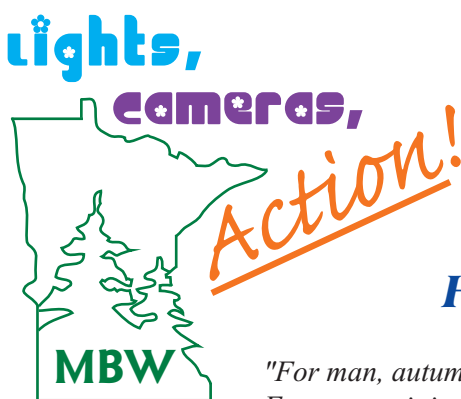


Memories of MBW's 2011 Fall Meeting in Owatonna . . .



Past state president Dorothy Hebert (Central Minnesota St. Cloud BW) receives a 50 year certificate from President Susan.





Happy Fall Y'all

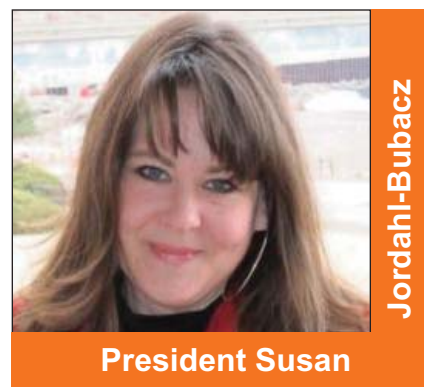
*"For man, autumn is a time of harvest, of gathering together.
For nature, it is a time of sowing, of scattering abroad."*

Edwin Teale

And gather together we did... The Minnesota Business Women's Fall Meeting, 2011, was held in and hosted by Owatonna on October 7 and 8th. What a great meeting it was indeed! I seriously felt we are up and back on track as a state organization. First, the Owatonna group has so many wonderful, smart, fun, and sassy (definitely in a good way) women. Goodness, how could we not feel welcome! Friday night dinner was very good, the chocolate pie exceptional I must say...(June Johnson, my Administrative Assistant 'talked' me into a piece.) After the dinner, we presented certificates of memberships on a 5 year increment scale. We had one of our members celebrating her 50 year membership mark! Congratulations Dorothy! Also, Special Recognition was given to women from locals around the state for their contributions to their communities, for reaching high points of achievement within their profession, or for their dedication to volunteering, community stewardship, mentoring others - especially women, their hours dedicated to MBW or their locals, and so much more. Sincerely, what a treat to be in this room with these dynamic women. It's a humbling, yet rewarding experience unto itself as these women are part of the whole of Minnesota Business Women. And, personally, to belong to an organization as wonderful as MBW, which they also believe in. To have the distinct pleasure of working side by side with these women in MBW at the state meetings. (Talk about a WOW factor of potential right there in the palms of our hands.)

After dinner and awards, we played a game much like musical chairs called, As the wind blows. What an icebreaker - fun, fun, fun! We learned quite a bit of information about our peers, laughed a lot, and got in our daily exercise as we buzzed from chair to chair trying not to be "it." Towards the end of the evening we got a little wild ... kind of a battle of the booties... Well, ok then... that's one of those what happens at a state meeting, stays at a state meeting kind of things. (She says with a smile.) Friday night came to a close, but still the Owatonna ladies were buzzing around taking care of everything one could imagine. Katie Simon, Owatonna President, even transported the still hot leftovers from our dinner to a local shelter for children/moms that was run completely upon donations. What a wonderful thing to do to take the time right there and then, while the food was hot and delicious. It brought a warm fuzzy to my heart and a wee tear to my eye. Thank you so much, Katie, for doing this!

Note: Earlier Friday we held an Executive Committee Meeting of the State officers, and it went wonderfully, we covered a lot of business, and a lot of great ideas were put into action by the end of the day. I've said it before and I'll say it again, we have a good



President Susan

group on board, and all of our chairs and appointments are dynamite ladies. We have a fantastic team of *working women working together* at the state level.

Saturday, our key speaker, Beth Ebnet, spoke on social media...she was excellent! Some of us were ye of little faith, not caring about the social media scene. But Beth put it in laywomen's terms. She made it interesting, gave great examples, answered a plethora of questions and really got home what a good marketing/customer service tool it is for your business, how to make it work for you, and the plus of how nice it is in this busy day and age to keep in contact with what's going on with family and friends. Social media gives us opportunities to reach out to our customers, family and friends through this form of communication. Via this method we can learn/see/know they have questions, need advice or just need someone to give them a, "Hey, Hi, here's an idea"... kind of response to their quandary. Social media opens up the lines of communication, and offers with the-follow-through-process opportunities in business, to stay close to customers, colleagues, friends and family. One can also join groups and get their word in on political, environmental topics or give a thumbs up about things they just enjoy, and sadly, be informed on negatives like predators moving in at the end of the block. Social media offers a quick way to be/stay informed and opens up a whole world of opportunity on many different levels...quick and right at our fingertips. Beth made it much easier to understand, want to attempt, or for those already believers, to make better use for the benefit of our businesses. Beth made Social Media interesting and an easy sell. Excellent job, thank you Beth!

Saturday, our co-program chairs, Beth Gibson-Lilja and Holly Morey, handed out a survey they created for us to fill out and hand in that day. (Also, presenting a copy to take back and share with our locals.) We are looking for what interests our members, what kinds of activities, programs or speakers do you seek through your affiliation with our MBW organization. Beth and Holly also did a presentation regarding moving forward in our state programming. They have many excellent ideas, and they brought it to us... What kind of programs do 'we' want to see, what were/are the best programs from some of the locals, from BPW's Individual Development programming? We want the best of the tried and true, and cutting edge of what works today, within our groups, what do we seek in today's busy world, this economy. etc. They had put together an excellent draft and asked us if it was usable, or if we wanted to start from scratch ... they opened up the floor to every-

continued on page 4

Is EPW in our future?



For the past three years we have all been working hard locally to figure out what our future holds – locally, within our State, and in relationship to the rest of the country and world. This has been an important issue for me since the dissolution of BPW/USA.

My focus today is to share with you some of the workings that have come out of our summer National meeting held here in Minnesota this past July. We had 15 States represented with 65 attendees. The primary purpose of this meeting was to give each attendee the opportunity to speak up and speak out about what is working, what is not working and how we might come back together to move us all forward. In the Fall Meeting packet was a copy of the notes from the many discussions and overall comments from the group. Be sure to ask your Presidents for a copy or email me and I would be happy to email you a copy of those notes – pam@wowzonefec.com

One of the elements that was presented was the organization EPW-USA. There were a number of representatives from the organization within the group. They were with us to help support us as we went through the process, but also offered to us an option for connecting us not only nationally again, but also with BPW Inter-

President Elect Pam DeMarce [Individual Member of EPW-USA]

national. The representatives reported on the International Conference they had just returned from that was held in Helsinki. We were also invited to join them at their next National Conference in El Paso. By the end of the weekend meeting, many of us joined the organization as Individual Members. Those who joined saw this as a way to get connected and learn more about BPW International. Those of us who have been members for some time are aware of the BPW International and see value in getting reconnected. When we joined EPW-USA, the \$35.00 fee also gave us membership with BPW International. The hope is that eventually all states will have enough membership to form their own State Affiliations and we will again be reconnected throughout the United States with the added plus of also being a member of BPW International with a complete global connection.

Below is an email received from the President of EPW-USA that shows how the organization is working to help us be connected.

Dear Individual Members of EPW-USA.

I am happy to inform you that the numbers of Individual Members in our Organization is growing; we are now represented in 22 States. While the numbers in some States are still few, we know our membership will keep growing as more working women learn about EPW-USA and the BPW International federations.

At our last Board of Directors meeting, a motion was presented and carried that, in order to improve communication among the Individual Members, they would be offered the opportunity of grouping them into our Virtual Club which is being organized under the leadership of our Vice President Trish Knight, working with Kathy Telban, an Individual Member from Ohio. It was the opinion of the Board members that this would enhance your participation as an organized group within EPW-USA, and by having this structure the members would not be disenfranchised and will have the opportunity to meet as a group electronically. The formation of the Virtual Club doesn't affect your participation within EPW-USA and BPW International or any of our programs or projects, but will give you the opportunity to be represented as a group.

As you know, EPW-USA is relatively new. As a member-based organization, we want every member to be a part of our structure. We will be having our first Biennial Conference next June in El Paso, Texas, and as part of the business to be discussed, we will be amending our Bylaws and Regulations. Among the proposals will be the Virtual Club, its function and structure.

Trish and Kathy are preparing a survey for the Individual Members to gather information and ease contact. We will appreciate your input and comments. If you need further information or wish to communicate with us, please contact Trish Knight at trishknight@gmail.com or myself, bessie-epwusa@hotmail.com.

With best regards,

Bessie R. Hironimus

At the Winter Meeting/Legislative Conference January 27-28, more information and discussion will be available. In the meantime, feel free to contact me if I can be of any help in addressing questions regarding EPW-USA. ■

Calendar

2011

December 9 Publication copy deadline
Winter Issue *Minnesota Business Woman*

2012

January 20 Winter Packet Report deadline

January 27-28 Winter Meeting
Metro Area

March 5 Publication copy deadline
Spring Issue of *Minnesota Business Woman*

April 17 Equal Pay Day

April 21 Convention Packet Report deadline

May 4 Executive Committee Meeting

May 4-5 Annual Meeting
Sawmill Inn, Grand Rapids

It's Not What You Gather, But What You Scatter That Tells What Kind Of Life You Have Lived.

Happy Fall Y'all *continued from page 2*

one and what a wonderful surprise! Input from about every member present ... from first-timers to seasoned PSP's. Good stuff, hard topics laid out and possible solutions shared - the positivity and interaction of good will and great ideas were amazing, they were golden. (So good in fact we went over into lunch.) When lunch was served, the small group discussions didn't stop! Chuckle, the only negative was I may have to put in some medical expenses into the budget as Holly and Beth were jotting notes so fast and furiously that we're probably looking at a couple of carpal tunnels flaring soon. (Please keep an eye out for those surveys, take 5 minutes during your local meeting and get them back to Beth and Holly. Thank you.)

Saturday afternoon ... our business session. Oh boy! I am going to give it to you straight up, being my first state meeting as State President, I held my breath for about two hours straight. Silly me, there was nothing to worry about. (Except perhaps, my lack of personal oxygen.) Many thanks to Faye Crane, Grand Rapids, for about a thousand ways she has stepped up to help get us reorganized with our 'i's' dotted and 't's' crossed, our database is cleaned up and our state website is up and running. We are working to make it even better!

Reports: The state audit chair Sharon Wilson, Central Minnesota/St. Cloud, did an excellent job. Legislation chair Vicki Jensen, Owatonna, has great things planned ... see her report on page seven. A committee with representation from the four directions of the state – N, E, S and W – is being established to work on membership and retention statewide ... again, many great ideas being shared and steps initiated to bring objectives at hand to fruition. We had a great discussion on EPW, to join or not to join or at present to learn more about it and consider it further in the future. Several individuals, sister MBWers's, have already chosen to belong as individuals to this national organization. We learned what EPW was, and what it is doing as a national group, where BPW is currently at and internationally, etc. Thanks to the diligence of several members, especially Pam DeMarce, President Elect, we have so many of the answers and have maintained many of our connections we have been wondering about on a national level. Again, there was lots of positive input and ideas shared. Some ladies stated to me afterwards, "Wow, now that was a business meeting! And, it was actually fun!"

This year's theme: *Lights, Cameras, Action!* Is holding its

own...we have bright lights burning across our fair state. The cameras are rolling and we are getting snapshots of women of recognition, good things happening in our locals and at the state level with all being shared and gaining momentum. The kind of momentum only MBW can generate! Action! We've got our mojo back and good things, excellent things, are happening on several fronts. We are a united group of fresh new faces, our true-blues and best of vintage uniting around the MBW family table as it were. Yet, stronger, with a new sense of direction and purpose - even better for the changes that have transpired the last few years. Thus, if, in a word I could sum up my hopes for my term as the 2011-12 MBW State President, it would be "Inclusiveness." I have learned through many blessed opportunities to lead (and I whole-heartedly believe) that to be all-inclusive is ultimately the most progressive way to move forward for any group. I was very humbled and touched by what I heard in the message of the voices of the fall meeting. What came across loud and clear was that we are all part of the whole, we are all part of the solution and we need to step it up..together. Once this was established by the body of this meeting – the positivity, great ideas, united voices with game plans being initiated on site - they all just flowed. Wow, and we are finding direction, regaining our integrity of purpose...we've taken many, many steps in the right direction. I am so proud of this organization, of each and every one of you!...I respectfully, with all my heart, stand in awe....Thank you.

Grandma used to say... "*Happiness arises in a state of peace, not of tumult.*" "*The secret to happiness is to make others believe they are the cause of it.*" Finally, Grandma and Abe Lincoln, "*Always bear in mind that your own resolution to succeed is more important than any one thing.*" ■

There's Power in Groups

Linda Laitala, Past President Communication Chair

For over six years I've been bringing groups of people together – to make better decisions, to run more profitable companies and to build more balance in their lives.

I've learned something from these groups and the lessons hold true whether it's Inner Circle, Rotary or your local Business Women's Club.

There's Power in Groups.

When you bring together people from different backgrounds and different occupations you learn about different cultures and different careers. You begin to understand what makes people tick and why they make the choices they make. You don't have to agree with all their beliefs – but it broadens your horizons just having that information.

When people come together – as my local club will be doing in a week – to celebrate National Business Women's Week you build a sense of community and a feeling of pride in your group. We're gathering to celebrate the accomplishments of working women. As part of the program we announce that we have given out tens of thousands of dollars to help girls and women achieve their dreams. That's powerful stuff.

But any group is only as good as its' members. A vibrant, dynamic group needs individuals willing to pitch in and help. It needs open and welcoming members to convince visitors to join. And most of all it needs people to stand up and say, "*I'll help with that!*"

Go out and be powerful today. ■

MINNESOTA BUSINESS WOMAN

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- **Photos** are appreciated. High resolution digital photos are preferred, but regular photos may also be submitted by postal mail.
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Envisioning a Future of Equality

Historian Mary Jo Igelstad



Lena Madessin Phillips was born Anne Lena Phillips September 15, 1881, in Nicholasville, Kentucky. When she was 7, she enrolled in the Jessamine Female Institute where she studied everything she could. At age 18 she graduated Magna Cum Laude from the Jessamine Female Institute. After graduation, she traveled to Maryland with her mother and enrolled at the Women's College of Baltimore. Phillips showed extreme motivation towards her school and extra-curricular activities resulting in getting sick from exhaustion. While she was recovering she fell and damaged a nerve in her arm, which caused her to stop playing music. This forced her to drop out of the Women's College of Baltimore. She returned home to Kentucky and was offered a job at her alma mater, Jessamine Female Institute, teaching music for \$500 a year.

Lena later began to study law at the University of Kentucky. Her father was a politician and that led her to an interest in politics and economics. Members of her class didn't like the idea of a woman in the law school. During the first semester, she took 21 hours of class and the average was 12. In 1917, she graduated from her class with all A's and was the first woman to graduate with full honors and the highest marks. Lena then opened her own law firm in Nicholasville, Kentucky.

Lena was doing a lot of traveling to New York City and was in-


involved with the Young Women's Christian Association (YWCA). She tried very hard to unite them with the Business Women's Committee. With the help of the two organizations, she was successful in starting the National Federation of Business and Professional Women's Clubs of the United States (NFBPWC). The club was officially established in 1919 and she was elected the first president. Her initial goal of the organization was for women to have an equal economic playing field with businessmen in the United States. Other issues that were addressed were child labor and international peace efforts. In 1930 the NFBPWC endorsed the Equal Rights Amendment. She traveled the entire nation giving speeches on the club's ideology. After pushing herself, she took ill, like when she was in college.

In 1928 and 1929 Lena was able to finance trips to Europe called the "Goodwill tours". On the first trip she made stops in England, France, Belgium, Holland, Germany, Switzerland, and Italy. Her mission was to talk to as many professional business women as possible and try to organize an international club. August 26, 1930 while back in Geneva, Switzerland, the International Federation of Business and Professional Women was formed. Lena Madessin Phillips was named the first president of the IFBPW and she served until 1947. After being named (IFBPW) president she was quoted as saying


*"if our motive is right,
if we have faith,
vision and courage,
accomplishment must come"*

"if our motive is right, if we have faith, vision and courage, accomplishment must come". From then till the time of her death in Marseille, France, May 22, 1955, she made continuous trips back and forth from New York to France, Italy and England. ■

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Bright Starts and New Beginnings

Paula Rue, Membership Chair

Owatonna, my local club, hosted the MBW Fall Meeting on October 7 and 8. We got together on Friday evening for wine, snacks, and casual conversation prior to dinner. It was a time to meet new friends and get reacquainted with old friends. After dinner, President Susan presented certificates of appreciation to members who attained five, ten, twenty, etc., years with our group. Prior to the meeting, she put a “shout out” to club presidents asking for information on members who have contributed substantially to their clubs. How great to hear



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about the accomplishments these women have made to their communities and clubs. Everyone likes to feel appreciated; you might consider doing this in your own local club as a way to say thanks to your members.

During our business meeting on Saturday afternoon, President Susan and President-Elect Pam talked about our future direction. A focus area for the membership team will be communication and growth. We currently have 178 members statewide and know we can draw more women

into our membership. We intend to learn about what each club excels at and share that information with everyone else. For example, Owatonna just developed a stunning new brochure to promote their club. What would it take to load a brochure template onto our MBW website so other clubs could access it and personalize it for their own use? What enrichment programs really work for your group? We want to hear about them and share that information. Pull out your last copy of the MBW magazine (or find it online) and read “What Would It Take” by Linda Laitala, PSP - Communication Chair, and “Get the Word Out!” by June Johnson, PR Chair.

Sometimes, all we need is a *little spark!!* ■

Notes from a First Timer . . .

Shannon Ballman, Mankato BPW

Thank you for inviting me to the Fall Conference. It was a great learning experience for me. Since I am such a new member, having joined my local chapter in July, I’m still learning about what the organization’s mission is and how we as individual clubs are working towards it.

It was certainly a different experience coming to the Fall Conference and meeting people from all the different clubs versus the first meeting that I attended at my local club. At the Fall Conference there was a check in table where everyone was greeted and instructed on where to go and what to expect. When I walked into the meeting room there were several people who asked if I wanted something to drink and directed me to where the food was. In contrast, when I first visited my local chapter I just walked into the room and sat down not really knowing how a meeting went or what to expect.

I see this as a great opportunity to take a step back and think about how visitors are treated when they visit your group. Are they greeted right away or are they ignored while you finish your conversation? Do they look like they aren’t sure they are in the right place?

During the course of the conference I heard “We are in a rebuilding year” several times and from several people. Think about how wonderful it is that we have the opportunity to rebuild! That means there is something left that other business women find of value, even if they don’t know about us yet. I am full of ideas as to how this could be accomplished and would be happy to share them and see how many of them would be feasible for this group. ■

Stuck? Stressed? Unsure?

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Greetings from Northern MN

Michele Palkki, State Treasurer

The fall meeting, held at Owatonna October 7 and 8, 2011, was very nice. I, along with many, thought Owatonna did a wonderful job, thank you.

Keeping you posted on the treasurer side; the books are all in order. Our audit, with Chair Sharon Wilson, went very well. This included Audits for 2010-2011 and June 1 through September 29, 2011. A report was delivered and no questions were asked.

Thank you for your patience the past few months as we transitioned to the new dues collection process. ■

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SAVE THE DATES

Vicki Jensen, Legislation Chair

January 27th – 28th, 2012 and make plans to attend the Minnesota Business Women’s Building Bridges Legislative Conference. This is an opportunity for members to come together and build bridges to move our legislative priorities forward.

Take the Women’s History Tour at the Capital where we will compare the roles of women in government in 1905 to their roles today and hear the journeys traveled by many women and the bridges they had to cross to take those journeys. Meet with current legislators and discuss the things we can do now to build the bridges that are falling or need to be constructed. Visit with women’s organizations’ booth participants and learn more about their purpose and how we can work better together. Meet members of the Women’s Consortium whose mission is to achieve equality and justice for all women and girls by connecting organizations and individuals that share this common goal.

We will also be starting a dialogue about our legislative platform and provide

training requested by members. A dialogue is a way of starting to build relationships and understanding between us and others. Something important will result from investing time in a discussion of our legislative priorities and clarifying our positions as a group. For some of us, because of the prevalent models of leadership in highly partisan, multiparty political systems, becoming "engaged" or "involved" means taking sides and not something they want to participate in. Especially in situations where we are opposing the way things are currently being done it can be difficult to find a forum where we can express our concerns and needs. Women in particular may find it difficult to get the attention of those in leadership positions since there are fewer women in leadership roles. Please consider joining us in that conversation.

Watch for conference details in the coming weeks on the website and in correspondence. I look forward to meeting all that choose to join in the bridge building conversations in January.



January 27th – 28th, 2012



ST. PAUL BW

Connie Hill, president

St. Paul Business Women's next meeting will be a Holiday Event, between Thanksgiving and Christmas. We'll continue our support of Listening House, a daytime homeless shelter in downtown St. Paul with donations collected at the holiday meeting.

We marked the passing of Verna Mikesh, a longtime member of the local, who died Sept. 5 at the age of 96. Her memorial service was held Sept. 23. Verna joined BPW at Madison, MN in 1942, and continued her membership at clubs around the state as she served as an extension agent for the University of Minnesota. When she was posted to the St. Paul campus of the University she became a member of the St. Paul local, celebrating her 60th year in BPW in 2002.

OWATONNA BW Theresa Anderson, 1st vice pres.

The Owatonna Business Women from Owatonna, Minnesota, have had the opportunity this fall to reach out to the women of Steele County.

In September we had our annual fall event, "The Tiara Experiment", presented by Ms. Sue Henry of Sue Henry Talks. The presentation included five steps to help women overcome obstacles that keep them from achieving their dreams and reaching their true potential.

October 7th we hosted the Minnesota Business Women's state meeting, a great opportunity to enjoy the camaraderie of women leaders and get update on issues and opportunities forth coming.

On Oct. 18th we will be hosting our monthly meeting at the Owatonna Country Club. We have extended invitations to area women in business to join us for dinner and participate in our monthly meeting. This also represents our membership drive season and we welcome other women to join us and would like to expose them to the many benefits of our organization.

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News from around the State

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News from
around the State

continued from page 7

FERGUS FALLS BPW

Linda Hauge, co-president

Fergus Falls BPW has an exciting year ahead of us. We have already held our Annual Cheese Ball Fundraiser and blew the roof off with our sales this year. We sold 1182 cheese balls, all prepaid!! The profits go to the Frances Haller scholarship which is given to a woman student at M-State, Fergus Falls and to the Fergus Falls BPW Dollars for Scholars scholarship for a female high school senior to use at the school of her choice.

Along with the sales come the actual mixing, rolling, packaging and delivery of the cheese balls. We will be doing the rolling and packaging part on November 5th and involving as many of our members and friends we can gather that morning. Imagine the old I Love Lucy clip of Lucy and Ethel on the assembly line with things flying through the air and you will have some idea of the fun we have. We don't have cheese balls flying through the air but we sure have a lot of laughs as we pass the product down the line through various steps. And in the end, we have professional looking, beautifully packaged cheese balls—tables and tables full ready to be distributed by our members.

We have a great line up of topics for our programs this year and are busily recruiting more members with two joining at our September meeting and another taking paperwork home with her.

We had a great publicity opportunity with the cheese balls with at least three articles in the paper and two radio interviews. In addition, this past weekend there was a special insert in the newspaper about Women at Work and we had several articles about National Business Women's Week as well as a few about FF/BPW. We provided contact information and also an article about our current officers. And there is even a large picture of current Co-President Jenny Konrad and our MBW President, Susan Jordal Bubacz. We have developed a great working relationship with our local media and it is paying off!

So if you are ever in Fergus Falls and would like to visit our meeting, just let us know. We love guests! ■



Don't forget to vote!
November 8

BW OF GREATER GRAND RAPIDS

Susan Jordahl-Bubacz, president

Grand Rapids has had a great summer. We have had some great meetings with some wonderful speakers, as well as our annual summer picnic just for fun and socializing. *Picnic:* Our hostess for our social night was Joni Fauchald and as usual, we laughed, we wine and we dined on her deck overlooking Lake Pokegama. This meeting never ceases to be a wonderful evening and well spent time for our members to catch up with each other. Rather an oxymoron, but the fellowship of our ladies brings the sense of sisterhood closer together. *Hospice House:* We were offered a great opportunity - to visit our newly built (and much needed) Hospice House. Our own, Paula Hritz-Nobs, is on their Board and we were invited to tour, have dinner and hold our monthly meeting right on site before the facility opened for business. Gorgeous, this facility is a very beautiful, homey place with an ambiance of graciousness. Faye and Paula oversaw the making of special bulletin/memory boards for each of the patients/residents rooms. *Vodka Comrade:* Our own Joyce Humphrey shared highlights of her trip to Russia. Very interesting indeed...and yes, it sounds like the Vodka flows more freely than water in that area of the world...Cheers! *Employer of the Year:* Meanwhile, we have been working on our criteria for employer of the year in our area. We have slated for winners to be announced in November. *Women's Empowerment:* We created a stunning Harvest Wine & Cheese tablescape for the Grand Rapids Area Community Foundation. The tablescapes were auctioned off to the highest bidder with all proceeds going to their women/girls empowerment scholarships program. National Business Women's Week: Our local newspaper's editor Britta Arndt paid our group a visit, interviewing Faye, Paula, June, Michele and I for an article in their special tab, "Women Today" celebrating National Business Women's Week. Last, but not least, we had several Grand Rapids members attend the State Fall Meeting in Owatonna, and we had a great time, got some work done and met some of the wonderful ladies in the Owatonna group...what a pleasure it was! We also met a couple other newbies from around the state... some very inspiring young women.



All in all, we work hard at many things in the Grand Rapids local, but we also work hard at being inclusive and it serves us well.

Some upcoming 'Up-Nort' events for Grand Rapids are: Employer of the Year, Annual Craft Sale Fund Raiser, National Business Women's Week, some great meetings/speakers on the docket and our annual Holiday Dinner Celebration. ■