



Vermont Working Woman

SPECIAL POINTS OF INTEREST:

- VT YC wins Regional
- Grant Funds Available
- Camp BPW
- Leahy Conference
- Vermont Commission on Women

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President's Message—Staci Smith

We have revving back up for the 2013-2014 year and the Local Chapter Executive Committees have been working to build the programs for you to learn from, participate in and enjoy.

I look forward to visiting as many of your meetings as I can and getting to know how your chapter works and get to know each of you more. Everyone brings something to the table and it is this eclectic group of women that makes our organization unique.

There are many opportunities to learn, to give back and to share within each of our groups. Please get involved

and encourage your friends, your colleagues and others that you might know, be in contact with to join us.

Within this newsletter, you will find information on our Fall Board meeting on October 12 and Senator Leahy's Women's' Economic Conference coming up on Oct 19th. Please plan to attend and bring a friend.

See you all very soon,
Staci D. Smith, President
Vermont Business and Professional Women



Westshire President—Kim Bina

The Westshire group gathered poolside for a summer meeting at the home of Eleanor Smith in Rutland Town, VT. in June. Eleanor Smith, Lori McVeigh, Laurie Beth Putnam and Kim Bina were in attendance. Charlotte Schaefer, and Lou DiLorenzo were not able to attend. Chris Brown, attended as a potential new member. We also have two other potential

new members. Westshire voted recently to schedule meetings on the 3rd Thursday of the month. Our next meeting date is tentatively scheduled for Thursday, October 17, 2013. We will focus this year on building membership and bylaws, and of course have fun with BPW.

Kim Bina
President



St. Johnsbury President—Reneé Kilroy



Fall has hit the Northeast Kingdom early this year with many leaves already turning adding beauty to our landscape. As the fall rolls in, so did the beauty of our membership! We had some unexpected turns in our slate of officers and I am pleased to announce that our group, once again, has pulled together to find a way to support our organization. Janet Graham, Donna Rae Heath, and Michelle Tarryk all volunteered to fill vacated officer positions. Janet will serve as our Treasurer,

Donna will serve as our President Elect, and Michelle will serve as our Secretary. Thank you so much! I am so appreciative for everyone's support.

During our meetings this year we will hear from folks on matters such as health and nutrition, women's suffrage, self-defense, health care reform, end of life care and long term planning, and legislative issues. As always we will end our year with the grand finale of awarding one lucky lady from our community a grant to help support their efforts to go to college. It feels great to be able to "pay it forward"!

We have also agreed that we would like to do more by way of supporting each other profes-

sionally. Alice Kitchel, our Vice President, is starting a new business. She would like to "pitch" her business to us so we can provide her feedback on what works, what's missing, and what could be better. We are all looking forward to supporting one of our members, while also learning more about Alice and her work. Should be very exciting!

We are off to a great start and are looking forward to an exciting year!

Reneé



WOMEN'S ECONOMIC OPPORTUNITY CONFERENCE

SAVE THE DATE: Saturday, October 19, 2013

Legislative Chair—Reneé Kilroy

The Vermont Legislative Session is just beginning and at this early stage, there is not too much to report.

US Senator Patrick Leahy's **Vermont's 17th Annual Women's Economic Opportunity Conference** is sure to be another great event – with Keynote Speaker Patty Stonesifer, the President and CEO of Martha's Table, a non-profit organization in Washington, D.C. helping indi-

viduals and families break the cycle of poverty, along with all the informative break-out sessions.

We are planning to participate in the Equal Payday at the Vermont Senate House April 15, 2014 and would appreciate the presence and support of everyone who can participate.

Reneé

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Photo By BBPW member Mary Claire Carroll.



Burlington BPW—Stephanie Hainley



Burlington had a lovely spring and summer! April brought about the second year of the executive team of President Stephanie Hainley and Vice President Miriam Boyle. This year, Burlington is offering a Skills for Women Leaders series - six of the year's 10 meetings are comprised of professional development seminars and those who attend 4 of the 6 meetings earn a Skilled Leader Certification! In May, Cecile Green led "Rewiring Our Minds for Female Leadership" and in June, Leslie Schrieber led "How to Keep Your Cool in Hot Conversations."

In August, Burlington BPW partnered with Vermont Young Professionals and hosted a VIP night at the ballpark as the Lake Monsters faced off Tri-State! This was great fun and great exposure.

September, Dawn Stanyon of Professional Consulting led a session on "Personal Brand for Professional Success." In October, former City Councilor Emma Mulvaney-Stanak will lead us in "How to be Convincing." November will be our annual Achievement Awards, where we honor Employer of the Year and Woman of Achievement. We continue

to cook at the American Cancer Society Hope Lodge once a month and look forward to hosting our annual Holiday Cookie Bake on December 7. We invite all our BPW sisters to join us for the rewarding celebration with sweet treats!

We look forward to seeing everyone at Fall Board and the Leahy Conference! Please feel free to join us at any of our meetings!

Stephanie Hainley

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YC Chair—Stephanie Hainley

On September 28, Burlington and Vermont Young Careerist Sarah DeGray will be participating in the Regional YC program in Newport, RI. With State YC Chair, Stephanie Hainley, by her side, we all wish her the best of luck!

Franklin County President Danielle Martel



Hi everyone!

We are excited to have started our 48th year of BPW activities here in Franklin County this past week at our Annual Open House. Members were very busy this summer helping build our presence in the community by sponsoring many events. At our Awards Celebration in June we gave out six scholarships in memory of past members, and my new Executive Committee was installed.

I am pleased to announce that Debbie White is Vice President, Gina Clark is Treasurer, and Lisa Callan is Secretary for the 2013-2014 year. My Board of Directors also includes: Jackie Hawkins, Tracey Evans-Reed, Martha Rainville, Pearl Gilbert, Caroline Bright, Marilyn Grunewald, Jacqui Hood-

Lefebvre, Kathi Rousselle, Elizabeth Malone, Michelle Sterling, Lisa Grunewald, and Trisha Woodward.

In August we hosted the Franklin County Chamber of Commerce Mixer at Sheridans Bar and Grill at the Champlain Country Club. Not only did it boost our presence in the business community, it gave us an opportunity to feature a new business owner and restaurateur in the area, as well as have fun! Members helped out at and enjoyed the Heritage Weekend in Taylor Park here in Saint Albans.

Our Annual Open House was held at the Green Mountain Café in Saint Albans this past Tuesday. In addition to our general membership we had a great number of guests and many new members after that evening! It was a great way to kick off the 48th year of BPW in the area, and we are looking to get out into the community more this year and empower our membership and community.

FCBPW is sponsoring Franklin County's first-ever Women's 'We Can!' Expo on October 20th which is a day-long event with workshops, vendor tables, two key note speakers, and a great lunch catered by The Clean Spoon (a woman-owned local small business!).

Our next membership meeting is on Tuesday, October 15th from 5:30 – 8:00 at the Green Mountain Café. Miss Vermont and Outstanding Teen Vermont will be the guest speakers that evening. They will be presenting about two serious issues related to women in the community: domestic and sexual violence, and maintaining a healthy lifestyle. We would love to have you join us, RSVP at [pearlgtv@comcast.net!](mailto:pearlgtv@comcast.net)

I hope everyone had a great summer, and I look forward to seeing you all at Fall Board! Respectfully submitted,

Danielle Martel

Danielle Martel, President
Franklin County BPW

Jackie Hawkins

Independent Representative
jmh05170@gmail.com

Cell 802-309-0849



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VERMONT COMMISSION ON WOMEN

Danielle Martel

The Vermont Commission on Women had their first meeting of this year two weeks ago, and we discussed what our major goals are for the upcoming session. They asked us each to voice our #1 concern about women's issues as a brainstorming session. Here is their list:

- Domestic Violence
- Human Trafficking
- Control over one's body
- Student loans
- Financial literacy
- Reproductive health for young women
- Educational & Career preparation
- Prison Population
- Pregnancy Discrimination
- Science, Math, Engineering, Technology
- Vocational Training
- LGBT Discrimination

Obviously we can't fix all those issues in the next 10 months, but the key for us and for everyone is to build awareness around these topics. We all have amazing networking capabilities, lets use them to build awareness! For example, post a statistic and a reputable site for people to learn more or to get help. For example:

In 2012 there were 8,778 victims of domestic abuse receiving services, which is an increase of over 1,400 people since 2011.
Need help? Call 1-800-228-7395 today!

Respectfully submitted,

Danielle Martel

Commissioner, Saint Albans



Camp BPW Co-Chairs Danielle Martell and Jacqui Hood— Lefebvre

Fellow BPW Members,

Franklin County BPW is excited to announce that on March 8th we will be hosting the.....
4th Annual Camp BPW.....
at the La Quinta Inn & Suites in Saint Albans!

We need your help!
Know of a great key-

note speaker?
Would you or your company like to sponsor this **signature event** that helps to empower young women?

Contact Danielle at iellemartel@live.com

iellemartel@live.com today to participate!

Danielle & Jacqui



By-laws Chair—Ellie Smith

Franklin County and St Johnsbury have submitted their bylaws in the past, and in compliance with the state.

Champlain Valley and Burlington have never submitted their bylaws for review since the reorganization.

Westshire is changing their bylaws to bring them into compliance as the fiscal year needs to be changed. They had to wait for approval from the IRS (they have just received word that the change was accepted) as they are nonprofit.

Respectfully submitted,

Ellie Smith
September 19, 2013



Audit Report—Lucille Winsor

I have audited the Vermont BPW for Fiscal Year 2012-2013 records. The books appear to be in good order.

Respectfully submitted ,
Lucille Winsor

WORK IN PROGRESS—Save the Date!

Nov 9th

Individual Development Program

NWTC

St. Albans, VT



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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

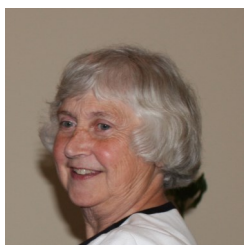
Next newsletter deadline is 1/10/14. Forward your reports to ginaclark192@comcast.net. You can still purchase an ad.

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 BPW 2013 Convention

Committee Chair Report—Staci Smith

Well, we did it! Another Convention in the books. Phew. Jay Peak was an incredible backdrop for our gathering and for those that attended it was a smashing good time.

Thank you to all of our advertisers as you made the convention fiscally possible. Between the advertising, registration and meal fees, we were able to (almost) break even. Thank you also, to each of our Local Presidents that aided in rounding up assistance for each piece of the weekend. From the registration table to the opening ceremony to the installation ceremony, the work put in by all of you was incredible.

The convention books were distributed to each attending member and hold a plethora of information. If you have any questions with what is happening and when, just refer to the book.

Looking forward to seeing you all in 2014 at the Lake Morey Inn in Farilee, VT.

Submitted by

Staci Smith

Convention Committee Chair, 2013

More on BPW/VT
Facebook page



Vermont Federation of Business & Professional Women
88th Annual State Convention
Post Convention Board Meeting
Minutes of Meeting

Date: May 19, 2013

Location: Pepin II Room, Jay Peak Resort
Jay, Vermont

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

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

Members Present: Staci Smith, Carolyn Frazier, Deborah Williams, Gina Clark, Donna Heath, Kim Bina, Stephanie Hainley, Reneé Kilroy, Barbara Swinton, Lisa Grunewald, Jacqui Hood-Lefebvre (arrived late), and Laurie Beth Putnam (arrived late).

Guests: None

Staci Smith welcomed everyone and said her theme for this year is *Lighting the Beacon*.

Committee chairs were announced. Staci will ask Marie Eddy to be IDP Chair. Carolyn Frazier agreed to do 'Train the Trainer'. Staci will ask Pat Nowak to be Parliamentarian.

Review of Board Book: Staci Smith reviewed the 2013-2014 Calendar that was in the Board Book. It was noted that the New England Past State President's Fall meeting & Regional YC Program is not on calendar; Jacqui Hood-Lefebvre said the date was September 28 and the location was Newport, RI. Stephanie Hainley also noted that Senator Leahy's Annual Women's Economic Conference was not on the calendar. Staci stated the date was not yet known but that once we receive a call regarding reserving a table, the date will be given to us.

Gina Clark said she and Trisha Woodward would get together and then meet with auditor Lucille Winsor in time to meet the required deadline.

Carolyn Frazier said she will work on the Fall Board email.

Staci mentioned all the Award Applications had been updated and were in the convention book on pages 19-22. It was noted that there was not a list of past Alice Paul Award recipients in the book; it was suggested that meeting minutes be looked through to come up with a list of past winners of this award and have the list added to next year's convention book; Michelle Fay and Janet Duprey were mentioned as recent winners.

Staci said she will work with Reneé Kilroy, our new Legislative Chair, to get the Locals more active during National Business Women's Week in October.

Staci stated Camp BPW will be held in March, instead at Fall Board in October, and it will be in St. Albans. To get members more involved in Camp BPW there will be no Spring Board Meeting. Staci also said she was reducing the number of meetings this year.

Everyone liked the convention book this year; Jacqui Hood-Lefebvre suggested next year adding a few blank sheets at the back of the book for notes. Kim Bina inquired about including the Tally Sheet which prompted a discussion on the Tally Sheet and its layout which many felt was confusing. Gina Clark remarked she misses the pageantry the conventions had years ago. Stephanie Hainley stated she noticed the Local membership recognitions were missing this year and Staci responded they were left out on purpose as the correct numbers were not known.

Carolyn Frazier indicated she was working on developing a membership database and will work on new tally sheet/registration form; hopes to have done by Fall Board.

Stephanie Hainley requested information on what each Local's fiscal year was and also their meeting information.

Staci Smith said she will update the list of Officers & Committee Chairs and hand out at Fall Board.

Donna Heath put together a 'General Guide to Activities' which is in the Board book.

By-laws: updates to be discussed throughout the year.

Staci informed everyone that while she will be approving Reimbursement Forms submitted for payment, she will not be signing any checks. Checks issued will need two signatures and Donna Heath and Gina Clark will be the signers.

2014 Convention: Staci Smith informed everyone the 2014 Convention will be at Lake Morey next year this same weekend in May. Estimate on the lodging cost is \$89+tax per night; rooms are on the smaller size. Staci said she will be moving some things around at convention next year, for example she will be moving the Past State President's Tea to a different time. Jacqui Hood-Lefebvre said this tea is usually handled by the Immediate Past State President's Local. Staci asked Jacqui to give her information on exactly what the Past State President's Tea is all about.

Nominating Committee:

Motion: Jacqui Hood-Lefebvre, Franklin County BPW, moved to nominate Donna Heath as Chair of the Nominating Committee; seconded by Kim Bina, Westshire BPW. Motion Carried.

Carolyn Frazier, Champlain Valley BPW, made a motion to contact every Local to have two other members nominated for the Nominating Committee; motion was seconded by Gina Clark, Franklin County BPW. After discussion Carolyn Frazier withdrew her motion and Gina Clark withdrew her second of the motion.

Motion: Carolyn Frazier, Champlain Valley BPW, moved to nominate Stephanie Hainley, Burlington BPW, as a member of the Nominating Committee; seconded by Kim Bina, Westshire BPW. Motion Carried.

Motion: Gina Clark, Franklin County BPW, moved to nominate Jackie Hawkins, Franklin County BPW, as a member of the Nominating Committee; seconded by Carolyn Frazier, Champlain Valley BPW. Motion Carried.

Old Business: Pre-Convention Board Meeting Minutes were reviewed. Stephanie Hainley noted that under the Finance Committee Section it was suggested the Checklist & Guidelines for the Treasurer be reviewed and presented for approval at this Post Convention Meeting. Staci Smith reviewed the Checklist & Guidelines and said she sees it as a work in progress that may need to be tweaked along the way.

Motion: Stephanie Hainley, Burlington BPW, moved to approve and adopt the Treasurer's Checklist and Procedures as presented to be used as a working tool; motion was seconded by Donna Heath, St Johnsburry BPW. Motion Carried.

Motion: Stephanie Hainley, Burlington BPW, moved to amend the 'Local Report' section of the Pre-Convention Board minutes to read "Noted: All Local Reports below are listed in the Conference Booklet but were not read at the meeting"; Motion was seconded by Jacqui Hood-Lefebvre, Franklin County BPW. Motion Carried.

Motion: Carolyn Frazier, Champlain Valley BPW, moved to approve the Pre-Convention Board Meeting Minutes as amended; motion was seconded by Gina Clark, Franklin County BPW. Motion Carried.

Staci Smith informed everyone the photographer, Suzie Hull-Parent, emailed an apology for forgetting to show up last night to take our pictures; Suzie said we can send the pictures we took to her and she will touch them up and date them for free. It was decided to send the group photos to her. Stephanie Hainley suggested we use one file share location to upload all photos taken.

Stephanie Hainley requested a copy of Carolyn Frazier's power point presentation.

Donna Heath gave Reneé Kilroy, Legislative Chair, a copy of the Equal Pay Day Booklet from this year.

Donna Heath thanked Convention Chair Staci Smith for all her hard work and presented her with a thank you gift, the book *The Girls of Atomic City: The Untold Story of the Women Who Helped Win World War II*.

Meeting adjourned at 10:10 a.m.

Respectfully submitted,
Deborah Williams, Secretary



For more information about the
conference

<http://www.leahy.senate.gov/>

Vermont's 17th Annual Women's Economic Opportunity Conference



Saturday, October 19, 2013

Vermont Technical College
Randolph Center

Presented by:

U.S. Senator Patrick Leahy

Sponsored by:

SCORE

U.S. Small Business Administration
Vermont Agency of Human Services, Office of Economic Opportunity
Vermont Agency of Transportation
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Vermont Small Business Development Center
Vermont Technical College
Vermont Women's Business Center
Vermont Works for Women
YWCA

Vermont State YC Wins Regional !



Sarah DeGray (left) at the Regional YC program held in Newport, RI. And she WON! This came with the honor of Regional YC champ and a \$600 prize that Sarah plans to reinvest in the fitness studio she owns and operates! You can learn more about Sarah and her company at <http://revindoor.com/>



REVSM
INDOOR CYCLING

Grants Chair — Marie Eddy



In 2012, VT/BPW established a grant for local organizations to help with efforts to increase membership. LOs can request funds up to \$2,000 to defray cost of putting on events designed to introduce our organization to potential members. To apply for a grant, LOs need to fill out the form on page 4 and submit it to Grant Chair, Marie Eddy, at 659 Charlotte Road, Hinesburg, VT 05461.

Applications can also be e-mailed to Marie Eddy at mari-eddy9@gmail.com

We have had two grant requests so far this year, and these both came from Franklin County L.O. which has been busy! The first grant was for \$250, and this went towards FCBPW sponsorship of a Chamber Mixer. The second grant was for \$110 for FCBPW's sponsorship of a St.

Albans Historical Society event. Good work, Franklin County!

There is still close to \$2,000 in the grant fund, so feel free to apply as you discover great membership/recruitment opportunities.

Respectfully submitted,
Marie Eddy, Grants Chair

IDP Chair Report—Marie Eddy

Franklin County BPW reports that they will be having IDP training on November 9th in St. Albans.

Respectfully submitted,
Marie Eddy, IDP Chair

YOUR AD COULD BE HERE

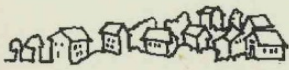
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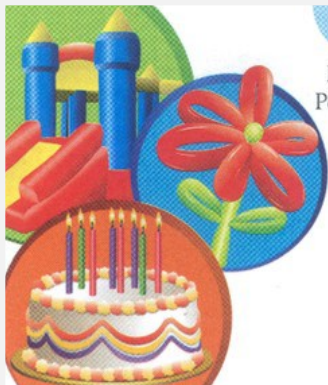
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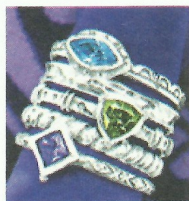
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www.vermontbpw.org

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



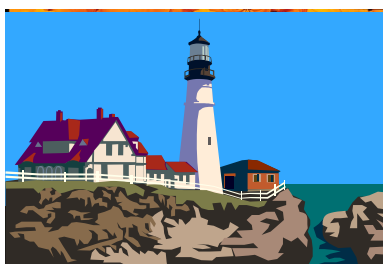
President's Smith's Theme for 2013-2014

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