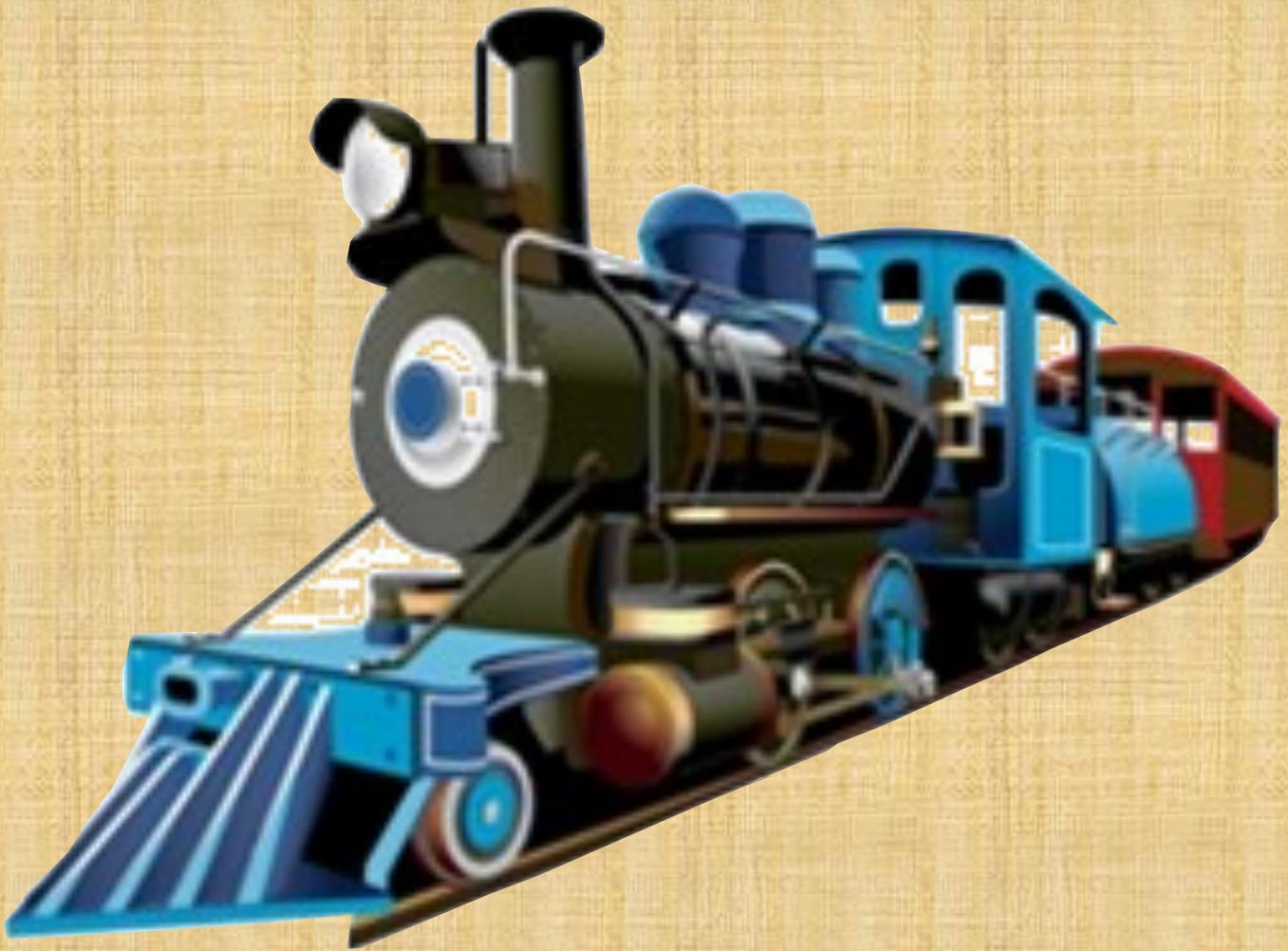


Making Connections with

TARHEEL WOMAN

March 31, 2016



Volume 91, Issue 5

TAR HEEL WOMAN

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

BPW/NC Officers 2015-2016

President: Marsha Riibner-Cady - Virginia Dare

Vice President: Elva Graham - Wayne-Duplin

Treasurer: Martha Hamed - Virginia Dare

Recording Secretary: Martha Hamed - Virginia Dare

Parliamentarian: Virginia Adamson - Triad

Immediate Past President: - Pat Sledge

MAKING CONNECTIONS

FOLLOW BPW/NC

- * Website: <http://www.bpw-nc.org/>**
- * Facebook: <https://www.facebook.com/BPWNorthCarolina>**
- * Pinterest: www.pinterest.com/bpwnc/**

FROM MARSHA RIIBNER-CADY:

Greetings all,

Another adventure...



Keep in mind that although I live near the beach, shopping is sparse. When I get a chance to leave the beach, you will find me looking for stores that we don't have, which is just about anything that is not at our local Tanager outlet mall or the Dollar store!

After picking up madam secretary/treasurer, almost 4 hours later, because I drive no more than 5 miles over the speed limit, our first stop was at Briar Creek to eat lunch. This time we chose Indian food, we don't have anything like that on the Outer Banks. From lunch we hit the French store, Target! Besides the comforter and lamp shade I purchased for our newest business, "The Lost Colony Secret Hideaway" listed on Air B&B, we headed over to health and beauty. I couldn't resist the purple nail polish which went smashingly well with my new Women Joining forces t-shirt (which I bought from the Virginia Dare BPW club to help support the Women Joining Forces Grants, for more info on that see the information in another section of the THW or contact treasurer@bpw-nc.org) and my pearls. Pearls go with everything, right?

So there we stand next to the shampoo. One touted the notion that if you use it, you would have younger, fuller hair. After being on Thyroid meds for almost 22 years, I'm willing to try anything. So I bought it. On Saturday, I asked several of you if you noticed my younger looking hair, no one knew what I was talking about!

Yes I had a point to all of this....It's all about product positioning and marketing. We spoke about the marketing plan that Lea-ann put together for us several years ago during our meeting on March 12. Are we marketing ourselves to the all age groups out there? How do we get our members on board to sustain this organization? What is our next stop along the track on getting this organization back to where it was 10 or even 20 years ago? Much like my new shampoo, are we living up to the expectations of our members? Are we fulfilling their needs?

We did a lot of brainstorming on at the meeting will be reviewed by the Strategic Long Range Planning committee and the Executive Committee to see what we can do to get the word out about BPW. If you have suggestions you would like to share, please do contact me by phone 252/423-0819 or e-mail me at president@bpw-nc.org.

BPW/NC Mission Statement

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

BPW/NC Objectives

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

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

Advocate for North Carolina working women and their families

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



Convention Time Right Around the Corner

Register Today for the North Carolina Federation of Business and Professional Women's Clubs (BPW/NC) Annual Convention. MEMBERS WILL RECEIVE THE SPECIAL MEMBERSHIP RATE IF THEY LOG INTO THE WEBSITE (www.BPW-NC.org) PRIOR TO REGISTERING. IF YOU FORGOT YOUR PASSWORD ONE WILL BE PROVIDED. The two-day event, which takes place on June 24 and

25, 2016, includes dynamic speakers, interesting stories, and thought provoking discussions. This event is an amazing opportunity for business and professional women to expand their network, enhance their professional skills, and explore new ideas. Learn more about yourself and what Business and Professional Women (BPW/NC) can do for you. You can't miss one moment of this event!

The theme is Building Powerful Women: Making Connections.

Tentative Schedule: On Thursday, June 23. At 7pm, all attendees that are available are welcome to join the executive committee for dinner and socializing. This event is not included in the convention fees so attendees are responsible for the cost of their meal. The Convention starts on Friday, June 24: The tentative schedule, subject to change, begins at 8:30am - 11:45am with Board Meetings & Young Careerist Interviews. Check-in at the Registration Desk is 10:00am – 11:45 am. Lunch is a Caesar salad and baked potato buffet from 12 noon – 1:30 pm, followed by meetings and special speakers which will be announced later.

6:00pm-8:00pm A welcome reception including heavy Hors d'oeuvres, cash bar and "Speed Connections" is scheduled from 6:00 pm, to 8:00 pm, followed by socializing and relaxing in the Hospitality Suite from 8:00 pm – 11:00 pm

On Saturday, June 25, the Registration desk opens at 8:00 am – 9:00 am. Other events include a 7:00am A Walk in Her Boots Women Joining Forces Event, 8:00am-9:00am First timers breakfast with the President and Vice President, 8:00am-9:00am Golden Key Breakfast Convention activities/speakers run from 9:00 to 12:00 followed by lunch. Convention activities and speakers follow from 2:00 pm to 4:30 pm. The evening banquet includes awards and the Installation ceremony, followed by socializing in the Hospitality Suite.

On Sunday, there will be a Post-Convention Transition meeting for all board members at BPW/NC Headquarters, 175 BPW Club Road, Carrboro, NC. from 11:00 am – 3:00 pm. Lunch is included.

Closer to the time of Convention, more details will be forthcoming.



From Varnell Kinnin, Membership Chair

SHOW YOUR COLORS AT THE 2016 STATE CONVENTION

What do I mean by “Show Your Colors?” I was thinking about the upcoming convention and I got an idea. Shocking I know. Anyway, remember in a past THW article, I mentioned we are like a sorority. Well sororities have annual conventions. They have local or regional meetings. Guess what? We have clubs and annual conventions.

I look forward to our convention for several reasons. The first reason is to just get away. Hey, I’m honest. Seriously, I like going to meet the state officers old and new. I look forward to the training, listening to the speakers, meeting new friends and seeing old friends. I especially like the camaraderie. I also like talking with other club members and learning some fundraising ideas.

At the convention, you will get a chance to talk to other club members about different program ideas. Or they may ask you how you select speakers or projects to work on. But most of all, you get to see your BPW sisters.

I look forward to the training. New officers, especially presidents, secretaries and treasurers, will welcome this training. Anyone thinking about being a future officer, this training is for you also. I don’t know about you, I like to know what I am getting into before I volunteer. But then again, think of it as an adventure. Please just know that you have a wealth of knowledge to help you, but you have to ask.

At convention, I get to see my old friends. We reconnect and catch up. My new friends are the members who have never attended a convention.

Now back to the “Show your colors.” We have three regions. There is the Central Region that includes: Fayetteville, Pembroke, Raleigh, Sanford, and Triad. Then there is the Eastern Region that includes: Henderson, Nashville, Rocky Mount, Virginia Dare, and Wayne Duplin. Finally the Western Region composed of: Charlotte, Concord-Cabarrus, Lincolnton and Metropolitan. I was thinking that each region could wear a color for the Friday night event at the convention. For example, all clubs in the **Central Region** could wear **navy blue**. The clubs in the **Western Region** could wear **white** and the **Eastern Region** could wear **Red**.

Now of course all this is a suggestion and just to have a little fun with colors. Anyway, start planning for convention. You will thoroughly enjoy yourself. And if you decide to do this “show your colors,” we can do a parade of colors and definitely take pictures. Also, the colors could be in scarves, hats, bracelets, ribbons or shirts. Contact the presidents in your region and decide.

Last thing on convention, you can make the convention a mini vacation. Bring the family. They can chill around the room or pool while you enjoy the convention.

That’s it for now. Don’t forget to start planning for the convention. Make it cost effective, share a room, car pool, or do what it takes to get to Research Triangle Park in June.

Lastly, please verify your membership. Make sure you are up to date. Time can slip up on you and you forget. Especially be mindful of membership dues that are due in **March, April and May**.

Western Region - White

Charlotte
Concord-Cabarrus
Lincolnton
Metropolitan

Central Region - Blue

Fayetteville
Pembroke
Raleigh
Sanford
Triad

Eastern Region - Red

Henderson
Nashville
Rocky Mount
Virginia-Dare
Wayne-Duplin

Get Recognition for everything you are doing for BPW-NC!!!

There are many awards that are available to Clubs and Club members! Please log into the BPW-NC.org website and see what is available.

Steps to Get to this information are:

1. Login to BPW-NC.org website.
2. Select Member-Only.
3. Select BPW/NC Club Awards from the drop down list. You will see a list.

Please note the Submission Deadlines are the beginning of May!

**Awards will be presented at the State Convention in
Raleigh in June!**

Looking forward to calling your name at Convention!

2015-16 BPW/NC Awards Chair, Dr. Jo Naylor

HELP SUPPORT THE BPW-NC GRANTS FUND FOR WOMEN VETERANS

We give out two grants a year, and are so close to our goal!

For every \$25.00 donation you will receive a custom made *BPW Joining Forces For Women Tee Shirt*. The shirts are white with the logo in navy , gray and white. The are good quality and run true to size. Sizes currently available are Medium, Large, and Extra Large while supplies last. They wash well and are pre-shrunk, and make a great statement of support for our women veterans.

Make checks payable to BPW-NC and note on the check it is for WJF.

Mail to Treasurer, BPW-NC at 105 Ballast Point Drive, Manteo, NC 27954

Put a note in with your shirt size(s) and your shirt will be mailed to you asap! To charge your donation, call Marty Hamed at (252) 489-9202 or email her at treasurer@bpw-nc.org



Realistic and Short Term Ideas to Advertise and Grow BPW

Invite an elected official to the meeting. Ask them to talk about voter registration, the early primary etc.

See if anyone wants to start a collection box for the homeless shelter or a women's shelter. (Items for the women's shelter can include cash, gift cards from Walmart, Target, Food Lion, Publix, or Kroger as well as personal items, paper products, etc.)

Start a "canned" food collection. Members could bring one or more cans of food to every meeting. When you fill the box or boxes, take them to the food bank.

Adopt a senior center or nursing home and help the women there. This could be an annual thing or a one-time thing.

- Start a trunk for girl going off to college so she will have everything she needs. You set the criteria to select the student.

Join a Relay For Life team or support one. A onetime donation to aid in the fight of cancer is news worthy. Adopt a school. Sign up for end of year testing and be a proctor. Donate school supplies. Our little girls need support to get to be big girls.

This is not a complete list. Brainstorm your own list. Some of these ideas are tried and true. Sometimes it does not hurt to revisit old ideas and improve on them. Drinking milk is an old idea, now we drink chocolate milk, strawberry milkshakes, etc.

Be sure to take pictures. Let the community see that you are doing something other than meeting and eating.

Some of these ideas may seem simple or don't interest you. But sometimes simple and unique things mean more than a lot of big things. I am not discounting the big things. We do great things as a group. BPW/USA started in 1919. During the following years women got the right to vote. You know the history. Women and women's groups were on the front line of a lot of changes that has helped women and families.



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Women's groups are just like unions for women. The labor unions got us weekends off, eight hour shifts, breaks, lunch breaks, overtime pay, worker's comp. etc. Now that unions are being busted, (states and big businesses have a hand in this) we are losing ground on wages.

Ladies, let's not lose what we have worked for.

BPW has worked and is continuing to work for women.



Over 50, Female and Jobless Even as Others Return to Work by Patricia Cohen

The latest signs of an improving economy were good enough to help persuade the Federal Reserve to raise interest rates for the first time in nearly a decade. But the better job market is not good enough to land Chettie McAfee a job. Laid off at the start of the recession from the diagnostic testing firm in Seattle where she spent more than three decades, McAfee, 58, has not worked since 2007. “I’ve been applying and applying and applying,” said McAfee, who has relied on her savings and family to get by as she fights off attempts to foreclose on her home. At interviews, she said, “They ask ‘Why has it been so long?’”

At 5 percent, the jobless rate may be close to what economists consider full employment, but that headline figure doesn’t capture the challenges still facing millions of Americans who have yet to regain their footing in the workplace. McAfee is part of a group that has found the post-recession landscape particularly difficult to navigate: women over 50.

This is especially striking because many recent economic and social trends – the decline of manufacturing and the rise of health care, the advance of educated women into professions and jobs once mostly occupied by men – were seen as harmful to working-age men and advantageous for the growing ranks of working women. But many of these older women now earn far less and use many fewer skills than they did before. Others have been left stranded without any job for months or even years. Some have given up the search altogether.

A new study on long-term unemployment from the Federal Reserve Bank of St. Louis found that the prospects for women over 50 darkened after the recession. In 2006-07, before the downturn hit, less than a quarter of the unemployed in this group had been out of work for more than six months. By 2012-13, older jobless women accounted for half of the long-term unemployed.

The employment picture has definitely improved since then, economists point out and more older women have managed to return to work. Still, the waves from the recession, which ended 6-1/2 years ago, continue to upend many people who were cast aside during and immediately after the storm.

“How long people take to find a new job has been much longer than in previous recessions,” said Alexander Monge-Naranjo, a co-author of the St. Louis Fed study. “The natural question is, Why?”

There are no simple answers.

When it comes to women over 50, one theory that makes sense to Monge-Naranjo is that those who dropped out of the labor force to take care of children when they were younger can't easily get back in.

Certainly older-workers – male and female – must contend with age discrimination. A shrinking network of professional contacts, and possibly fewer cutting-edge skills, can also hamper older workers in the job hunt, said Connie Wanberg, a professor at the Carlson School of Management at the University of Minnesota. In a world where networking is done more and more online, they may be less adept at the latest techniques.

Some simply do not want to settle. With her house and car paid off, and some investment income coming in, Susan McNeill Spuhler, 52, an engineer who was laid off in April 2013, said she was waiting for the right fit. She has seen friends in more desperate financial straits “take any job and then spiral down” because the job or the company was subpar.

Spuhler and others now in their 50s, 60s and 70s were among the waves of women who entered the paid labor force in record numbers, changing the face of the American economy. Even as men's participation rate in the labor force plunged, women – especially those 55 and older – have for the most part continued to join. But while older workers generally have lower unemployment rates than younger ones, those who find themselves jobless, for whatever reason, tend to find themselves stuck there for longer. And women 55 or older who lose a job have more trouble than men getting another one, according to Sara E. Rix, an analyst and former senior researcher for AARP, the lobbying organization for older Americans.

Older women are frequently in worse financial situations because their work histories are spottier – often because they took time off to care for children – or they were dependent to some extent on husbands who may no longer be alive or whom they divorced. Even those who worked steadily often earned less than men, resulting in smaller Social Security and pension benefits and less savings.

(

Taken from the *Raleigh News & Observer*, January 10, 2016, p 3E.)

International Women's Day

In 1977, when the women who would establish the National Women's History Project began planning a women's history week, March 8th, International Women's Day, was chosen as the focal date.

The selection was based on wanting to ensure that the celebration of women's history would include a multicultural perspective, an international connection between and among all women, and the recognition of women as significant in the paid workforce.

United States women's history became the primary focus of the curriculum and resources developed. At that time, there were no school districts in the country teaching women's history. The goal, although it most often seemed a dream, was to first impact the local schools, then the nation, and finally the world. It is a dream that is becoming a reality.

Women's History Week, always the week that included March 8th, became National Women's History Week officially in 1981 and in 1987 National Women's History Week became National Women's History Month. The expansion from local to national and from week to month was the result of a lobbying effort that included hundreds of individuals and dozens of women's, educational, and historical organizations. It was an effort mobilized and spearheaded by the National Women's History Project.

National Women's History Month is now recognized throughout the world. Women from Germany, China, Saudi Arabia, Canada, Japan, Russia, the Ukraine, and diverse African nations have visited the National Women's History Project's office or attended their events. One result from this contact has been the establishment of a women's history program and museum in the Ukraine.

In 1989 The National Women's History Project accepted an invitation from the government of Spain to address an international women's conference on the importance of women's history and the impact of National Women's History Month.

In 2001 a sistership with the Working Women's Institute of Japan was established resulting in the National Women's History's posters and display sets being featured in the organizations first exhibit.

The National Women's History Project's website reaches the global community. We receive emails from individuals throughout the world. Each year hundreds of National Women's History Month posters are distributed to military bases and Department of Defense schools throughout the world for special programs and events that celebrate and recognize women's accomplishments.

It is the hope of the National Women's History Project that the celebrations at these different venues will ignite a sense of celebration and recognition that honors women of all nations.

Happy National Women's History Day!!

The National Women's History Project

Tracks We've Travelled

and

On The Tracks Ahead

As we travel down the track of 2015-2016, making our connections, we all will have events and celebrations that MAY or MAY NOT be directly tied to BPW, that we want to share. Send that clip, send that photo and we will share it here. One section will be dedicated to those things that have already happened, and the other (On the Tracks Ahead) for those coming up.



Tracks We've Travelled





Above: The Girls Scouts of USA turns 104 on March 12th. Say hello to Diana Naylor, daughter of Jo Naylor. Diana is a Junior this year.

On page 18 - images from the Raleigh Individual Development Program on February 20, 2016.

Upper: (left to right) BPW State President, Marsha Riibner-Cady, Dr. Lois Frazier and Raleigh President Jenine Atoji.

Lower: (left to right): Presenter Claudia G. Christy, Sheyenne Creamer, Jenine Atoji, Dr. Lois Frazier, Marsha Riibner-Cady

Strategic Long Range Planning Update

From Virginia Adamson, Parliamentarian & SLRP Chair



Making us attractive & relevant: (l to r) Susan Benton Wilson, Elva Graham, Helga Gutmann

Productive publicity: (l to r) Varnell Kinnin, Barbara Bozeman, Leslie Martin, Virginia Adamson, Felicia Lucas



Provision of programs: foreground (l to r): Faye Painter, Marsha Riibner-Cady; back left (l to r): Linda Hardy, Mary Wells, Carolyn Williams, Marty Hamed; back right (l to r): Pat Sledge, Dr. Jo Naylor, Michelle Evans

The Strategic Long Range Plan, lovingly called the SLRP (pronounced “Slurp”), is developed for the purpose of creating a strategy for the future and projecting a five year plan of action for the Federation. On March 12, 2016 the Federation Board of Directors and Club Presidents met for a SLRP workshop titled “Where do we go from here?” The group listened to presentations on the Federation, Foundation and Board of Trustees provided by Michelle Evans, Past State President and Board of Trustees Co-Chair, Helga Gutmann, Board of Trustees Co-Chair, Faye Painter, Foundation Board Chair, and Carolyn Williams, Past State President and Foundation Board Vice Chair. An interesting fact about membership was that the Federation was almost 4000 members strong in 1975 with 100 clubs and very near that in 1990. President Marsha Riibner-Cady shared that our membership today stands at only 267 in 15 clubs and members at large. SLRP Chair Virginia Adamson provided some demographics about women and the differences in needs of the generations.

The group then brainstormed on what focus areas might make a difference. There were three main areas: 1) making us attractive & relevant, 2) positive productive publicity, and 3) provision of programs. The Board and the SLRP Committee will continue to evaluate the workshop results. You can help, too!

Send your ideas, suggestions and answers to some or all of these questions to me at virginia.adamson@yahoo.com.

Why did you join BPW?

What keeps you renewing your membership?

What value do you receive from BPW?

Does membership in BPW help you in your professional career? How?

What was the best event your club hosted in the last 12 months?

Why is BPW “the best kept secret”?

What do you tell a friend or colleague about BPW when you invite them to attend a meeting or event?

On The Tracks Ahead:



Get Recognition for everything you are doing for BPW-NC!!!

There are many awards that are available to Clubs and Club members! Please log into the BPW-NC.org website and see what is available.

Steps to Get to this information are:

1. Login to BPW-NC.org website.
2. Select Member-Only.
3. Select BPW/NC Club Awards from the drop down list. You will see a list.

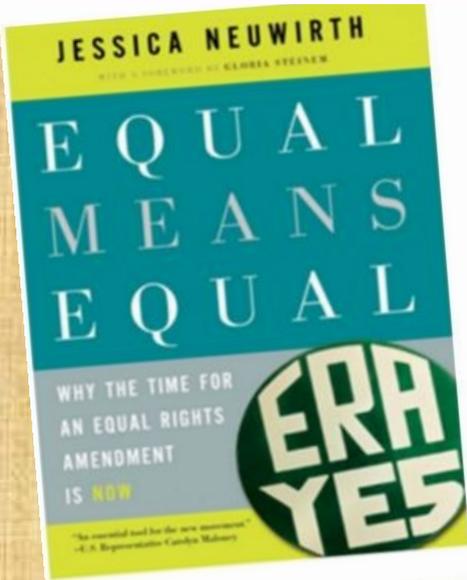
Please note the Submission Deadlines are the beginning of May!

Awards will be presented at the State Convention in Raleigh in June!

Looking forward to calling your name at Convention!

2015-16 BPW/NC Awards Chair, Dr. Jo Naylor

ERA NC ALLIANCE



Jessica Neuwirth is a founder and Honorary President of Equal Means Equal, a human rights organization that works to end violence against women. Previously, she held various positions, including being a consultant to the United Nations, member of the International Criminal Tribunal for Rwanda on issues of sexual violence, and a member of the International Commission on Truth and Reconciliation recognizing rape as a form of genocide and holding the media accountable for the role of the media in the Rwandan genocide. Neuwirth earned her B.A. from Yale University.

...an international
...mination

ERA-NC Alliance Launch News Conference



NC Senator Floyd B. McKissick, Jr.
Sponsor ERA Bill HB184
Photo credit: NC General Assembly



Jessica Neuwirth
President, National ERA Coalition
Photo credit: EqualMeansEqual.com

ERA-NC Alliance members are invited to attend a news conference at 2:30 pm in the Tribble Hall Foyer immediately preceding the launch on April 12, 2016. NC Senator Floyd B. McKissick, Jr and Jessica Neuwirth will deliver remarks.

The Equal Rights Amendment

Section 1. Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3. This amendment shall take effect two years after the date of ratification.

Join NC4ERA celebrating

ERA-NC Alliance Launch

EQUAL PAY DAY

Tuesday, April 12, 2016

3:30 – 5:30 pm

**Panel Discussion: Why the ERA? Why now?
followed by Book Signing & Reception**

Books will be available for purchase

ERA-NC ALLIANCE

A State Affiliate and Lead Organization of the National ERA Coalition

LEAD ORGANIZATIONS

American Association of University Women of NC

League of Women Voters of NC

NC 4 ERA

NC Business and Professional Women

NC National Organization for Women

Ratify ERA-NC

Women's Forum of NC

The Equal Rights Amendment (ERA) is a proposed amendment to the United States Constitution that would expressly prohibit discrimination on the basis of sex.

Interested in joining us?

www.era-nc.org



Time for the Women Joining Forces grants applications to be submitted! DEADLINE April 30—SHARE WITH FRIENDS, NEIGHBORS AND FAMILY—There are two \$500 grants given out annually to female veterans who are starting their own businesses, or in business. Grant applications are due not later than 30 April 2016. Grants may be used for business startup, equipment, and/or professional development. Specific Information and the application are available at: <http://www.bpw-nc.org/WomenJoiningForcesBPW>

Contact Crystal Williams for information at cwilliams@meta-logix.net

HELP SUPPORT THE BPW-NC GRANTS FUND FOR WOMEN VETERANS



We give out two grants a year, and are so close to our goal! For every \$25.00 donation you will receive a custom made *BPW Joining Forces For Women Tee Shirt*. The shirts are white with the logo in navy , gray and white. The are good quality and run true to size. Sizes currently available are Medium, Large, and Extra Large while supplies last. They wash well and are pre-shrunk, and make a great statement of

SUPPORT FOR OUR WOMEN VETERANS.

Make checks payable to BPW-NC and note on the check it is for WJF.

Mail to Treasurer, BPW-NC at 105 Ballast Point Drive, Manteo, NC 27954

Put a note in with your shirt size(s) and your shirt will be mailed to you asap! To charge your donation, call Marty Hamed at (252) 489-9202 or email her at treasurer@bpw-nc.org





EVERY MEMBER HAS A VOTE

FROM VIRGINIA ADAMSON, PARLIMENTARIAN AND SLRP CHAIR

Once upon a time way back in 2009 there was a belief that every member deserved the privilege to participate in voting on officers and other Federation business. Prior to this time only members who attended the annual convention were able to vote. So the Federation Bylaws were amended to allow for voting outside of annual convention by a number of methods.

Fast forward to spring 2016...under President Marsha Riibner-Cady's direction, Governance Chair Michelle Evans and I have been working on plans to make electronic voting a reality. Not to worry, if you don't have an email address or access to the internet you will still be able to vote. The proposed bylaws amendments which are included in this edition of the *Tar Heel Woman* will be our first voting opportunity. The exact timing is in the final stages of approval; however, look for this to happen very soon! An election committee and credentials committee are being appointed to make sure everything is run according to the bylaws. There is also a plan to hold several webinars so that there can be discussion of the proposed amendments.

Now before you turn to the proposed amendments, please check a critical bit of information – are you a member in good standing? Article V, Section 5 of the Federation Bylaws states, “To remain in good standing, a member's dues must be current.” If you are behind in paying your dues, make that a priority right now! This will ensure you have a place in our history and our future and that your name is on the Credentials Committee's list as a verified voter in this important vote.

Take part in making this dream from 2009 a reality in 2016!

2016 PROPOSED CHANGES TO BPW/NC BYLAWS

Submitted by Michelle Evans, Governance Chair

CURRENT

PROPOSED

<u>ARTICLE XVI – Board of Trustees</u>			
Sec 9	Whenever the Board of Trustees becomes aware by notice or otherwise that the unapproved case in the BPW/NC general operating account exceeds \$5,000, the Board of Trustees may request and receive from the BPW/NC Treasurer all unappropriated monies in excess of \$5,000, giving a receipt thereof, and shall deposit the funds in one of the accounts selected for investment purposes by direction of the Board of Directors.	Sec 9	Whenever the Board of Trustees becomes aware by notice or otherwise that the unapproved case in the BPW/NC general operating account exceeds \$10,000 , the Board of Trustees may request and receive from the BPW/NC Treasurer all unappropriated monies in excess of \$10,000 , giving a receipt thereof, and shall deposit the funds in one of the accounts selected for investment purposes by direction of the Board of Directors.
<u>Rationale:</u> In practice, the Federation has keep similar funds in this range in the general operating account to pay invoices and various expenses. The \$5,000 limit was set many years ago when expenditures were much less and expenses were lower.			

CURRENT

PROPOSED

<u>ARTICLE V – Membership</u>			
Sec 1	Membership categories shall be: Member Membership shall be open to all individuals. Student member Individuals enrolled in at least half time in a college, a university, or any other accredited educational institution above the high school level. Member at Large.	Sec 1	Membership categories shall be: Member Membership shall be open to all individuals. Student member Individuals enrolled in at least half time in a college, a university, or any other accredited educational institution above the high school level. Member at Large Life member
<u>Rationale:</u> To recognize and honor those members who have participated in BPW/NC for forty years or more.			

Proposed

Appendix I	Member at Large Effective 7/1/10 BPW/NC Amount: \$45.00	Add below MAL: BPW/NC Life Member BPW/NC Amount: \$0.00
<u>Rationale:</u> To recognize and honor those members who have participated in BPW/NC for forty years or more.		

2016 PROPOSED CHANGES TO BPW/NC BYLAWS

Submitted by Michelle Evans, Governance Chair

A) Members at Large Endorsement

Notes: Currently, Members at Large do not have a mechanism to secure Club endorsement for running for state office. Altering the Club endorsement bylaw will allow MALs to run for state office.

CURRENT		PROPOSED	
<u>ARTICLE XI - Nominations</u>			
Section 5	No name shall be presented for an office unless the nominee has given written consent and has been endorsed by the nominee's Club.	Section 5	No name shall be presented for an office unless the nominee has given written consent and has been endorsed by the nominee's Club. Members at Large may be endorsed by the BPW/NC Executive Committee.
<p><u>Rationale:</u> Members at Large do not have a home Club to endorse them should they decide to run for office. To address this issue, MALs may seek endorsement from the BPW/NC Executive Committee.</p>			

B) Executive Committee Members Holding Additional Terms

Notes: This year offers some special challenges in that we do not have a member serving as President-elect. Our current President, Marsha Riibner-Cady, has graciously agreed to serve a second term so the position is not vacant. The current bylaws stipulate the President, Vice President, and Immediate Past President may serve only one term. In going forward, it would be beneficial to have flexibility in all of the Executive Committee positions.

CURRENT		PROPOSED	
<u>ARTICLE XII - Elections</u>			
Section 10	No officer shall hold the same office for more than one (1) term except the Secretary and Treasurer who shall be eligible for re-election to a second term.	Section 10	Officers are eligible to hold the same office for up to two consecutive terms.
<p><u>Rationale:</u> Given BPW/NC has no President-elect this year, flexibility is needed to transition for the coming year.</p>			

C) Clarifying Events Means Regional Events

Notes: Under Article VII, the title is listed as events. It may be clearer to members if we add the word “Regional” to the title allowing for the sections to refer only to Regional Events.

CURRENT

PROPOSED

ARTICLE IX – Events	ARTICLE IX – Regional Events
<p><u>Rationale:</u> Adding Regional to the header clarifies that the information contained in the section applies to Regional Events (not all events).</p>	

CURRENT

PROPOSED

ARTICLE IX - Events			
Section 5	No BPW/NC business shall be conducted during an event.	Section 5	No BPW/NC business shall be conducted during an event.
		And renumber subsequent sections.	
<p><u>Rationale:</u> Flexibility is needed to occasionally conduct business at meetings other than Annual Convention.</p>			

D) Executive Committee and Board of Directors Meetings at Convention

Notes: To permit the President flexibility in scheduling Executive Committee and Board of Director meetings, a tweak of the bylaws’ language is required. Currently, the President must hold meeting preceding Convention. The same number of meetings will be held but with more opportunity to have meetings electronically or at times when the Executive Committee and Board are available.

CURRENT		PROPOSED	
ARTICLE XIV – Executive Committee			
Section 3	Regular meetings of the Executive Committee shall be held preceding and following the Annual Convention and immediately preceding the Board of Directors meetings held. Special meetings may be held: (a) When called by the President, with seven (7) days written notice; (b) When called by a majority of the Executive Committee upon seven (7) days written notice; (c) By convention call of the President or by a majority of the members of the Executive Committee.	Section 3	The Executive Committee shall meet at least three times annually, and for such special meetings, subject to the call of the President, as may be required for the fulfillment of all duties. Special meetings may be held: (a) When called by the President, with seven (7) at least three (3) days written notice; (b) When called by a majority of the Executive Committee upon seven (7) with at least three (3) written notice; (c) By convention call of the President or by a majority of the members of the Executive Committee.
<p><u>Rationale:</u> By removing immediately preceding, the President has more flexibility in scheduling the meetings. The revision has been changed to match language used for the Board of Trustees. The number of days required for notice has been reduced due to faster communications via Internet instead of mail.</p>			

CURRENT		PROPOSED	
ARTICLE XV – Board of Directors			
Section 5	Meetings of the Board of Directors shall be held: (a) Immediately preceding the Annual Convention and in summer and winter; (b) When called by the President with the approval of the Executive Committee or when called by a majority of the Board. Such notice must designate time, place, and purpose of the meeting and be given at least seven (7) days in advance of the date for which the meeting is called.	Section 5	The Board of Directors shall meet at least three times annually, and for such special meetings, subject to the call of the President, as may be required for the fulfillment of all duties. Special meetings may be held: (a) When called by the President, with at least three (3) written notice; (b) When called by a majority of the Board of Directors with at least three (3) written notice; (c) By convention call of the President or by a majority of the members of the Board.
<p><u>Rationale:</u> By removing immediately preceding, the President has more flexibility in scheduling the meetings. The revision has been changed to match language used for the Board of Trustees. The number of days required for notice has been reduced due to faster communications via Internet instead of mail.</p>			

E) Electronic Voting Prior to Convention

Notes: Members have suggested time and time again that the Executive Committee should reduce the amount of business conducted at Convention to allow for more personal and professional development along with greater opportunities for networking. The proposed bylaws changes below would permit the President to hold the election of officers prior to Convention should she choose to do so. An option is included to have candidate information and speeches delivered electronically so members can learn more about the nominees. The plan includes officers taking their positions after the installation at the close of Convention, just as we have always done. The changes are written such that the President could hold an election either before Convention or at Convention.

CURRENT		PROPOSED	
ARTICLE XII - Elections			
Section 1	A President-elect, a Vice President, a Secretary, a Treasurer, and a Chair of the State Nominating Committee shall be elected at each Annual Convention for a term of one (1) year.	Section 1	A President-elect, a Vice President, a Secretary, a Treasurer, and a Chair of the State Nominating Committee shall be elected annually for a term of one (1) year.
<p><u>Rationale:</u> In order to allow more time to focus on professional development at Convention, an electronic election of officers could be held prior to Convention. The President will choose to hold the election prior to Convention or at Convention.</p>			

CURRENT		PROPOSED	
ARTICLE X - Officers			
Section 3	Officers shall take office at the close of the Annual Convention and shall serve until the close of the following Annual Convention or until their successors are duly elected if their office requires election.	Section 3	Officers shall take office at the close of the Annual Convention and shall serve until the close of the following Annual Convention or until their successors are duly elected and installed if their office requires election.
<p><u>Rationale:</u> If the Body elects an officer before convention, there could be confusion about when the person takes office. Officers will assume their positions after Convention.</p>			

CURRENT		PROPOSED	
ARTICLE XV – Board of Directors			
Section 4	The Board of Directors shall transact business of BPW/NC between Annual Conventions including: (a) Adoption of policies and procedures of BPW/NC; (b) Review of proposed amendments to the BPW/NC Bylaws to determine those to be presented to the convention body for consideration; (c) Review of proposed resolutions to determine those to be presented to the convention body for consideration; (d) Review of recommendations of the Committee Chairs to determine those to be presented to the convention body for consideration; (e) Elect the number of members to the State Nominating Committee necessary to ensure that all regions are represented on the committee.	Section 4	The Board of Directors shall transact business of BPW/NC between Annual Conventions including: (a) Adoption of policies and procedures of BPW/NC; (b) Review of proposed amendments to the BPW/NC Bylaws to determine those to be presented to the convention body membership for consideration; (c) Review of proposed resolutions to determine those to be presented to the convention body membership for consideration; (d) Review of recommendations of the Committee Chairs to determine those to be presented to the convention body membership for consideration; (e) Elect the number of members to the State Nominating Committee necessary to ensure that all regions are represented on the committee.
<p><u>Rationale:</u> By Convention Body to membership for this bylaw, the Board of Directors may present bylaws changes, resolutions, or recommendations to the membership at times other than Convention.</p>			

E) cont.

CURRENT		PROPOSED	
ARTICLE XIX – Annual Convention			
Section 7	Section 7 It shall be the purpose of the Annual Convention to: (a) Receive reports of the Officers and Chairs for the preceding year; (b) Elect Officers and the State Nominating Committee Chair for the ensuing term; (c) Act on recommendations, resolutions, and other business presented; (d) Adopt a BPW/NC legislative platform; (e) Consider proposed changes in BPW/NC bylaws; (f) Present the BPW/NC program for the ensuing year; (g) Adopt an annual budget.	Section 7	It shall be the purpose of the Annual Convention to consider any of the following business matters not already approved by the membership via electronic elections and votes: (a) Receive reports of the Officers and Chairs for the preceding year; (b) Elect Officers and the State Nominating Committee Chair for the ensuing term; (c) Act on recommendations, resolutions, and other business presented; (d) Adopt a BPW/NC legislative platform; (e) Consider proposed changes in BPW/NC bylaws; (f) Present the BPW/NC program for the ensuing year; (g) Adopt an annual budget.
<p>Rationale: Some of the business functions managed previously at Convention may be addressed prior to Convention via electronic means.</p>			

F) Removal of President-elect as an Office

Notes: In an attempt to streamline the Executive Committee, a proposal is being made to eliminate the President-elect position. We have had difficulty filling offices and hope by removing this position, members will not be required to give as long of a time commitment when serving in various Executive Committee roles.

CURRENT		PROPOSED	
ARTICLE X - Officers			
Section 1	The officers of BPW/NC shall be a President, a President-elect, a Vice President, a Secretary, a Treasurer and an Immediate Past President.	Section 1	The officers of BPW/NC shall be a President, a President-elect , a Vice President, a Secretary, a Treasurer and an Immediate Past President.
<p>Rationale: With a decrease in membership, the Executive Committee should be streamlined. By eliminating the President-elect position, we can require less of a time commitment for our officers moving toward the Presidency.</p>			

CURRENT		PROPOSED	
ARTICLE X - Officers			
Section 4	(b) A vacancy in the office of the President-elect shall remain unfilled and a special election for President shall be held at the next Annual Convention;	Section 4	(b) A vacancy in the office of the President-elect shall remain unfilled and a special election for President shall be held at the next Annual Convention; And renumber subsequent sections.
<p>Rationale: Deleting the need for a special election.</p>			

F) cont.

CURRENT		PROPOSED	
ARTICLE XII - Elections			
Section 1	A President-elect, a Vice President, a Secretary, a Treasurer, and a Chair of the State Nominating Committee shall be elected at each Annual Convention for a term of one (1) year.	Section 1	A President , a Vice President, a Secretary, a Treasurer, and a Chair of the State Nominating Committee shall be elected at each Annual Convention for a term of one (1) year.
<p><u>Rationale:</u> With a decrease in membership, the Executive Committee should be streamlined. By eliminating the President-elect position, we can require less of a time commitment for our officers moving toward the Presidency.</p>			

CURRENT		PROPOSED	
ARTICLE XIII – Duties of Officers			
Section 2	The President-elect shall: (a) Serve as the representative of the President when requested; (b) Serve as an ex-officio member of all committees except the Nominating Committee; (c) Observe and study ways of improving BPW/NC policies and programs; (d) Cooperate with the President and other officers; (e) Represent BPW/NC when authorized by the President and/or the Executive Committee; (f) Select Committee Chairs and the Chair of the BPW/NC Foundation to serve during her term of office, subject to the approval of the Executive Committee; (g) Accept responsibilities as assigned by the President; (h) Prepare a written report for presentation at each meeting of the Executive Committee; (i) Serve as an Executive Committee liaison as assigned by the President.		<p>The President-elect shall: (a) Serve as the representative of the President when requested; (b) Serve as an ex-officio member of all committees except the Nominating Committee; (c) Observe and study ways of improving BPW/NC policies and programs; (d) Cooperate with the President and other officers; (e) Represent BPW/NC when authorized by the President and/or the Executive Committee; (f) Select Committee Chairs and the Chair of the BPW/NC Foundation to serve during her term of office, subject to the approval of the Executive Committee; (g) Accept responsibilities as assigned by the President; (h) Prepare a written report for presentation at each meeting of the Executive Committee; (i) Serve as an Executive Committee liaison as assigned by the President.</p> <p>AND renumber subsequent sections.</p>
<p><u>Rationale:</u> Delete duties of President-elect.</p>			

CURRENT		PROPOSED	
ARTICLE XVIII – Duties of Officers			
Section 3	The Vice President shall: (a) Perform the duties of the President and President-elect in their absence;	Section 3	The Vice President shall: (a) Perform the duties of the President and President-elect in their her absence;
<p><u>Rationale:</u> Delete the need of the VP fulfilling the duties of the P-E.</p>			

CURRENT		PROPOSED	
ARTICLE XVII – Standing Committees			
Section 4	<p>The Finance Committee shall be composed of a Chair and the following members: the President, President-elect, Vice President, Immediate Past President, Treasurer, Financial Advisor, and the Chair of the Board of Trustees. The Finance Committee shall:</p> <p>(a) Prepare an annual budget for BPW/NC; (b) Have general supervision of all expenditures; (c) Assist Clubs in developing a sound financial policy.</p> <p>The Finance Chair shall serve as ex-officio member, without vote, on all Committees whose programs require the expenditure of monies.</p>	Section 4	<p>The Finance Committee shall be composed of a Chair and the following members: the President, President -elect, Vice President, Immediate Past President, Treasurer, Financial Advisor, and the Chair of the Board of Trustees. The Finance Committee shall:</p> <p>(a) Prepare an annual budget for BPW/NC; (b) Have general supervision of all expenditures; (c) Assist Clubs in developing a sound financial policy.</p> <p>The Finance Chair shall serve as ex-officio member, without vote, on all Committees whose programs require the expenditure of monies.</p>
<p><u>Rationale:</u> Strike President-elect position from the Finance Committee.</p>			

CURRENT

PROPOSED

ARTICLE XIX – Annual Convention			
Section 1	BPW/NC shall hold an Annual Convention in June. The President-elect, with the approval of the Executive Committee, shall determine the place and date of the Annual Convention for the ensuing year of her presidency.	Section 1	BPW/NC shall hold an Annual Convention in June. The President President-elect , with the approval of the Executive Committee, shall determine the place and date of the Annual Convention for the ensuing year of her presidency.
<p><u>Rationale:</u> The President, with approval of the Executive Committee, will choose the location and time of Convention.</p>			

CURRENT

PROPOSED

ARTICLE XIX - Annual Convention			
Section 8	The Annual Convention Planning Committee has overall responsibility for planning, coordinating, and implementing the Annual Convention. The Committee's membership shall consist of the Annual Convention Planning Chair, the President, the President-elect, and the Vice President.	Section 8	The Annual Convention Planning Committee has overall responsibility for planning, coordinating, and implementing the Annual Convention. The Committee's membership shall consist of the Annual Convention Planning Chair, the President, the President-elect , and the Vice President.
<p><u>Rationale:</u> Delete the P-E from the Annual Convention Committee.</p>			

Interim Action

North Carolina Federation of Business and Professional Women's Clubs, Incorporated Federation Board of Directors Meeting – January 23, 2016

BPW/NC Secretary, Marty Hamed

Approved:

- that we dispense with the reading of the Standing Rules of Order.
 - that we dispense with the reading of the minutes from the November 9, 2015 meeting.
 - that the appointment of Barbara High-Tyre as the Chair of the Career Woman of the Year committee be approved.
 - that the President's Lifetime Achievement Award be incorporated into the BPW/NC Federation Handbook. The BPW/NC Federation President will select the recipient if she so chooses. The award may, but is not required to, be given annually.
 - that the following bylaws change be forwarded to the Convention Body for consideration: Article XVI, Section 9 of the bylaws be revised to change the amount of unappropriated funds kept in the operating fund from \$5,000 to \$10,000.
 - that the following bylaws change be forwarded to the Convention body for consideration: Article V, Section 1, Subsection (d) of the bylaws be added to provide for a lifetime membership level for those members who have paid BPW/NC dues for a minimum of forty (40) years. The State Life Member shall thereafter be exempt from state dues and shall have the privileges of a member-at-large unless they are a paid member of one or more Clubs.
 - that the following bylaws change be forwarded to the Convention body for consideration: Appendix I – Dues be revised to include a State Life Member category with no state dues required.
 - that Varnell Kinnin (Rocky Mount), Pat Sledge (BPW of the Triad), and Faye Painter (Charlotte and Lincolnton) be appointed to serve on the 2016 Board of Trustees Nominating Committee.
 - that the food planned for our meeting in October be donated to a non-profit.
 - that we include the editorial submission guidelines in the BPW/NC Handbook
- that the BPW/NC Federation join the Equal Rights Amendment North Carolina Alliance (ERA-NC) as a lead organization.

Interim Action

**North Carolina Federation of Business and Professional Women's Clubs,
Incorporated**

Federation Board of Directors Meeting – March 12, 2016

BPW/NC Secretary, Marty Hamed

Approved:

- that the position of President-Elect be removed as an officer of the organization.
- that the recommended bylaws amendments be presented to the membership at a time decided by the President prior to Convention.



On The Tracks Ahead:



BPW/NC 2015-2016	
Calendar of Events	
April 12, 2016	Equal Pay Day
May 1, 2016	Deadline for BPW/NC awards entries
May 15, 2016	Young Careerist Deadline
May 16, 2016	<i>Tar Heel Woman</i> article deadline
May 23, 2016	Call to Convention issue <i>Tar Heel Woman</i> published
June 23-26, 2016	Annual State Convention, Raleigh

Building Powerful Women – Making the Connection

As you know, our annual program calendar is chock-full of suggestions for club and personal activities meant to celebrate and enrich your lives. These suggestions are divided into three categories: Personal, Professional and Political.

April

Personal: Step into a leadership position at your BPW club and BPW/NC. It's great training and a safe place to practice your skills and learn new ones. Complete your Club entries for awards presented at State Convention

Political: Equal Pay Day is April 12, 2016

Professional: Host a Networking event - Invite all your contacts to share the invitation. Learn more about how to network to grown contacts and confidence in meeting new people.

On this Day in April: April 7 - World Health Day, 10 - National Sibling Day, 15 - Income Taxes are due, 19 - Humorous Day, 22 - Earth Day, 26, Hug A Friend Day, 27- Administrative Professionals Day, 29 - Arbor Day.

May

Personal: Spring Clean your wardrobe. Donate worthy items to your local women's shelter or Dress for Success NC. Be safe in the sun. Protect yourself and get your skin screened by a health care provider.

Political: Participate in local and state Primary Elections.

Professional: Indulge in on-line training programs designed to boost your skills.

May is American Bike Month, Correct Posture Month, Better Sleep Month, National Photo Month, Skin Cancer Month and Transportation Month.

On this date in May: 3- National Sun Day, 8 - Mother's Day (and Clean Up Your Room Day), 12 - International Nurses Day, 16 - Armed Forces Day, 30 - Memorial Day, and 31 World No Tobacco Day.

The next issue of Tar Heel Woman is published in May

Deadline for Tar Heel Woman submissions - May 16, 2016.

**WHAT'S NEW IN
SOCIAL MEDIA
FOR BPW?**



TAKE AN INTEREST IN PINTEREST!

<https://www.pinterest.com/bpwnc/>

Leadership

Set your priorities. Identify what needs to be done now and what can wait.

6

B+ **Be positive.**
Doubting what you are capable of **cannot** and **will not** lead to success.

7

PRACTICE MAKES PERFECT:
Improve a skill by doing it over and over again until you get it right. Put in your **HOURS**

AIM TO BE THE BEST AT ALL TIMES.
Don't settle for mediocrity when it comes to your output or your performance.

18

"HAVE THE HUMILITY TO LISTEN AND TO LEARN,"
says Sherika Tammontong, owner of Red Mango.

19

Respect others, whether they are of authority or not.



Professionalism

THINK TWICE BEFORE HITTING 'SEND'!
Be thoughtful or not. It might be a long time before you see it.

BE COURTEOUS WITH WORDS
What you say to others can do a lot to make your life and theirs better. When in doubt, leave it out.

INSTANT MESSAGING

DO NOT INTERRUPT THE PERSON
Even on instant messaging, wait for the other person to finish before you start typing.

KEEP THE CONVERSATION SHORT
This message will allow the other person to know that they are not being interrupted.

NEVER SEND ANYTHING YOU DON'T WANT TO BE SEEN BY EVERYONE

3



Recipes



2



Roasted Garlic Butter Grilled Chicken

Women's Rights

...the business of the 21st century" Hillary Clinton



2

Womens History

18 INVENTIONS BY WOMEN THAT CHANGED THE WORLD

5



Follow

Networking

The Introvert's Guide to Networking

4

How To Network The Right Way

A cooperative system of sharing information and services among individuals and groups having a common interest.

- Keep Networking Authentic. Don't Cheat.
- Always Have Business Cards Handy Always.
- Watch What Your Competitors Are Doing In Terms Of Marketing.
- Be Social Media. Don't Hide Yourself In Social Media.



Follow

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

BPW-NC Editorial Submission Guidelines

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

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

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

What can I ask BPW-NC to share?

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

Submission ideas:

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

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

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

When submitting content, please provide the following:

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

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

When: Date, Time, RSVP deadlines, etc.

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

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

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

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

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

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

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

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

BPW COLLECT

Keep us, O God, from pettiness; let us be large in thought, in word, in deed.

Let us be done with fault-finding and leave off self-seeking.

May we put away all pretense and meet each other face to face -- without self-pity and without prejudice.

May we never be hasty in judgment and always generous.

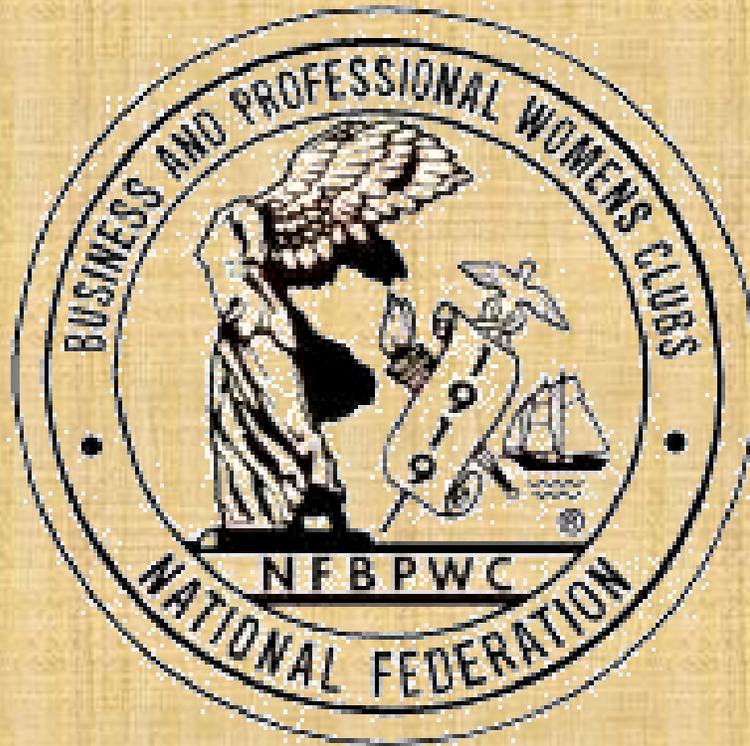
Let us take time for all things; make us to grow calm, serene, gentle.

Teach us to put into action our better impulses, straightforward and unafraid.

Grant that we may realize it is the little things that create differences, that in the big things of life we are at one.

And may we strive to touch and to know the great common human heart of us all, and, O Lord God, let us forget not to be kind!

-- Mary Stewart, April 1904



EMBLEM BENEDICTION

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

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

GOD BLESS US AS WE PART.