



The Minnesota *Business Woman*

The Official Publication of the Minnesota Federation of Business and Professional Women's Clubs, Inc

Vol. 75, No. 2 • Fall 2008

President's Message

The Executive Committee hopes that those of you who attended the Summer Board of Directors' meeting found it enjoyable and valuable!

Owatonna was a fabulous host for this meeting. The Friday Night Fun night was hilarious (pardon the pun) featuring "The Seriousness of Laughter" presented by Kathy Durand. I'm still working on a hardy laugh just so I can say I did five sit-ups. If only it were that easy! We had the luxury of beverages and snacks throughout the day because the American had a neat little kitchenette in the meeting room. How cool was that? THANK YOU Owatonna again for hosting the SBOD meeting. We had 58 members join us for the meeting, which was a nice size group, and your passion for BPW was recognized.

I would like that number to **DOUBLE** for the Winter Board of Directors' meeting (WBOD). How awesome would it be to have more than 100 members in attendance!!!! The agenda is full of workshops, so regardless if you are a board member or not, I encourage you to attend. The purpose of having workshops is so that every member of BPW/MN finds value in attending the state meetings.

Our keynote speaker for WBOD is Julie K. Peters, CEO of **It's Never Over... the Business of Learning**. She is a veteran, educator, trainer, speaker, facilitator and energizer whose expertise is in developing human resources. Focusing on the issues of communication competencies, diversity and inclusion, federal employment law and creative thinking — her journey of learning has taken her from sitting in a mud puddle at Woodstock in 1969 (at least she thinks she was there), to being diagnosed with MS, to parenthood, to overcoming paralysis after breaking her neck on a trampoline, to authoring a

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Notice of Upcoming RFP: Web Site Design, Maintenance, and Hosting Services

If you are interested in submitting a proposal to BPW/MN for Web site design, maintenance, and/or hosting services; or if you have questions regarding the RFP, contact:

Jane L. Geisinger at 218-739-5201 or
jlchance@charter.net (e-mail preferred)

Request for Proposal available Oct. 15, 2008

Proposals must be submitted **electronically** and
received by 5 p.m., Friday, Nov. 7

National Business Women's Week: Oct. 20-24, 2008

*Shari Pikkaraine, BPW/MN NBWW Chair,
sharipikk@hotmail.com*

This is the 80th year we get to celebrate National Business Women's week. Isn't it great the history we have in BPW? Because NBWW has grown over the years, and is now celebrated in communities and by businesses and other organizations as well, we can be proud that it was started by BPW/USA.

I am excited about the variety of programs that Locals have come up with to celebrate NBWW. Whether it is a breakfast like St. Cloud does, a luncheon like Alexandria, a dinner like Dala of Mora or a fundraising event like Skyway does, they all celebrate the contributions that women make in the communities. It has been a fun experience sending information to local television stations, radio stations and newspapers with hopes of getting some mention or coverage of NBWW. Kare 11 will do a spot on Coffee with Kare on Oct. 16 in their early morning show. Some city mayors will make formal proclamations observing NBWW, at the request of the Local Organizations, and we again requested that Governor Pawlenty make a proclamation as he has done in the past. All of these events, meetings and media coverage will be great opportunities for conversations and

Continued on page 4



President's message cont.

President Jaci Olson



17 module e-learning library used by thousands of people across the country, to helping people realize how they fit in a respectful workplace. Peters' presentation will help us understand that each of us needs to understand and value each others' diversity and to use that diversity to best serve each other. She'll help us understand the concept of inclusion, and because of change, the need to examine our baggage and kick our compassion into gear. Finally, she'll reveal how to get free gifts from our coworkers. The workshop is called "The Best Dent 'N Scratch Sale Ever."

Legislative Chair and National Legislative Platform Committee Member Mindy Bowman will present a workshop on **How a Bill Becomes a Law.**

Individual Development Chair Kimberly Giles will present a work-

shop on one of the **Individual Development Modules.**

In addition to these three great topics, you have asked for some networking opportunities. As I mentioned before, Locals are achieving outstanding accomplishments such as Owatonna signing up 11 new members the Tuesday before the SBOD meeting. Congratulations Owatonna! **Spotlight Your Local** will give you the opportunity to share the great events, membership recruitment, membership retention programs, leadership training, fundraising, and community service projects you have in place. **Please contact me by Oct. 15 if you would like to Spotlight Your Local**, as we are already preparing for WBOD.

The **Virginia Allan Young Caree-rist program Speakoff** is scheduled for Saturday morning. Use this opportunity to invite women between the ages of 21 and 35 to attend your meetings between now and February.

Watch the state Web site at **www.bpwmn.org** for more information as details are finalized. The registration form is included in this magazine on page 11 and on the FORMS page of the Web site.

A great big congratulations and thank you goes to those in attendance at SBOD meeting for contributing \$1,346 to recommit to BPW! I know many of you left the meeting feeling re-energized and knowing what BPW has done for you and many others. I challenge you to ask your Local members to recommit. The pledge form is

on the Web site under FORMS. Members can also make a donation on-line at **www.bpwusa.org**. If you or your Local makes a contribution, please e-mail me and let me know. Are you up for the challenge?

I will distribute your survey responses at WBOD and/or in the Members' Only area on the state Web site as soon as it is ready. Your feedback is extremely helpful and the Executive Committee will do its best to incorporate your recommendations into this year's meetings.

Two task forces are busy at work and will be ready to report to you very soon. Currently the Business and Governance task force is reevaluating the bylaws and handbook for recommendations, while the Technology task force is working on establishing an RFP (request for proposal) to enhance our state Web site. If you are a BPW member and would like the RFP sent to you, please contact task force member Jane Geisinger (see box on page 1). Both of these task forces are not easy ones to be on, and I want to extend my appreciation to those working on the projects.

"In the struggle of survival, the fittest win out at the expense of their rivals because they exceed in adapting themselves best to their environment." ~ Charles Darwin

It is my intention to make this an organization of CHOICE and with your help we can do this.

Make it a Great Day!

Synergy past • present • future • *Jaci*

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Leadership & Spirit: Yesterday and Today

President Elect Patty Tanji

I recently dusted off my copy of *Leadership & Spirit: Breathing New Vitality and Energy Into Individuals and Organizations* by Russ S. Moxley.

The themes throughout this book resonate in terms of for- and non-profit organizations like ours. At work, in the community and in our families it seems to me that the spiritual piece of the enterprise puzzle is missing and the results are often a dysfunctional organization where egos reign, people are unkind, emotional, and impersonal. At their worst, these dehumanized organizations reduce people to simple cogs in a gigantic wheel without regard to employees' and members' whole selves.

Mary Stewart, long ago knew that our common humanity, our spirit, bound us together. She penned in 1904 *A Collect for Club Women* that to this day is recited by BPW members throughout the nation. She asks us to "leave off self-seeking" for the good of the entire organization. She reminds us to "put away all pretense" which today we refer to as authenticity. She implores us to act "straight forward and unafraid" even if this means doing that which is unpopular. How appropriate were her words "let us not forget to be kind"? Brilliant. Moxley's book, written in 2000, addresses all of these concepts almost an entire century after Stewart's collect.

Mary Stewart would relate to these modern day leadership concepts:

Servant Leadership — "The phrase "Servant Leadership" was coined by Robert K. Greenleaf in *The Servant as Leader*, an essay that he first published in 1970. In that essay, he said: "The servant-leader is servant first... It begins with the natural feeling that one wants to serve, to serve first. Then conscious choice brings one to aspire to lead. That person is sharply different from one who is leader first, perhaps because of the need to assuage an unusual power drive or to acquire material possessions." (Greenleaf Center for Servant Leadership)

Knowledge Worker — "Although Knowledge Workers respect and acknowledge authority and responsibility within the hierarchical structure, they also recognize that knowledge work itself knows no hierarchy." (navcenter.borgess.com)

Authentic Leadership — "Being authentic is knowing ourselves and being ourselves as we engage with others in the activity of leadership. No playing roles, no acting, no fulfilling the expectations of others. We are actually and exactly who we are. Nothing false, nothing imitative, nothing imaginary" (Moxley, p 126).

We at BPW/MN spend a great deal of our time approving budgets, working within our policies and procedures, bylaws and Robert's Rules of Order. These are the cogs in the BPW/MN wheels but they do not define us. Behind each of these great disciplinary works are incredible people. Unpredictable, messy, complicated souls that can't be added to or subtracted from a budget. Our members make up our collective spirit. Let's not lose sight of the fact that we have a small \$14,000 budget but 372 member seeds to cultivate. As Mary Stewart would put it "the little ... things that create differences ... in the big things of life we are at one." That's how we revitalize BPW/MN.



Did you know there are two BPW Foundations?

Vice President
Jane Geisinger
janegeisinger@charter.net

BPW Foundation

The BPW Foundation is our national Foundation. Established in 1956, Business and Professional Women's Foundation became the first foundation dedicated to providing information solely about working women. In the 21st Century, BPW Foundation is striving to transform workplaces. It uses research, education, policy and knowledge to inspire collaboration between the public and key stakeholders, to create systemic change in the workplace and to expand the options working women have for more equitable, flexible workplaces.

BPW Foundation is a national 501(c)(3) charitable organization impacting the lives of thousands of women in communities nationwide. Corporate partnerships and individual philanthropic contributions are welcome. Your tax-deductible contribution helps BPW Foundation develop research, resources and programming on issues affecting women in the workplace and provide financial assistance for women to further their education.

For a donation form, e-mail: Foundation@bpwfoundation.org; call 202-293-1100; or visit http://www.bpwusa.org/files/public/Donation_Form.doc.

Minnesota BPW Foundation

The second Foundation is our state Foundation. Anne Andreasen is the president this year and there is information about the MN BPW Foundation's programs and scholarships on our state Web site at www.bpwmn.org on the FOUNDATION page.

NBWW *continued from page 1*

to invite a woman — be it friend, neighbor, coworker or someone that asks you about BPW — to your Local BPW meetings or to go online to the Web site. I hope that through these LO events, more women will see that much has been accomplished for women over the years, but we can't stop now. The work is not done yet. There is still a long way to go and all the more reason we need to keep BPW growing.

The objectives of National Business Women's Week® (NBWW) are:

- To promote full participation and equity for women in the workplace;
- To publicize the achievements of business and professional women on the local, state and national level;
- To publicize the objectives and programs of BPW/USA as they relate to the millions of business and professional women across the country.

The History

The idea for National Business Women's Week® (NBWW) originated with Emma Dot Partridge, executive secretary of the National Federation of Business and Professional Women's Clubs from 1924 to 1927. The first annual observance was held April 15-22, 1928, when Business and Professional Women/USA President Lena Madesin Phillips opened NBWW with a nationally broadcast speech. In her remarks, she stated that the purpose of the week was "to focus public attention upon a better business woman for a better business world."

BPW Local Organizations implemented daily programs designed to call attention to the mission and achievements of BPW/USA. Reports of activities for those early observances tell of many successful events throughout the country, including: Legislative Day devoted to national, state and local legislation of interest to women; Education Day emphasizing the need for equitable educational opportunities; Club Rally Day for prospective new members; Community Day honoring leaders in the community; and Goodwill Day devoted to working with other women's organizations.


From this early effort, NBWW has grown into a nationwide salute to all working women, as well as an opportunity to spotlight issues of importance to working women. In more recent years, activities have included Women of the Year Awards, Employer of the Year Awards, Individual Development workshops and issue panel discussions.

NBWW was moved to the third full week of October in 1938 so that Local Organizations could use NBWW as a springboard for their year of programs. U.S. President Herbert Hoover was the first president to issue a letter recognizing NBWW and the contributions and achievements of working women. Presidents since then have always issued a letter acknowledging the important role women play in the nation's economy. On state and local levels, governors and mayors issue similar proclamations.

Forward Thinking Woman

A quarterly publication designed to encourage awareness and thoughtful discussion about legislative and social issues that are of concern to women (and men!)

For a free sample, send request to:
FTW Sample, 602 W Cavour Ave,
Fergus Falls MN 56537;
or e-mail: ftwmagazine@charter.net.
Be sure to include your name and address with request!



Membership Retention and Recruitment Ideas

Membership Chair Linda Hauge

While we get excited about bringing new members into BPW, we should be just as excited about the current ones. In keeping with that thought, what is your LO doing to maintain your members? Do you just hope everybody renews their membership and leave it at that? Do you publish a list of upcoming renewals in your newsletter and remind them to take advantage of online renewal? It's easier than ever to renew now that members only need their member number and a credit card to renew on the BPW/USA Web site. Need your member number? Contact me at lhaugebpw@hotmail.com. I'll be glad to help you with the online renewal process.

What other things have been proven to be helpful? An annual survey of your Local members to find out their likes and dislikes could help tailor your local to its members' needs. Communication is the key! That works both ways. Members need to let their Local officers know what keeps them in BPW, or if they are thinking of dropping out, the reason why.

Have your members lost their enthusiasm? Would you like the state membership chair and/or an officer to come to speak at a meeting about the value of BPW membership at the local, state and national level? We would be willing to do that. Also, be sure to contact your mentor. A past state president has been assigned to mentor each local and can be very helpful to you, but it only works if you actually get in contact with each other.

One Local is thinking about hosting a lapsed member reunion. Bring members together who used to enjoy spending an evening at a BPW meeting and see if you can spark some interest in rejoining. A wine and cheese or coffee and dessert gathering is easy to plan and low cost if members contribute. Current members should attend to meet and welcome them. If the lapsed members aren't interested in a full membership, maybe they would like to stay in touch with BPW by becoming a Friend at only \$19.95 a year. BPW/USA wants to reach those women who just can't fit a meeting into their lives, but do believe in the mission of BPW.

Share your ideas with me and I'll pass them on to all of our Locals. We can turn the membership numbers around if we all work together!

Paid Sick Days for all Minnesotans

Almost half (47 percent) of working women in the U.S. private sector — nearly 21 million — are not able to take a paid sick day when they are ill. What's worse is that working women are more likely to have significant family care giving responsibilities and must forego pay in order to care for their families.

HELP SPREAD THE WORD — Friday, Oct. 31: Rally in St. Paul at Perkins and McDonalds on University and Snelling.

For more information, contact Patty Tanji at ptanji@aol.com.

Playing with a Full Deck

PSP Karen Howell

Because I sent my SBOD report in quickly, I was gifted with a deck of cards titled "52 Minnesota Lifetime Achievement Women." When I got home with my gift bag from Summer BOD, I opened up the box of cards and started looking through them. There were actually 53 because there is a "wild card." I was astounded to count 11 of the 53 as women I have been privileged to meet or hear speak in person — all because of BPW.

So when you ask that potential member — you are going to do that right? — be sure to tell her that BPW is a ticket to meeting wonderful Minnesota women who have had an impact on all our lives.

And if you need to send in a report to WBOD, I suggest you do it in a very timely manner — Patty Tanji may have more decks of these terrific cards.

By the way, these cards are available from the MN Women's Political Caucus Education Council, 550 Rice St, St Paul, MN 55103; women@mnwpc.org; 651-228-0995.

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* Winter & Spring 2009

Deadlines & Content:

Winter 2009: WBOD

Ad deadline: Friday, Dec 26, 2008
Mailed week of Jan. 5-9, 2009

Spring 2009: State Convention

Ad deadline: Friday, March 6, 2009
Mailed week of March 16-20, 2009

To advertise or for questions,

contact: Jane Geisinger

BPW-MN Editor 2008-09

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janegeisinger@charter.net



Dare to... Step Up to Leadership

Beth Gibson Lilja, Nominating Chair

It is time to think of who in your Local Organization would make a good candidate for the BPW Minnesota 2009-2010 leadership team. Candidates for the offices of the State Federation invest their time and talents in these positions. Their efforts determine the success of our Federation each year. Without their volunteer spirit and the knowledge, skills and abilities they bring to us, we would cease as an organization.

It is also important to remember that their efforts do not go un-rewarded. All members who serve as officers and chairs in BPW enhance their professional and personal skills. It is information that is an asset on a resume or in an interview. BPW is where you can practice work skills in a friendly environment.

The offices available are President Elect, Vice President, Recording Secretary, Treasurer, National Legislative Platform Committee Member and Nominations Chair. See the following job descriptions for additional information about these positions.

The deadline for notifying me of potential candidates is Jan. 1, 2009. Please feel free to contact me at bethlilja@hotmail.com or at 612-616-1215.

All Positions

QUALIFICATIONS

- Be a member in good standing
- Officially and publicly support the state and national legislative platforms

RESPONSIBILITIES

(vary by position)

DUTIES

- Additional duties listed in the State Handbook

COMPENSATION

- Travel opportunities — local, state and national meetings
- Develop leadership and organizational skills directly applicable to career activities
- Opportunity to affect policies and procedures of the state and national organizations
- Reimbursement to the extent provided in the budget

APPLICATION

- Contact Nominations Chair Beth Gibson Lilja

President Elect

QUALIFICATIONS

- Be employed the year he or she is state President
- Serve as Local Organization President and at least one of the following:
 - State Treasurer or Recording Secretary
 - State or Special Committee Chair
 - District Director or Regional Coordinator

RESPONSIBILITIES

- Preside in the absence of President

DUTIES

- Serve as liaison between State Federation and Local Organizations
- Serve in such capacity as may be assigned by the President
- Become President for the unexpired term in the case of death, resignation or incapacity of the President
- Serve as liaison between state Training Director and state Executive Committee
- Selects an Administrative Assistant, Parliamentarian, Editor, standing and special committee chairs to serve during the President Elect's term of office as state President
- Attend two national meetings, if possible

COMPENSATION

- Develop working relationship with other State Presidents Elect

Vice President

QUALIFICATIONS

- Serve as Local Organization President and at least one of the following:
 - State Treasurer or Recording Secretary
 - State or Special Committee Chair

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Ad paid for by BPW member Shari Pikkaraine
for her daughter Kati Wolff, who is helping with this new business.

Dare to... Step Up to Leadership continued

Vice President continued

RESPONSIBILITIES

- Preside in the absence of President and President Elect

DUTIES

- Serve in such capacity as may be assigned by the President
- Become President for the unexpired term in the case of death, resignation or incapacity of the President and President Elect
- Chair the Issues Management and Foundation (national) Committees
- Serve as liaison for Young Careerist and Individual Development state chairs

COMPENSATION

- Develop working relationship with other State Vice Presidents

Recording Secretary

QUALIFICATIONS

(no additional qualifications other than those listed under "All Positions")

RESPONSIBILITIES

- Preside in the absence of President, President Elect, and Vice President

DUTIES

- Take and record the proceedings of the annual convention, board of directors' and executive committee meetings
- Provide copies of the minutes within two weeks to the executive committee
- Perform the duties of President in the absence of the President, the President Elect and the Vice President
- Maintain on premises at state meetings three years of minutes of the organization
- Record the attendance of the annual convention, board of directors' meetings and executive committee meetings

COMPENSATION

- Develop working relationship with Local Organizations around the state

Treasurer

QUALIFICATIONS

- Ability to manage and safeguard the monies of the Federation

RESPONSIBILITIES

- Preside in the absence of President, President Elect, Vice President and Recording Secretary
- Maintain the integrity of the finances and financial records of the Federation

DUTIES

- Make immediate remittance to the national Federation of all dues, monies and required forms

- Present written reports to the annual convention and board of directors' and executive committee meetings
- Disburse funds only with the approval of the President and at the direction of the finance chair
- Serve as an ex-officio member of the finance committee
- File the annual tax statement
- Deliver to the successor all funds, securities and records within 60 days of the close of the fiscal year (May 31)
- Be bonded

COMPENSATION

- Develop working relationship with Local Organizations around the state

National Legislative Platform Committee Member

QUALIFICATIONS

- Ability to provide and explain information regarding legislative and public policy issues to the members

RESPONSIBILITIES

- Represent the Federation as a member of the National Platform Committee at National Convention

DUTIES

- Attends National Legislative Platform Committee meeting at National Convention as State Representative (this expense may be covered in part by the state budget)
- Reports to the next board of directors' meeting on the National Legislative Platform
- Presents the National Legislative Platform for review and discussion at the state board of directors' meeting following National Convention

Nominating Chair

QUALIFICATIONS

- Ability to apply standards and qualifications of the bylaws and handbook to the recruitment of candidates for office

RESPONSIBILITIES

- Recruit and present a slate of candidates for elective office at the annual meeting

DUTIES

- Request nominations from the Local Organizations
- Review and enforce the minimum qualifications found in the bylaws and handbook
- Obtain biographical statements and photos of the candidates and provide them to the editor of the state magazine
- Report at state meetings on the status of the slate
- Lead the candidate forum at the annual meeting

Around the State

Alexandria

Nancy Klepetka, president

So much is happening in Alexandria this fall! We launch our new Web site www.bpwalexandria.org this month at our membership meeting. John Maxwell, author of *The 21 Irrefutable Laws of Leadership*, will be speaking in Alexandria on Oct. 7. AABPW is one of the sponsors for this event. Our local is presenting a video about John and his book at our Sept. 24 meeting, and following his presentation with a 3-part book study in Nov., Dec., and Jan.

We are excited to celebrate NBWW with our annual luncheon at 11:30 a.m. on Wednesday, Oct. 22 at Broadway Ballroom, Alexandria. Everyone is welcome and tickets are only \$15. Please e-mail Nancy Doebbert at ndcpa@runestone.net to reserve your tickets. We will be awarding Large and Small Employers of the Year, AAA Woman of the Year and Virginia Allan Young Careerist of the Year awards at that time. Mayor Dan Ness has proclaimed Oct. 20-24 National Business Women's Week in Alexandria. We are eager to showcase all of the businesses and professionals in our area who promote equity in the workplace and in our community. In the spirit of this election season, we are sharing information via our newsletter, Web site and our members about the DVD with Hillary Swank titled "Iron-



**Dala of Mora
BPW volunteers
raised money at a
brat stand in August**

Jawed Angels." We are promoting voter registration and voting on Nov. 4 by educating and informing ourselves and our friends. Women working together make things happen.

Dala of Mora

Bridget Moeller, president

Please save Oct. 28 on your calendar for our 30-year Anniversary and NBWW celebration. The festivities will begin at 5:30 p.m. at the Grand Events Center, Mora. We will have a keynote speaker, music, awards, a special program and a silent auction to benefit scholarships. Several past Dala BPW Presidents are helping to plan this exceptional event.

On Aug. 22 and 23, we had a group of our members, and some of their family, volunteer to work the brat stand at Coborn's Grocery in Mora. This fundraiser was a great success, raising a total of \$515.81! Check out the picture... you can see they all had great fun. In closing, I would like to share a quote from Helen Keller that supports this year's Synergy theme, "Alone we can do so little... Together we can do so much!"

Fergus Falls

Katy J. Olson, president

We are off to a great start with a new executive board and a lot of enthusiasm from our members. The buzz is all about building more value for our members. Our signature event, the Woman's Wellness Expo, is all about value and the planning for this year's event is well under way. Prevention is the Cure is the theme for this year's event. We have a fabulous lineup of presenters that includes Dr. Kristie Huges, a Naturopath from the Dynamic Healing Center in Alexandria, speaking on Why Women Hurt. Joining her is her associate Dr. Trish Turpin with information about the Mediterranean Diet and why it is so healthy for us. We have several MD's from the Fergus Falls Medical Group joining us to talk about: Immunizations, Diabetes and Osteoporosis. Infertility will be discussed by Dr. William Pettit, a subject that is of great concern to so many young women today. Joan Enderly, from the American Heart Association, will be speaking about heart disease, the leading killer of women, surpassing cancer and diabetes! There will be vendors

continued on next page

YOUNGevity

KATHLEEN OSTROOT, R.N.

Health and Wellness Consultant

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Like a good neighbor, State Farm is there.®

more *Around the State*

and food available on site. Come and join us on Saturday, Oct. 25, from 10 a.m. until 4 p.m. and be empowered to take control of your health. Be well.

Owatonna

Paula Rue, vice president

Owatonna has been busy, busy, busy. Patty Tanji visited us in August to share information on current legislation, her role as President Elect and to promote SBOD. On Sept. 16, we hosted an evening membership drive with a workshop titled "Decluttering Your Home, Life, and Spirit" by Cynthia Bahls. The event was very successful with 11 new members. We are excited about getting these women involved in our Local. At the SBOD's Fun Night on Sept. 19, Kathy Durand presented a hilarious program called, "The Seriousness of Laughter." She had us all doing belly laughs. Because of this election year, our group decided to have "debate parties" where we watched the debates together and discussed our views afterwards. Simple — all we needed was a house, TV and some beverages. In October, two local candidates running for District 26A seat talked with BPW about their views and answered our questions. Finally, our Local will be hosting a table at Owatonna's 6th Annual Women's Health Day on Nov. 8, an educational morning focusing on health and relaxation.

Skyway

Beth Gibson Lilja, president

We are hosting our Fourth Annual Fundraiser on Thursday, Oct. 16, at Dave & Buster's in Maple Grove.

Our keynote speaker will be Jacquie Berglund, co-founder and president of Finnegans Irish Amber in St. Paul. In addition, we are honored to also have BPW/MN President Jaci Olson and MN BPW Foundation President Anne Andreasen as our guests providing additional information about the Federation and Foundation, respectively. Profits from this event will be shared by the SBPW Education Fund, the MN BPW Foundation, the Susan G. Komen Foundation and the Finnegans Foundation. Tickets and sponsorships are still available.

Some upcoming events include our Adopt-A-Family program during the holidays, our annual "Celebrate Your Gifts" program in December and our Virginia Allan Young Careerist program in January.

We invite all BPW members to join us for lunch on the 4th Thursday of each month (3rd Thursday in November and December) from 11:15 a.m. to 1 p.m. in downtown Minneapolis.

St. Cloud

Sharon Wilson, president

Join us for our National Business Women's Week Breakfast on Thursday, Oct. 30, from 7 to 9 a.m. at the St. Cloud Holiday Inn Hotel and Suites.

The featured speaker is Maggie Mohs, co-owner of *simplyneutral*. Entrepreneur, business owner, mother, wife, and Queen of Clean. She will share her amazing insights of starting and growing a business in difficult economic times. She'll inspire us with her energy and approach to her multi-faceted life. Whether you have a question about starting or growing your busi-

ness, or simply need a cleaning tip, don't miss hearing Mohs speak. She's amazing.

A special breakfast buffet including jellies, jams, honey and nut butters will be a great natural way to start your day! Your \$20 will assist BPW in its endeavor to promote the BPW mission, including local scholarship awards.

For registration form, please contact: Sharon Wilson, sharon.wilson@cobornsinc.com or 320-203-6207.

Three Rivers

Shari Pikkaraine, president

Three Rivers is busy this time of year. We are busy finalizing our Dinner for Oct. 9 where we will award a Woman of the Year award to Kathy Tinglestad from Andover. This year we are honoring Mary T Inc. as our Business of the Year. We have a full program and dinner with a silent auction to raise money for the local food shelf. Three Rivers also had its Fall Expo at North Hennepin Community College on Sept. 24. It went very smoothly and all the vendors thought it was very successful. We will be giving a check to the college for a scholarship for women of approximately \$500 from the Expo proceeds. The college has already received three applications for the scholarship. The Minnesota League of Women Voters had a table at the Expo to encourage those that are not registered to get registered now so that they can vote on Nov. 4. It was very successful for them, and we look forward to doing some more partnering with them in the future. We made some great contacts, have a few people that will be visiting our meetings and have two new contacts for speaker topics.

A & A

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Annual Statement of Ownership

UNITED STATES POSTAL SERVICE® Statement of Ownership, Management, and Circulation (All Periodicals Publications Except Requester Publications)

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11090 Wild Life Ct., Holdingford MN 56340 Contact Person: Jane Geisinger
 Telephone (include area code): 218-739-5201
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Jane Geisinger
602 W Cavour Ave, Fergus Falls MN 56337
 Managing Editor (Name and complete mailing address):
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10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)

Full Name	Complete Mailing Address
<u>Minnesota Federation of Business and Professional Women Inc</u>	<u>11090 Wild Life Ct Holdingford MN 56340</u>

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Full Name	Complete Mailing Address

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 Has Changed During Preceding 12 Months (Publisher must submit explanation of change with this statement)

PS Form 3526, September 2007 (Page 1 of 3 (Instructions Page 3)) PSN 7530-01-000-9931 PRIVACY NOTICE: See our privacy policy on www.usps.com

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a. Total Number of Copies (Net press run)		463	465
b. Paid Circulation (By Mail and Outside the Mail)	(1) Mailed Outside-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	397	381
	(2) Mailed In-County Paid Subscriptions Stated on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	11	11
	(3) Paid Distribution Outside the Mails Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®	0	0
	(4) Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)	0	0
c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))		408	392
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	(2) Free or Nominal Rate In-County Copies Included on PS Form 3541		
	(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)		
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f. Total Distribution (Sum of 15c and 15e)		452	452
g. Copies not Distributed (See Instructions to Publishers #4 (page #3))		11	15
h. Total (Sum of 15f and g)		463	465
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16. Publication of Statement of Ownership
 If the publication is a general publication, publication of this statement is required. Will be printed in the Oct 2008 issue of this publication. Publication not required

17. Signature and Title of Editor, Publisher, Business Manager, or Owner: Jane Geisinger, editor Date: 9/29/08

I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including civil penalties).
 PS Form 3526, September 2007 (Page 2 of 3)

2008-09 BPW/Minnesota Leadership Directory Corrections

NOTE: There have been changes in the leadership directory for the people/positions listed below. Corrections are listed in the print edition of the newsletter, or contact Administrative Assistant Linda Linn for a complete, updated leadership directory.

EXECUTIVE COMMITTEE
Treasurer
 Mert Horne
 corrected work e-mail

LO PRESIDENTS
Albert Lea
 Jolene Dillemath
 corrected work phone
Dala of Mora
 Bridget Moeller
 corrected last name
 corrected home phone
 corrected work phone
 corrected e-mail

PAST STATE PRESIDENT
1993-1994
 Pamela DeMarce
 corrected home phone
 deleted work phone
 corrected e-mail



MINNESOTA BUSINESS WOMAN

• **ADVERTISING:** *Minnesota Business Woman*, the official publication of Minnesota Business and Professional Women's Clubs., Inc., is published four times each year (August, October, January, and March). Ads are welcome, but BPW Minnesota reserves the right to refuse advertising for alcoholic beverages, tobacco products, or any other product or service which does not meet the standards of the organization and this magazine. For ad rates, contact the editor. • **Advertising Discounts:** BPW members receive a 20% discount. An additional 20% commission is available to Local Organizations selling advertising. Ad copy may be sent via e-mail. Payment should be mailed to the editor at the time the ad is submitted. Contact the editor for current rates. • **ARTICLES & PHOTOS:** Submissions for the *Minnesota Business Woman* are welcome. All Local Organizations are encouraged to submit at least one paragraph for each issue. Items for "Around the State" should be no more than 150 words. **USE A WORD COUNTER!** • **Articles** about program ideas or membership growth/retention projects that have been successful for your Local are also wanted. Please note that all submissions are subject to editing for space availability, clarity, etc. • **Photos** are appreciated. High resolution digital photos are preferred, but regular photos may also be submitted by postal mail. • **CONTACT:** Jane Geisinger, editor, e-mail preferred: janegeisinger@charter.net • 602 W Cavour Ave, Fergus Falls, MN 56537, Phone: 218-205-1151 or 218-739-5201 • **NEXT DEADLINES:**

- **Winter 2009Dec. 15, 2008** (mailed week of Jan. 5-9, 2009)
- **Spring 2009March 2, 2009** (mailed week of March 16-20)

BPW/MN Winter Board of Directors' Meeting

February 27-28, 2009 — Sheraton Minneapolis West

Registration Form Due By February 14, 2009

MAKE YOUR ROOM RESERVATIONS WITH: Sheraton Minneapolis West
 12201 Ridgedale Drive • Minnetonka, MN 55305 (off 394, east of Ridgedale Mall) • PHONE: 952-593-0000
 Room Block under: "BPW of MN" • Single/Double — \$89 + tax [6.65%] **HOTEL DEADLINE: Tuesday, February 5, 2009**

Name _____

Address _____

Work Phone _____

Home Phone _____

Fax _____

Email _____

Local Org. _____

I CANNOT ATTEND, SEND PACKET ONLY \$ **15.00** \$ _____

REGISTRATION FEE: \$ **35.00** \$ _____

SATURDAY:

Breakfast – Country Quiche: A medley of fresh vegetables, diced ham and Swiss cheese baked into a fluffy scrambled egg quiche served with fresh fruit, potatoes, with juice & choice of coffee, tea or milk \$ **18.00** \$ _____

Lunch – Soup, Salad & Potato Bar: Garden salad with assorted toppings & dressings, summer berry salad, pasta salad, soup du jour, baked potatoes with all the fixings, fresh rolls & crackers, dessert and choice of coffee, tea or milk. . . \$ **26.00** \$ _____

Dinner: Sauteéd Chicken Breast w/Champagne Sauce, salad, chef's choice of potato and vegetable, rolls & butter, chef's choice of dessert and choice of coffee, tea or milk \$ **40.00** \$ _____

LATE Registration Fee (AFTER FEBRUARY 14, 2009) \$ **10.00** \$ _____

(PLEASE NOTE: Late registrations are not guaranteed availability of meals as count must be given early to the hotel.)

Contribution to Minnesota BPW Foundation. \$ **25.00** \$ _____

TOTAL ENCLOSED \$ _____

Check # _____

Please check one or more of the following if you are attending the Board of Directors' Meeting:

____ Member . . . is this your 1st state meeting? _____

____ State Officer: _____

____ State Administrative Assistant (Year ____/____)

____ State Parliamentarian

____ L.O. President or ____ L.O. Representative

____ State Committee Chair: _____

____ Past State President (Year ____/____)

____ Guest or Speaker _____

MAIL CHECKS PAYABLE TO: MFBPW-Meetings • P.O. Box 404 • Grand Rapids, MN 55744-0404
Meetings Committee Contact: Days - 218-326-6200 & Evenings - 218-326-4058 (Paula Hritz-Nobs)

EXHIBITOR REGISTRATION – BPW/MN WBOD Meeting — Form Due By February 14, 2009

INVITATION TO EXHIBITORS — *An opportunity to market products and/or services to professional and business women in Minnesota.*

EXHIBIT HOURS: Saturday, February 28, 2009 — 8:00 a.m. to 4:00 p.m.

EXHIBIT TABLE: (one table and chair) **RATE: \$50.00** (BPW Members: \$35.00)

Name _____ Amount Enclosed: \$ _____

Company _____ Check # _____

Address _____ Phone _____

Email _____ Fax _____

Description of Product or Display _____

Note: Room reservations are to be made directly with the Sheraton Minneapolis West, 952-593-0000

PLEASE NOTE: Exhibitors must have valid MN Tax ID Number and collect appropriate sales tax or display a tax exempt certificate.
With my signature below, I assume responsibility and liability for losses, damages, and/or claims arising out of injury to individuals or property during this conference.

Signature _____ Date _____

VENDORS AT BPW/MN MEETINGS

Vendors who wish to sell items at BPW/MN meetings shall:

1. Request space for selling on appropriate form made available by Meetings Planner.
2. Provide certificate of insurance.
3. Collect and submit to the State of Minnesota the appropriate sales taxes.
4. Post their sales tax number in a visible spot on their table.

POLICY STATEMENT ON EXHIBIT RENTAL REFUNDS AT BPW/MN MEETINGS

Vendors who are registered for a meeting and not able to attend may:

1. Request refund from the meetings planner no later than 7 days prior to the 1st day of the meeting to receive full refund of exhibit rental cost.
2. All other requests for refund of exhibit rental cost will be at the discretion of the executive committee.

BPWIMN 2008 SBOD in Owatonna

A picture is worth a thousand words...

SBOD "First Timers"



President Jaci Olson



Speaker Lynn Holmwig



Business Session

BPW Calendar ► 2008

- Oct. 20-24 National Business Women's Week
- Oct. 24 • BPW/USA Webinar Managing Multigenerational Workforces
- Nov. 6 • BPW/USA Webinar Managing the Alternative Workplace
- Dec. 15 ... Winter MBW deadline (mailed week of Jan. 5-9, 2009)

► 2009

- Feb. 27-28 BPW/MN WBOD Meeting, Minneapolis



Don't miss out on the fun at WBOD in February 2009!

(Registration form on page 11)

► WBOD Speaker Julie Peters

- March BPW/USA Policy & Action, Washington, D.C.

- March 2 Spring MBW deadline (mailed week of March 16-20)

- April 28 Equal Pay Day

- April 30-May 2 BPW/MN State Convention/Camp BPW, St. Cloud

► 2010

- July 6-10 BPW/USA 2010 National Conference Hilton Hawaiian Village Beach Resort & Spa, Honolulu, Hawaii



BPW/USA Area 4 Representative Lin Clousing