grow calm, serene, gentle.
Teach us to put into action our better impulses,
straight-forward 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,
oh, Lord God, let us forget not to be kind!***

Criteria

A current BPW member in good standing who demonstrates and represents the attributes present in the BPW *Collect*.

Application Deadline: April 11, 2014

3 Letters of support from BPW members and non-members.

Please submit applications to:

Staci D. Smith
President, VT/BPW

664 US Route 2B

St. Johnsbury, VT 05819

Westshire President—Kim Bina

Westshire BPW has been meeting regularly and having quite a bit of fun at their wine and dine nights out. We finally have a website at <http://www.westshirebpw.org>! Check out our face book page at <https://www.facebook.com/WestshireBPW> Let's like it! A big THANK YOU to, our newest member Ashley McVeigh for her hard work on the Facebook She has so many great ideas!

page, the website and a new fresh young look for Westshire BPW.

In case you don't recognize the name, Ashley McVeigh is the daughter of PSP, Lori McVeigh. The McVeigh women - mother, daughter, granddaughter teams are legendary in BPW! Anyone remember the skits? I'm too sexy for my...

Also, a big Thank You to the VT/BPW for the membership grant that made our website possible. We



We have also been working on our bylaws. They are now completed and warned for a vote at the next meeting.

Can't wait to see you all at convention and Think Spring!

Kim Bina, Westshire BPW

Grants Chair —Marie Eddy

History: In 2012, VT/BPW established a grant for local organizations to help with efforts to increase membership. LOs can request funds up to \$2000 to defray costs of putting on events designed to introduce our organization to potential members. To apply for a grant, LOs need to fill out the form and submit it to Grant Chair, Marie Eddy, at 659 Charlotte Road, Hinesburg, VT 05461.



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Vermont Federation of Business and Professional Women

Membership Grant

VT/BPW has established a grant for local organizations to help with efforts to increase membership. LOs can request funds up to \$2000 to defray costs of putting on events designed to introduce our organization to potential members. To apply for a grant, LOs need to fill out the form below and submit it to Grant Chairperson, Marie Eddy, at 659 Charlotte Road, Hinesburg, VT 05461. Applications can also be e-mailed to Marie Eddy at marieeddy9@gmail.com

Name of Local Organization: _____

Person Applying for Grant: _____ e-mail: _____

LO President: _____ e-mail: _____

LO Treasurer: _____ e-mail: _____

Amount of Grant Requested: _____

Date of Event: _____

Description of Event: (feel free to attach separate sheet, or any publicity literature for the Event)

Estimated Cost of Event: _____

Will attendees be paying for admission to the Event? (circle one) Yes No

If there is an admission fee, what will it be? _____

Anticipated number of people attending the Event: _____

Grant requests will be reviewed by committee within one month of receipt, and LO will be notified via e-mail of the decision. Please apply for grant at least two months prior to the Event, to allow sufficient time for money to be disbursed.

Franklin County women's expo

The Franklin County "Women's 'We Can!' Expo" will be held at Bellows Free Academy in Saint Albans on Saturday, October 18th. Franklin County BPW is excited to be sponsoring the event this year, and are looking forward to hearing the key note speaker, Madeleine Kunin! The workshops, vendors, and the lunch-time panel discussion will cover topics and will "aspire, connect, and transform" the audience! The event's information is available on their website: womenwecan.com.



Camp
BPW

Thank you everyone for making Camp BPW such a blast. Even the presenters had a good time.



Franklin County President Danielle Martel

Hi everyone!

Franklin County BPW has added three new members to the Local Organization, and has been very active in the local community over the past few months. The membership has heard speaker presentations from Nate Muehl, Kimberly Messier, and Hope Bockus. Topics ranged from "Women in Finance", to "Interviewing and Resume Tips", to "Developing your Target Market and Tag Line".

We were excited to host BPW/VT's Camp BPW 2014 here in Franklin County! A special thanks to these great Presenters: Pearl Gilbert, Stacie Callan, Sue Lackey & Chloe Johnson, Michelle Sterling & Annette Smith, Carolyn Frazier. And to all the amazing "Reality Store" Volunteers: Staci Smith, Trisha Woodward, Leslie Germain, Pearl Gil-

bert, Martha Rainville, Michele Wilkie, Marilyn Grunewald, Lisa Grunewald, Donna Rae Heath, Carolyn Frazier, Jackie Hawkins, Claire Larose, Ariana Gosslin, Jacqui Hood-Lefebvre, Helen Short, Beth Crane, Sue Lackey, Chloe Johnson, Kathy Butler.

Our Second Annual Calcutta is tomorrow! - March 29th - at the American Legion in Saint Albans. Bayview Catering will be serving up a delicious dinner, and with Jazz Entertainment providing the music and entertainment for the evening it is sure to be a blast! The money raised from this event will fund our scholarships and educational programs. Our scholarship applications have been sent, and we are hoping to give out six scholarships this year!

Our annual Young Careerist program is being held at the April 15th meeting, and Governor Shumlin will be joining us! May is our Annual Meeting and the voting of the new Board of Directors for 2014-2015. June is our Awards & Installation meeting! Like us on Facebook and check us out on bpwfranklincounty.com!

See you all at Convention!

Respectfully submitted,

Danielle Martel



Jackie Hawkins

Independent Representative
 jmh05170@gmail.com

Cell 802-309-0849



To find out more, visit...
mysilpada.com/jackie.hawkins



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Vermont Federation of Business and Professional Women

Executive Committee and Full Board

2013-2014

Executive Committee

<u>Name</u>	<u>Position</u>	<u>Local</u>	<u>Email Address</u>
Staci D. Smith	President	St. Johnsbury	staci.smith2003@gmail.com
Carolyn Frazier	President-Elect	Champlain Valley	cmcleanf@yahoo.com
Amanda Maggy Thomas	Vice President	Champlain Valley	amaggy562@aol.com
Deborah Williams	Secretary	St. Johnsbury	emilywms@myfairpoint.net
Gina Clark	Treasurer	Franklin County	ginaclark192@comcast.net

Full Board

Stephanie Hainley	Local President YC Chair	Burlington	shainley@gmail.com
Carina Parrow	Local President	Champlain Valley	
Danielle Martel	Local President Camp BPW Co-Chair VT Commission on Women	Franklin County	daniellemartel@live.com
Reneé Kilroy	Local President Legislative Chair	St. Johnsbury	reeneek@nchcvt.org
Kim Bina	Local President Public Relations Chair	Westshire	kim.bina@comcast.net
Eleanor Smith	By-laws	Westshire	elliesmith175@comcast.net
Donna Rae Heath	Finance Chair Immediate Past President Nominating Comm Chair	St. Johnsbury	toughy@kingcon.com
Barbara Swinton	Foundation Chair	Burlington	802-864-7859
Lisa Grunewald	Historian	Franklin County	mlg1@aol.com
Marie Eddy	IDP Chair Program Grants Chair	Burlington	marieeddy9@aol.com
Gina Clark	VWW Editor	Franklin County	ginaclark192@comcast.net
Lucille Nelson Winsor	Auditor	St. Johnsbury	802-626-5838
Jacqui Hood-Lefebvre	Camp BPW Co-Chair	Franklin County	jacquih@comcast.ent
Staci Smith	Convention Chair	St. Johnsbury	staci.smith2003@gmail.com
Pat Nowak	Parliamentarian	Burlington	panowak@aol.com



Pat Nowak, Parliamentarian

Pat helps our organization conduct our meeting properly.

Per VT BPW By-Laws **ARTICLE XIX: PARLIAMENTARY AUTHORITY**

The rules of Parliamentary procedure comprised in the current Roberts Rules of Order Newly Revised shall govern all proceedings of the State Federation, the Board of Directors and the Executive committee, subject to special rules as have been or may be adopted. The maker of a motion and the second must be from different Local Organizations



Lisa Grunewald, Historian

Please forward information for Lisa mlg1@aol.com for this years scrapbook.

Per VT BPW By-Laws **ARTICLE XVI: STANDING COMMITTEES**

Section 8. It shall be the duty of the Historian's committee to keep safely up to date history of the Federation and to add yearly briefs on each year's activities and see that all historical materials be passed on to future Historians. The Historian prepares the annual President's scrapbook.



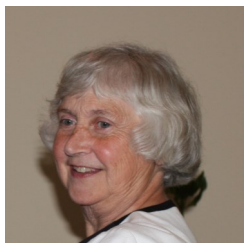
Gina Clark, Newsletter

ARTICLE XVIII: STATE PUBLICATION

Section 1. The Vermont Federation shall publish an official publication.

Section 2. The Editor of the State publication shall be appointed by the President with the approval of the duly elected officers and be a member of the Board of Directors.

Section 3. All funds relative to the state publication shall be handled through the office of the State Treasurer



Donna Heath. Immediate Past President & Finance Chair

In addition to being BPW/VT's Immediate Past President, Donna has stepped up to the plate to serve as Finance Chair.

ARTICLE XVI: STANDING COMMITTEES

Section 6. 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.

**Vermont Federation of Business & Professional Women
Winter Conference Call
Minutes of Meeting**

Date: January 27, 2014

Location: n/a – meeting held via conference call

Members Present: Staci Smith, Carolyn Frazier, Deborah Williams, Gina Clark, Stephanie Hainley, Danielle Martel, Donna Heath, Kim Bina, Jacqui Hood-Lefebvre

Call to Order: Staci Smith, President, called the meeting to order at 7:06 p.m.

Old and New Business:

Staci Smith stated that the Local Reports are in the Vermont Working Woman newsletter which is available on the website. Staci asked did any of the Local Presidents have anything else they would like to mention that was not in their report? Carolyn Frazier, Champlain Valley BPW, reminded everyone that February 28, 2014, is the deadline for Woman of the Year and Employer of the Year nominations. Carolyn also mentioned she had been contacted by High Peaks Resort in Lake Placid, NY, to come and check out the resort as a possible location for our convention next year---which she did. Donna Heath, St Johnsbury BPW, mentioned that she is setting up a booth at the NEK Veterans Program being held at Lyndon State College on Saturday, March 15, 2014, from 8:30am to 4:00pm. Kim Bina, Westshire BPW, thanked the State for the funding grant which they used to setup their website; she said the website while not completed, is up and working. The website address is www.westshire.org. Staci said she will update the State website to include a link to it.

Staci mentioned that the minutes from the 2013 Fall Board Meeting were in the Vermont Working Women newsletter and asked if everyone had taken time to review them.

Motion: Danielle Martel, Franklin County BPW, moved to accept the minutes from the 2013 Fall Board Meeting; seconded by Carolyn Frazier, Champlain Valley BPW. Motion Carried with Stephanie Hainley abstaining.

Staci Smith asked if anyone had any questions on the Profit & Loss Statement she provided via email.

Kim Bina asked did we want to do any advertising for Camp BPW? Danielle Martel thought it might be good but wondered how we should go about it---should we be advertising for girls to participate or for sponsorships? Danielle also mentioned they have close to \$3,000 already collected and set aside for Camp BPW. After discussion, it was decided that it might be more beneficial to publicize Camp BPW after this year as a lead in for next year.

By-laws: Staci Smith will email to Donna Heath, as a member of the Bylaws Committee, by-law changes she would like to have considered this year.

Nominating Committee: Chair, Donna Heath, said she needs to get the committee working on nominations for next year's officers.

March 17, 2014, is the next deadline for the Vermont Working Women newsletter.

Finance Committee: Chair, Donna Heath, said she spent a day with Gina Clark updating the information in our 501(c)(3) application. Donna said according to the IRS they had no record of our submission so we need to resubmit and she will try to get it out this week with a return receipt requested this time. The check sent with the original application has not yet been cashed.

Camp BPW: Staci Smith said she plans to attend and her idea for having it separate from Fall Board was to allow for everyone to help out. Jacqui Hood-Lefebvre indicated they will need help with the reality store. She also mentioned she needs the materials for the reality store and asked if anyone had a copy of the manual. After much discussion on who might have a copy or how we might obtain one, Kim Bina said she found her copy and would email it to Jacqui and Danielle. Jacqui stated this year the program start at 8:00 a.m. beginning with the workshop and reality store; pizza party will be at lunch; speaker will be at second half of lunch; dress for success in the afternoon; at end will be cake and certificates.

State Convention: Staci Smith said she does not want to do any advertising for convention this year due to the difficulty she has had the past couple of years in getting the locals to participate and also the lack of payments for some ads. She mentioned that the expense of convention keeps coming up as an issue and this year we also have a number of locals struggling with membership numbers. The estimated cost for this year's convention should be cheaper than last year; meals for Friday night, Saturday, and Sunday breakfast should be \$115 including tax & gratuities; rooms for a single & double are the same price around \$92/93 including tax. Staci would like to use money from the undesignated funds instead of advertising. Most everyone on the call liked the idea. A discussion on other ways of reducing the cost followed such as Carolyn Frazier's suggestion that perhaps the convention book be put on a travel disk rather than printing; Staci suggested trying to offset the meals expense which based on average attendance of 25 at \$115 would be \$2,875; another suggestion made was to discount the registration fee or offer no registration fee to the first 50 members who RSVP.

Motion: Deborah Williams, St Johnsbury BPW, moved to set aside \$3,000 from the state undesignated funds to offset expenses for convention this year and to allow the convention committee to decide how best to apply it; seconded by Stephanie Hainley, Burlington BPW. Motion carried.

Staci Smith mentioned the Burlington and St Johnsbury locals were in crisis mode regarding membership; also two chairs were lost at the state level—Staci will ask Marilyn Grunewald if she would fill the now vacant position of Legislative Chair since we will have Equal Pay Day coming up in April; someone mentioned the date is April 8th and Jacqui Hood-Lefebvre volunteered to help with Equal Pay Day if needed.

Following up on Fall Board, Staci Smith said she received notes from all but groups 2 & 5 and asked if anyone knew who was responsible for those groups; it was thought that Pearl Gilbert was responsible for group 2 but no one seemed to know about group 5.

Email was received from a lady in South Burlington looking for a way to help a freshman at Middlebury College; Julianna Childs of Middlebury Entrepreneurs, a not-for-profit organization, selling unique baked goods from a wagon and looking to give back. Stephanie Hainley asked that the email be forwarded to her that she has a contact with a small business association.

Jacqui Hood-Lefebvre mentioned she received an email asking for names of our state employer of the year recipients; Staci Smith said she already took care of responding. It was suggested we should come up with a list of past recipients for all awards at the State level.

Meeting adjourned at 8:09 p.m.

Respectfully submitted,

Deborah Williams, Secretary



Leahy's Women's Economic Conference will be held on Saturday, Sept. 20th at VTC in Randolph.



REVSM
INDOOR CYCLING



**Vermont Federation of Business & Professional Women
Emergency Conference Call
Minutes of Meeting**

Date: March 16, 2014

Location: n/a – meeting held via conference call

Members Present: Staci Smith, Carolyn Frazier, Deborah Williams, Gina Clark, Danielle Martel, Marilyn Grunewald, Lisa Grunewald

Call to Order: Staci Smith, President, called the meeting to order at 7:06 p.m.

Old and New Business:

Staci Smith asked everyone if they had received the Bylaws email she sent out; all responded yes.

Staci explained the need to review and vote on the proposed changes to our Bylaws in order to meet the requirement that any recommended changes by the Board must be sent out with the Call to Convention. The Call to Convention will be in the Vermont Working Women Newsletter (VWW); the deadline for this issue is tomorrow, March 17th and the issue date will be March 31st.

Marilyn Grunewald said she will write-up an article on Equal Pay Day for this year and get it to Gina Clark in time for this issue of VWW; Staci Smith asked Marilyn to send her a copy of the article too so she could put it on the State website.

Motion: Carolyn Frazier, Champlain Valley BPW, moved to send all proposed Bylaw changes to the conference floor for consideration and vote; seconded by Marilyn Grunewald, Franklin County BPW. Motion Carried.

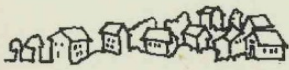
After the vote someone raised the question about whether or not a quorum had been met for this meeting; a discussion ensued and it was felt by some that a quorum had not been met, hence Staci Smith said she would send out an email to all voting Board members and ask for their vote on the proposed changes by tomorrow's deadline. Staci mentioned that Donna Heath, a member of the Bylaws Committee, had sent her an email voting in favor of the changes.

Meeting adjourned at 7:18 p.m.

Respectfully submitted,

Deborah Williams, Secretary





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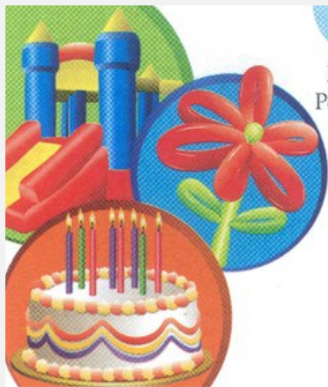
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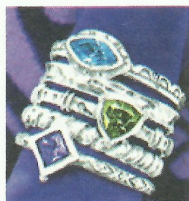
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Business and Professional Women/VT

YOUNG CAREERIST 2014 PROGRAM REQUIREMENTS

ELIGIBILITY

A Young Careerist Representative must:

- Be between the ages of 21 and 35, inclusive, by July 31st following the first competition in which he/she participates;
- Be or have been employed in business or the professions with at least one (1) year of full-time work experience;
- Be a BPW member in good standing; and
- Review and sign the BPW Foundation Legislative Platform Agreement.

NOTE: To take part in the local, State, and Regional YC Program, a Young Careerist Representative must be (or become) a BPW member in good standing.

REQUIREMENTS

- 1) Submit application (4 pages below - plus essay).
- 2) Prepare speech according to the choices listed below.
- 3) Participate in Local YC Program.
 - Participate in networking with BPW members & judges
 - Participate in an individual interview with judges
 - Deliver speech to BPW membership & judges
 - Judges deliberate and award one Local BPW Young Careerist

*Winner of Local BPW Young Careerist must participate in the State Young Careerist Program on May 17, 2014 - Lake Morey, Fairlee, VT.

**Winner of the State BPW Young Careerist must participate in the Regional Young Careerist Program in September 2014 - location TBD.



Business and Professional Women/VT

YOUNG CAREERIST 2014 SPEECH CHOICES

Note cards, a timer, and a microphone may be used. No props are allowed.

The four-minute speech is timed and there is a deduction for speeches that are over or under the four-minute time by more than 15 seconds.

The speech is judged on: preparation and content (opening, logic, knowledge of subject); delivery (poise, manner, voice, posture); clarity (word choice, ease of understanding); expression (gestures, eye contact); adherence to topic (relevance, audience attention, creativity).

TOPICS:

1. If you interviewed the Governor of Vermont (or other high-ranking elected official who represents your interests), what information would you like to obtain as to current issues affecting the future of the state.
2. Vermont values local control: What issues do you perceive as being of paramount importance to your community?
3. How do you think this generation - Generation Y - will contribute uniquely to the world? And how do you fit into or differ from the typical attributes of a professional Gen Y woman?
4. If you could choose one woman whom you value as a role model, who would that person be and what are/were the accomplishments and values that made you select her.



Business and Professional Women/VT

YOUNG CAREERIST BENEFITS TO CANDIDATES

Opportunities for Personal and Professional Development

Participation in the YC Program provides opportunities to practice public speaking, interviewing, group interaction and resume writing.

Opportunities for Networking

YC Programs include social events and/or roundtable-style discussions designed to encourage YC Representatives to meet one another, get acquainted with BPW members and learn more about the benefits of BPW. Networking is a powerful tool for a young career woman/man to build on her/his resume and contacts.

Opportunities to Learn about the Issues

Participation in the YC Program offers the opportunity for YC Representatives to learn more about issues of concern to working women, become familiar with the mission and vision of BPW, acquire knowledge about State and National legislative platforms and other BPW advocacy issues and interact with and engage in dialogue with BPW members.

Opportunities for Visibility

YC Representatives can receive enhanced visibility through media and publicity in the community and through their employers. Successful YC Programs incorporate publicity and press in promoting the YC Program and the YC Representatives.

Opportunities to Make a Difference

By joining BPW, a YC Representative becomes part of a nationwide network dedicated to achieving equity for working women. She/he can enjoy the unique benefits of membership. She/he can be a mentor and be mentored. She/he can feel the strength of blending her/his voice with others as the leading advocate for working women.



Business and Professional Women/VT

YOUNG CAREERIST INDIVIDUAL APPLICATION

PERSONAL DATA

Name: _____

Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Work: _____ Cell: _____

Email address: _____

EMPLOYMENT

Present Position: _____ From: _____ To: _____

(if not presently employed, please describe last employment)

Employer: _____

Address: _____

Job Title: _____

Job Description

If you are presently employed with two different employers, please list the second position in this space. If you have only one position, leave this area blank.

Second position: _____ From: _____ To: _____

Employer: _____

Address: _____

Job Title: _____

Job Description:

EDUCATION

Please note all educational degrees/diplomas and major areas of study after high school.

SCHOLASTIC HONORS, PROFESSIONAL AND PERSONAL AWARDS

PRESENTATIONS, PUBLICATIONS, PAPERS PRESENTED AND SPEECHES GIVEN

COMMUNITY INVOLVEMENT

CAREER GOAL

Where do you see yourself in 5 – 10 years from now?

MEMBERSHIPS

Name of your Local Business and Professional Women’s organization: _____

Membership in other organizations

ESSAY QUESTION

Please respond to the following topic and attach your response to the completed Individual Application Form.

Please describe your Career Goals. Where do you see yourself in 5-10 years from now? Questions you need to address in this essay are: where are you at now, where do you want to be, and how do you plan to get there.

This essay should be limited to one typed page (**Times New Roman, 12pt.**).

INFORMATION FOR PUBLICITY PURPOSES

A news release announcing your participation in the Young Careerist Program may be sent out. For this purpose, please provide the names, addresses and telephone/fax numbers, and email addresses of your local newspapers.

Signature: _____ Date: _____

BPW Foundation Legislative Platform

Preamble

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

The Equal Rights Amendment: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

Platform

Economic Equity

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

Health

Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women's health care needs; and encourage the development of a national health care policy recognizing the special health care needs of women.

Civil Rights

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

I agree not to speak against items in the Legislative Platform,

Signature: _____ Date: _____



Business and Professional Women/VT

VIRGINIA ALLAN YOUNG CAREERIST PROGRAM FACT SHEET

Mission

The Virginia Allan Young Careerist Program is a signature event of Business and Professional Women that recognizes and celebrates the accomplishments of successful young individuals.

Vision

The Virginia Allan Young Careerist Program provides training, leadership and development skills. The Program introduces participants to Business and Professional Women and offers unique learning opportunities for personal and professional growth and leadership experiences through participation in networking, workshops, public speaking, interviewing and group activities.

Background

In 1964, Virginia Allen, BPW/USA President, envisioned a mutually beneficial partnership between young working adults and BPW. President Allan's commitment to the development and the careers of younger women and men led her to spearhead the formation of the Young Careerist Program.

The Program, renamed "The Virginia Allan Young Careerist Program" in 2001 in honor of President Allan, hosts State Federation Young Careerist Representatives who participate at the BPW conference in a venue of networking, public speaking, interviews, group activities and workshops. The selection process begins with the competition at the local level and then proceeds to the State level where a Young Careerist Representative is chosen during a statewide event, usually the Annual Conference.

A BPW Young Careerist Representative is selected based on panel judging in categories including a speech, personal interview or group interview/presentation and a biographical sketch with essay questions. Young Careerist Representatives are introduced to the conference body and honored throughout the BPW conference with special recognition and activities. Young Careerist Representatives are eligible to participate in all BPW conference activities.



Staci Smith
President, VT/BPW
664 US Route 2 B
St. Johnsbury, VT 05819
E-mail: staci.smith2003@gmail.com
www.vermontbpw.org

Mission Statement

To empower working women to achieve their full potential and to partner with employers to build successful workplaces through education, research, knowledge and policy

Women Helping Women



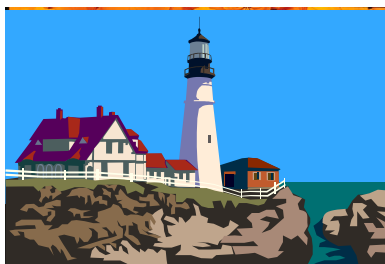
President's Smith's Theme for 2013-2014

Ella Baker (1903-1986), a civil rights activist for over five decades, is quoted as saying, "Give people light and they will find a way". Let it be this organization

with this group of strong women and this commitment to ser-

vice who give our communities that light so that they may find their way.

Staci Smith,
President
BPW/VT



Lighting the Beacon