

The Minnesota *Business's Woman*

WEB EDITION • FALL 2007

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

Vol. 74, No. 2 • Fall 2007

BPW/MN Book Club Continues at WBOD

It was great to see so many members participating in the book discussion session at the Summer Board of Directors' meeting. It looks like something like this was long overdue. At Winter Board of Directors' meeting, we will discuss the following book:

The Idea that is America: Keeping Faith with Our Values in a Dangerous World

by: **Anne-Marie Slaughter**

discussion to be led by:

Bonnie Bell Ewert

BPW/MN PR Chair, Fergus Falls BPW

ABOUT THE BOOK:

This book reminds us of the essential principles on which our nation was established: liberty, democracy, equality, justice, tolerance, humility and faith. These are the values that have shaped our history and that bind us together as a nation. We have struggled to make them real, through the civil rights movements for women, African-Americans and other minorities; through campaigns for religious tolerance and tolerance of waves of immigrants; through demands for voting rights and equal protection of the law; and through the steady surge of reform and resistance that defines our democracy. When we seek to promote and support these values in the rest of the world, we must be honest about these struggles and about our own imperfections. We have much to learn from other nations as well as much to teach them.

**Pick up your copy of
The Idea that is America
now, so you'll be
ready for the discussion
at WBOD in February!**

Police Sgt. Julie Asmus of Willmar BPW receives award

This following article first appeared on Sept. 1, 2007, in the West Central Tribune of Willmar, Minn., and is reprinted here with permission.

The awards just keep on coming

WILLMAR — It is now official. Willmar Police Sergeant Julie Asmus is the national law enforcement officer of the year for the American Legion.

Asmus traveled to Reno, Nev., this week to receive the award at the organization's 89th national convention. She described the experience as "surreal."

"It was surreal to stand there and be the one recognized officer in the country," she said Friday. "There are thousands and thousands of officers who do good work."

She thanked the community for lots of support through the process. Police Chief Jim Kulset and Willmar City Administrator Michael Schmidt were just two of the officials who wrote letters of support. Asmus was informed in May that she was selected for the award. The national award stems from her selection as the Minnesota American Legion's Law Officer of the Year for 2005 and 2006.

"The whole community should be proud, not just the Willmar Police Department and the American Legion," Kulset said, noting that such a national honor is not often presented to someone in a smaller community like Willmar. "She earned it, there is no one more deserving than Julie."

Asmus' list of community involvements is long, including the Kandiyohi County United Way, Business and Professional Women, Girl Scouts, the local Legion and St. Mary's Catholic Church and the local YMCA, plus mentoring, Drug Abuse Resistance Education, and support for the county girls home.

"Julie's done it all and she's a good police officer," Kulset said.

Asmus has been on the local force since 1981, starting as a uniformed patrol officer. She was an investigator for 12 years and has been a sergeant for the past decade. She was the DARE coordinator for 15 years, served as a teen mentor for more than 12 years and played a key role in bringing the YMCA to Willmar. She also served in the Army National Guard from 1978 to 1985, according to information from the American Legion.



Willmar Police Sgt. Julie Asmus poses in her office with an award denoting her selection as the American Legion's National Law Enforcement Officer of the Year. (Tribune photo by Bill Zimmer)

Xtra^o

**Of Note: Julie Asmus is the first
woman to receive this award.**



Holly Morey, President

Sharing ideas helps us grow and succeed

*“The doors of opportunity are marked
Push and Pull.”*

~ Ethel Watts Mumford

When we interact with others — in BPW, in the workplace, in our communities, or within our own families — we can do it one of two ways. We can either work together to help each other succeed, or we can set each other up for failure.

In BPW, if you’re a past state president, past local president or past committee chair, are you working with the current team? “Past” means you’ve had experience in that area. Past means we should be there for each other; we should be helping and mentoring each other.

We should not be an organization of the “old girls club,” nor should our motto be, “This is the way we’ve always done it.” To grow and expand our organization, we need to change along with the needs of our members by shaping the future, while honoring our past.

In sharing information with other state presidents, I received excellent ideas from Washington State President Janyne Moynihan. Washington BPW is a great example of how BPW is not just one person’s organization, but an organization for all its members, and how we can grow by working together.

BPW/WA now has several locals that are offering afternoon lunch meetings to meet the needs of its working women. This has been extremely successful, and they will have two new local organizations chartering in December. Some of

their locals offer a quarterly meeting; others have a business meeting on the even months and a program on the odd months, allowing time for publicity of larger events.

One Washington local participated in the BPW/USA New Recruits Webinar during its regular meeting by using two laptop computers and cell phones on speaker so all could participate. That local shared what a great program and how successful it was. Now several Washington locals have decided to participate in the January Webinar using the same method.

Moynihan says what she loves most is that many of their new ideas are coming from younger women — ages 25 to 45 — who also belong to other organizations. “They say that after work they want to go home to their kids, so they prefer a short lunch program where they can network, socialize and learn — without taking time away from their families. It is of course less expensive to buy lunch than an evening dinner as well, which I understand is a BIG selling point,” she says.

A couple BPW members from one Washington local invited people from their Chamber, Rotary and Lions Club to come to a lunch program in March 2007. This newly-formed BPW local — which has only networking and a speaker during lunch, not a business meeting — now has almost 50 women attending its monthly lunch program with more coming all the time. The women hope to eventually have 150 members. “I was blown away by these women and their energy,” says Moynihan. “They tell me many employers are allowing their employees time off for these lunch programs, and several employers

are paying the membership dues. One employer said if his employee made even one sale from the networking, he would pay her dues.”

The second new local in Washington is a spin-off from a current local that meets at night. They are starting a chapter in a town not far away and offering lunch programs. They have six dual members and a total of 14 members so far, but hope to grow to at least 60.

BPW Washington is encouraging people to join these two new locals through a “Be a Charter Member” campaign, which will run until December when the two new locals are officially chartered.

As Minnesota State President, I want to extend a public thank you to Washington State President Janyne Moynihan for her enthusiasm and for sharing these great ideas with me.

What other great ideas could we try in BPW Minnesota to help us succeed and grow?

Holly



Historic changes to BPW/USA adopted in Reno

President Holly Morey

Historic changes to our organization were adopted at the BPW/USA National Conference held in Reno, Nevada. It is not easy for an organization to forge a new path but that is what was achieved during the National Conference business session. Several of the articles were adopted with provisos and will be effective at the close of the 2008 National Convention in Atlanta.

Duties of Officers — clarified where the call to convention appears.

Executive Committee — allowed for meetings and voting by other means than face-to-face.

Standing and Special Committees, Appointments & Task Forces — clarified the intent of committee representation, size and duties.

National Convention — created a business session registration for member voting and allowed conventions to be held other than annually.

Amendments — allowed automatic, mandated changes to the Handbook of Policies and Procedures when established by the bylaws.

The next set of changes addressed structure, governance and membership. During the discussion on these articles, the voting body had a lot of exercise standing and counting.

State Federations — allowed state federations to merge.

Policies — ensured that all policies of BPW/USA are policies of local organizations.

Local Organization Requirements — allowed a LO to affiliate at the national level if a state federation does not exist. The voting body also amended the minimum number of individuals (from 10 to 5) needed to start a LO.

Membership — consolidated the member and student categories, and created e-member and e-affiliate categories at the national level.

Dues — created the dues structure for the membership categories.

BPW/USA Area Structure — created eight areas of membership and board of directors' representation.

Elections — allowed for election of officers and area representatives, established that officers can serve for two terms, clarified eligibility of officers, and allowed for election by electronic or postal mail or other means.

Board of Directors — established the board to be comprised of the officers, area representatives (three from each area), and immediate past national president. It also allowed for meetings to be held other than face-to-face, defined a quorum and required that a report be sent to members on a quarterly basis.

Some of the changes will affect both the state and local organization models. The revised national Bylaws, revised national Handbook on Policy and Procedures and models are posted on the BPW/USA Web site.



#10. Law of Connection

President Elect Jaci Olson

Hi Everyone,

Please make a note of these dates so you can turn your Board of Directors packet in to me on time.

- **WBOD packet reports due: February 14**
- **State Convention packet reports due: April 19**

Take this opportunity to showcase your local. Send your document to me via e-mail at jaci.olson@nahan.com or fax 320-217-7209.

Also, we are looking for YOU to step up to leadership within the organization. We are looking for YOU to run for a position on the Executive Committee or volunteer to take a chair position. If you are interested in an elected position, please contact Pam at demarceadvertising@charter.net. If you are interested in an appointed position, please contact me. Be a part of the 2008-09 Board of Directors!

Law #10: The Law of Connection — Leaders touch a heart before they ask for a hand

Our leadership law reminder for this issue is **Law #10: The Law of Connection**. Information in this law is taken from John Maxwell's book and video training entitled *The 21 Irrefutable Laws of Leadership*.

A key to connecting with others is recognizing that even in a group, you have to relate to people as individuals. Some leaders have problems with the Law of Connection because they believe that connecting is the work of followers. That is especially true of positional leaders. They often think: *I'm the boss. I have the position. These are my employees.* But successful leaders who obey the Law of Connection are always initiators. They take the first step with others and then make the efforts to continue building relationships. That is not always easy, but it's important to the success of the organization. A leader has to do it, no matter how many obstacles there might be.

According to Maxwell, effective leaders know that you first have to touch people's hearts before you ask them for a hand. You can't move people to action unless you first move them with emotion. The heart comes before the head.

Connecting with people needs to happen one-on-one with individuals, not just in groups of people. The stronger the relationship and connection between individuals, the more likely the followers will want to help the leader. You develop credibility with people when you connect with them and show that you genuinely want to help them.

Never underestimate the power of building relationships with people before asking them to follow you. People don't care how much you know until they know how much you care.

When a leader has done the work to connect with his/her people, you can see it in the way the organization functions. Among employees, there are incredible loyalties and a strong work ethic. The vision of the leader becomes the aspiration of the people.

Finally, remember that just reading this or any leadership resource will not make you a stronger leader. In order to be effective, you must apply what you learn and stay committed to continual growth.



BPW offers educational resources

Vice President Patty Tanji

In this article, I bring to your attention some of the educational resources available from the BPW Foundation, along with more program ideas.

I support the national foundation and believe in its mission to educate employers and employees on the issues facing working women. Below is a list of handouts you can use in your meetings as topics for discussion or program ideas. I found the list at www.bpwfoundation.org by clicking on **Resource Center**, then **Education**, then again on **Education Resources**:

- **2006 WOMENomics Discussion Guide**
- **2006 WOMENomics Planning Guide**
- **Are They Really Ready to Work?** Employers' Perspectives on the Basic Knowledge and Applied Skills of New Entrants to the 21st Century U.S. Workforce
- **CompTIA TechCareer Compass** — Assessment tool for careers in technology
- **Department of Labor Veterans' Employment and Training Services**
- **Education Benefits and GI Bill Enrollment** — Earn education credits, tuition assistance and receive reimbursement for selected certification and licensing tests
- **Forces Impacting 21st Century Workforces and Workplaces** — Discussion guide with handouts on forces shaping workforces and workplaces
- **Microsoft Coughs Up \$1m to Get Women into IT** (article)
- **National Employer Summit Listserv** — Join discussions and get information on the latest information on promising practices and research on work-life effectiveness, workplace equity and diversity.
- **State of Play on Phased Retirement: Facts, Figures and Policies**
- **StrengthQuest** — Online diagnostic of career strengths by the Gallup Organization
- **Workplace Flexibility: The State of Play in Workplace Practice and Public Policy Audio Conference**
- **Vocational Rehabilitation and Employment Services** — Independent living services, and employment and counseling programs for disabled veterans

Please consider making a donation to the national foundation so this incredible work — and more — may continue.

When planning your programs for next year, consider a **WOMENomics** forum. Invitees would include employers and employees from private firms and government, as well as policy makers. Some of the topics that could be covered during a **WOMENomics** focus group are:

- **Workplaces & Workforces in Transitions: Impacts on Working Women and Employers**
 - Career-Focused Transitions
 - Life-Cycle Induced Transitions
 - Workplace or Market Induced Transitions
- **Changing Views on Work-Life Balance Issues and Policies**
- **Workforce Diversity: Involving Everyone To Get Work Done**
- **Working Women (and men): The Intellectual Capital of a Knowledge-Economy**
- **Entering & Exiting the Workplace: It's No Longer Something Employees Do Once**
- **How Can Working Women and Employers Work Together to Create Successful Workplaces?**
- **Women Entrepreneurs**
- **Legislative and Policy Issues Critical to Working Women**
- **Women in Leadership Roles**
- **Workplace Equity**
- **Creating Financial Stability, Security, and Success for Working Women**
- **Motivation and Personal Growth**
- **Educational Opportunities**

You could also use the **WOMENomics** planning guide to help set up a series of focus groups with entirely different subjects that are more closely related to personal/professional development.

Good luck to everyone for a successful year and I look forward to hearing from you in the near future.

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Publisher/
editor of: **Forward Thinking Woman**

A quarterly publication designed to encourage awareness and thoughtful discussion about legislative and social issues that are of concern to women • www.forwardthinkingwoman.com

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Like a good neighbor, State Farm is there.®

Mentoring Makes A Difference

Linda Hauge, BPW/MN Immediate Past State President

Well in my year... at last I've joined the ranks of women who can utter that phrase. I say that with mixed emotions because my year as your state president was just an outstanding experience for me. But I am equally pleased to now be one of the PSPs and moving into a new focus in my BPW life. I am serving as the mentor for the Alexandria Area BPW this year. What a great learning experience it will be for me and hopefully for them as well.

One thing that we as PSPs can and should do is try to mentor as many women as possible, whether

they are in a LO designated to us or not. If we don't help each other in every way possible to succeed, are we really carrying out the mission and intent of BPW? When we read our mission to achieve equality in the workplace, do we assume it is through changing laws only, or do we take a look at what we, as individuals, can do to help other women better their own circumstances?

Do we take a look at the newer BPW members and see the raw potential that is there to become a leader in our organization, maybe even a future state president? Do we

take time to help them learn the "ins and outs" of BPW leadership? Or do we just expect that they should be ready to jump at the chance to run for office and then do it expertly?

Whether you are a PSP or a LO member, take a few minutes to reflect on what your answers are to those questions. If you aren't answering "yes," please consider changing that answer. As mentors, we can all make a difference in one person's life, and in doing that, we make a difference in BPW/MN as well.



E-mail: the Good, the Bad and the Ugly

Beth Gibson Lilja, BPW/MN Training Director

Electronic mail is a form of network technology that developed along with the evolution of the Internet. It has developed into one of the most powerful communication tools and is the most widely used application on the Internet today. Almost everyone in this organization has used it in one form or another, whether for business, personal or volunteer use.

It is a **GOOD** tool to use when disseminating information quickly to a large number of people. It is a **BAD** tool when it is used in place of much needed "pick up the phone" communication. And it is an **UGLY** tool when the written words are given to the wrong person, or worse yet, when the recipient perceives the information not at all in the way that it was intended. You **CANNOT** take back what is written in e-mail.

Over the course of the past few weeks, I have been witness to many good, bad and ugly e-mail communications. Unfortunately, much of my time has been focused on bad and ugly e-mail, and these have certainly been an ineffective use of my time. Therefore, I offer to you these BPW "E-mail Etiquette" Guidelines. Please consider implementing these into your daily electronic mail use and turn your *bad* and *ugly* e-mail into effective and efficient *good* communication.

1. E-mail pertaining to BPW should contain "BPW" or "LO [put in your local organization name]

BPW" or "BPW/MN" or "BPW/USA" in the subject line.

2. BPW members should be familiar with the basics of e-mail etiquette. Review your messages for accuracy in spelling and punctuation. Use conversational grammar. Do not use all caps or all lower case.

3. BPW e-mail should contain a signature block that includes the name of the person sending the e-mail and the sender's title or committee designation (if any).

4. BPW members understand that they will be added to "e-groups" for the distribution of information related to the organization. No member will be added to any other "e-groups" or other type of bulk mailing list without that member's permission; except mailing lists specifically established for other levels of BPW for additional organization business.

5. There should be no presumption of delivery of e-mail, unless the e-mail is acknowledged by the recipient. Ask the recipient to confirm receipt of the information.

6. All policies and procedures contained in the BPW Bylaws, Policies and Procedures Manual, and Timelines shall be applicable to all e-mail communication.

7. E-mail lists shall not be distributed to the public unless prior approval is given by the BPW

Executive Committee (depending upon the organization level).

8. All users of e-mail should be encouraged to maintain an up-to-date version of virus-checking software on their computers.

9. Whenever possible, attachments to e-mail should be avoided. Copy and paste information into the body of the e-mail. If an attachment is necessary, the attachment should be scanned to ensure that it is virus-free before it is sent.

10. Brevity in e-mail messages is encouraged.

11. Include a deadline for action, if applicable.

12. If forwarding information, delete extraneous information that does not pertain to your current communication.

13. And finally, when you are responding to a request in a prior e-mail, either include the original e-mail in the message, or clearly state what question you are answering, what task you are agreeing to, etc.

E-mails are more formal than verbal communication and less formal than written communication. Please remember the relational component of organizational communication — face-to-face communication is preferable. Use a phone call when necessary for efficiency, e-mail when appropriate, and send a letter when formality is necessary.



Virginia Allan Young Careerist Program

Information and downloadable forms are available on the BPW/USA Web site:
www.bpwusa.org > Business & Careers > Young Careerist Program

The Virginia Allan Young Careerist Program (Young Careerist) recognizes the accomplishments of young, upcoming leaders and provides them with professional development skills and opportunities.

Young Careerists benefit from networking opportunities, opportunities for personal and professional development, opportunities to learn about the issues of concern to working women, educational programs and visibility.

Established in 1964, Young Careerist involves a competitive selection process within local organizations, districts/regions and 54 state federations, resulting in the selection of a Young Careerist to represent each state federation at the BPW/USA annual National Conference.

Qualifications, process and duties:

To participate in the program, a Young Careerist must:

- Be between the ages of 21 and 35
- Must be a member of a Local BPW Organization or a Member-at-Large, sponsored by a Local or State BPW
- Have been employed with at least one year of full-time work experience in her/his career area
- Support the goals and objectives of BPW/USA.

Candidates are judged in the following areas: written and biographical information, judges' interview, their ability to help others achieve, group interaction and prepared speeches on specific topics. The winner of the national competition will serve as the National Representative for BPW/USA and may attend functions in their official capacity.

Competition:

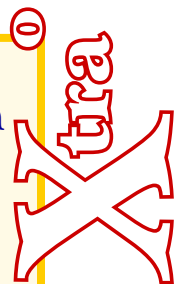
Young Careerist Representatives will each give a four-minute prepared speech. Speech topics are listed below. The topics listed are the ones that will be used at the national competition, and it is encouraged that these topics be distributed well in advance of the national competition and used at every competition level — Local, District/Region, and State — to eliminate the need for Young Careerist Representatives to prepare multiple speeches as they progress.

Speech topics:

1. What other words could you find for the acronym "BPW" and how does it match or complement "Business and Professional Women"?
2. Is the United States ready for a female President — why or why not?
3. What can BPW offer women leaving military service and/or what can women leaving military service offer BPW?
4. How will you use your experience in the YC program to enhance/change your life or influence others?
5. How can men and children help women achieve equality and what responsibilities do women have to educate men and children on the inequalities that exist today for women?
6. Would the new e-member BPW membership be advantageous for a young career professional? Why or why not?
7. How might Young Careerists encourage their colleagues/peers/friends to participate or personally market the program to increase participation and to continue their BPW involvement?

If someone in your local is planning to participate in the
BPW/MN Virginia Allan Young Careerist Competition

held at the Winter Board of Directors' meeting in February
 contact **BPW/MN VAYC Chair Elizabeth Weinandt:**
507-245-3763 or eweinandt@bgklaw.com



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, November, 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 2008..... Dec. 17, 2007
 (mailed week of Jan. 7-11, 2008)

Spring 2008..... March 3, 2008
 (mailed week of March 17-21)

Build BPW public relations with PSAs!

Bonnie Bell Ewert,
BPW/MN Public Relations Chair

Minnesota BPW wants your local to grow this year! The public relations committee is prepared to help build awareness of BPW in your communities by producing and distributing Public Service Announcements (PSAs) to your area radio stations. Our goal is to produce two or more 30-second PSAs that the public relations committee will distribute on your local's behalf.

The first PSAs were distributed to local radio stations during National Business Women's week, Oct. 15-19, which was just around the corner from the SBOD gathering.

Another PSA will be produced and distributed to radio stations in your area to recognize Pay Equity Day next spring. All that is required for your local to benefit from this public relations effort is to identify the radio stations in your area where prospective BPW members tune in.

It is URGENT that each local IMMEDIATELY research and select the local radio stations where it wants the BPW PSAs to play. For each radio station, please provide the following contact information:

- Name and radio call letters of the radio station
- E-mail address where PSAs should be sent
- Contact name who handles PSAs for the station
- Telephone number

The directory of radio stations must be set up before we can send out the PSA. Send your list of radio station contact information to Bonnie Bell Ewert via e-mail at: bellewert@gmail.com.

Our committee goal for the 2007-2008 year is to send BPW PSAs to 50 radio stations across the state of Minnesota. If you have a passion for BPW and flair to write 30-seconds of copy, or have a desire to be the voice of BPW/MN, or a penchant to set up our e-mail distribution lists, please let Bonnie Bell Ewert know! With the help of new committee members, we could easily write and produce a PSA each month to send to 50 radio stations (or more!). Indeed with new volunteers to join this committee, the public relations committee could expand its service to help locals grow by creating news press releases that would be distributed to local BPW area newspapers. Each local just needs to submit the contact information, and the committee will take care of the rest. EASY!

Now please go make your list of radio stations and send it right away to Bonnie Bell Ewert via e-mail at: bellewert@gmail.com!

We Want YOU!

to be on the 2008-2009 BPW/MN Board of Directors!

If you have an interest in serving on the Executive Committee in any of these elected positions, contact **Nominations Chair Pam DeMarce**: demarceadvertising@charter.net

- **President Elect**
- **Vice President**
- **National Legislative Platform Committee Member**
- **Nominations Chair**
- **Recording Secretary**
- **Treasurer**

If you have an interest in volunteering for any of the following appointed positions, contact **President Elect Jaci Olson**:
jaci.olson@nahan.com • 320-217-7309 • 320-492-3411

- **Bylaws Chair**
- **Equal Payday Coordinator**
- **Historian**
- **Individual Development Chair**
- **Joint Dinner Representative**
- **Long Range Planning/Expansion Task Force**
- **Membership Chair**
- **National Business Women's Week Coordinator**
- **National Convention Contact Chair (Atlanta, GA)**
- **Parliamentarian**
- **Public Relations Chair**
- **Virginia Allan Young Careerist Chair**
- **Webmaster**

Healthy Heart Makeover: "Paint Your Worksite Red!"

Business and Professional Women/USA (BPW/USA) has joined forces with the American Heart Association (AHA) so women nationwide can learn about heart disease and how to prevent it. Through the AHA's **Go Red For Women** initiative, BPW/USA members can learn about how to have, and to encourage, a healthy heart for all women through their personal, professional and political actions.

In the spirit of last year's wildly successful Healthy Heart Makeover program, BPW and AHA have created the next phase of the program, which is entitled "**Paint Your Worksite Red!**" BPW/USA encourages all Local Organizations to organize another Healthy Heart Makeover meeting this year and present the "**Paint Your Worksite Red!**" presentation, which can be downloaded from www.bpwusa.org.

This presentation includes information about how you can incorporate the ideas and goals of the AHA's **Go Red for Women** program at your workplace. It gives you information on how to educate your coworkers about heart health issues and ways to get involved with the annual "**Wear Red Day**" by wearing red on Friday, **Feb. 1, 2008**.

Additional information can be found at:
www.GoRedForWomen.org



Skyway

Beth Gibson Lilja, president

We held our Annual Fundraiser on Oct. 18. Our profits will be shared by the SBPW Education Fund; the MBPWF Scholarship Fund and Home Free Battered Women's Shelter. While the attendance was much lower than expected, we certainly enjoyed our time together in learning about coffee and tea. We were honored to have President Holly Morey share with us the NBWW Proclamation from Governor Tim Pawlenty. In addition, we received some press coverage via KARE-11 "Coffee with KARE" on the morning of the event.

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. Paul

Connie Hill, president

St. Paul BPW observed NBWW at the Oct. 24 meeting with our mentor, PSP Pam DeMarce speaking to us about the history of the organization. Nov. 28, trainer and PSP Beth Gibson Lilja will be back by popular request to give us another ID session, this one on parliamentary procedure, Module 10: "Get Into It and Out of It!" That will be our Nov.-Dec. meeting. On Jan. 23 we'll hear from Hirschfield color consultant Valerie Hill about making color work for you. Our Butter-Braids fundraiser deliveries will be made early in December.

North Hennepin

Gina Smith, president

North Hennepin started its year with our annual September "Friend Raiser" meeting. Our guest speaker was Dr. Kathryn Jeffery, President of North Hennepin Technical College who joined as a new member that evening.

In October, we started our North Hennepin BPW Book Club. We meet the second Tuesday of each month from 6-7:30 p.m. at Panera Bread in Brooklyn Center. On Nov. 13, we will be discussing our first book *90 Minutes in Heaven: A True Story of Death and Life* by Don Piper and Cecil Murphey.

For National Business Women's Week, we hosted our annual Fall Fundraiser Breakfast at Blondies Sports Grill and Bar in Brooklyn Park on Saturday, Oct. 20.

We are currently preparing for our Holiday Party Silent Auction Fundraiser on Dec. 19 at the St. Petersburg Restaurant in Robbinsdale.

Alexandria Area

Lynn Grueneich, president

On Oct. 15, we celebrated National Business Women's Week at our annual luncheon. At this event, we announced the recipient of our 2007 AAA Woman of the Year, Lynn Grueneich. Lynn will be our guest speaker at our Nov. 28 regular meeting. Stacy James was honored as our 2007 Virginia Allan Young Careerist. Stacy will be our guest speaker at our January regular meeting and will represent AABPW at the BPW/MN Winter Board of Directors' meeting. We also honored our Large Employer of the Year, Trumm Drug and our Small Employer of the Year, Wells Fargo Bank Alexandria. On Nov. 13 we will be holding our first book study of the year. The book we will study is *212° The Extra Degree*. We would love to hear from you — please contact Lynn Grueneich at 320-763-2100 or lynn.grueneich@tastefullysimple.com.



Lynn Grueneich (right) was chosen as the 2007 Alexandria AAA Woman of the Year at the NBWW luncheon in Alexandria. She is presented the award by the 2006 recipient, Debbi Rydberg.



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More BPW Around The State

Dala of Mora

Nancy Helmbrecht, president

Six Dala of Mora BPW members (including the four officers as first-timers) attended the Summer Board of Directors' meeting in Grand Rapids, and all had a great time!

Dala of Mora held a National Business Women's Week luncheon on Oct. 26 at the Grand Event Center with Karin Klicker (*Among Women Magazine* marketing coordinator/contributor and breast cancer survivor) as keynote speaker. Her topic was *The Reward for Effort Is Freedom: Hang On and Enjoy the Ride*. Awards were presented to Kanabec County Attorney Amy Brosnahan (the first woman elected to the position) as Woman of the Year; and Judy Tauber, realtor and Hersey House owner/innkeeper, as Woman of Achievement. BPW State President Holly Morey was introduced, as well as Beth Gibson Lilja, BPW/USA Individual Development chair & BPW/MN mentoring chair/training director, and Kathy DeLonais, BPW/USA membership committee member, past state president and state convention LO host chair. A very successful silent auction raised funds for local scholarships for women in need.

Upcoming events include a regular meeting with new member recognition Nov. 26 (Freddie's Restaurant); Girls' Night Out! on Dec. 11 at the Grand Event Center (with another silent auction fund raiser for the local area); Style Show Jan. 28, 2008, showcasing local business at Freddie's Pine Room; and regular meeting Feb. 25, 2008 spotlighting/featuring a local business at Freddie's.

A big thank you to the BPW Minnesota officers who attended our luncheon; hope we'll see more of you at some of the future events.

Minneapolis

Kate Malmon, president

Unfortunately, Minneapolis BPW voted to disband at our October meeting. A lot of thought and consideration went into this decision. Our membership numbers had been declining for the past couple of years. Some members moved out of the Twin Cities. (Our Vice President refused to commute from Chicago for our meetings.) Other members chose to leave BPW for personal reasons.

We did try to revitalize our local. A marking firm was hired to help us find a direction and attract new members. We also contacted BPW/USA for advice about our situation. Despite our best efforts, we were unable to grow our membership.

The current members of Minneapolis BPW are not leaving the organization; we will be transferring our memberships to other locals. We hope to see you in our new BPW homes soon!

Willmar

Deb Solsrud, President

Greetings from Willmar BPW! We've had a great fall filled with many BPW events and look forward to the programs and events this coming year. In August, our mentor/mentees held their annual garage sale. The proceeds were applied toward school clothes and/or school supplies for the seven mentee girls. This fall's mentor plans include a trip to a local pumpkin farm, ringing bells for the Salvation Army and volunteering for a Feed My Hungry Children program.

Three Rivers

Shari Pikkaraine, president



Dordien Lien (left) of Fast Track Promotion, TRBPW 2007 Employer of the Year, and Woman of the Year Joan Molenaar (right).

Three Rivers BPW had its National Business Women's Week dinner on Oct. 16. We honored Joan Molenaar as our Woman of the Year. Joan has been very active in Champlin for numerous years. Kathleen Östroot, the person who nominated Joan, said the hardest part was trying to condense everything that Joan has done or is doing in our community into a short amount of time. She is an active volunteer, and has been involved with the schools and the city council. Fast Track Promotions Inc. was honored as our Business of the Year. Dordien Lien accepted the honor. She and her two daughters own and run the business together. They all take an active part in the business and in the community. They donate clothing from their business throughout the year to various women's shelters and treatment programs. Dordien is active in her local Chamber, Toastmasters and BNI networking group. She was a charter member of our Three Rivers BPW and has served as treasurer for four years. Both Joan and Dordien (Fast Track Promotions) are great examples of those that go the extra degree. They are a model for all of us to follow.

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More BPW Around The State

Mankato

Diane J. Norland, co-president

Mankato BPW celebrated National Business Women's Week with a powerful speaker, Nancy Fogelberg, who has worked in the building construction industries for many years with great success. The Road To Success Is Always Under Construction was Nancy's talk and it named her keys to success: (1) listening first; (2) knowing more than everybody else; and (3) growing her skills and knowledge. Upcoming programs will feature speakers on women's health, pay equity and financial acumen.

St. Cloud

Kristen Jacobs, president

Since October is the month of St. Cloud's National Business Women's Week breakfast, we offered a membership special to any new members who pay their dues during the month of October. Well, we are happy to say that our members went the extra degree and made a big membership push. We had eight new members join our organization during the month of October! Way to turn up the heat, St. Cloud!

Our NBWW Breakfast was a success. Our speaker, Joyce Helens, President of the St. Cloud Technical College, shared a special message on what it means to be a mentor. Everyone in attendance was able to take away something meaningful from her delightful stories. We were also able to raise more than enough money to provide two scholarships to non-traditional students again this year. A special thanks to Anne Andreason and Beth Gibson Lilja, who joined us for the early morning event!

St. Cloud will be hosting the next Brown Bag Lunch event at Creative Memories in St. Cloud on Nov. 14. We invite all BPW/MN members to join us, at no cost, for this opportunity to hear from Asha Moran. Please RSVP to Tauna Quimby at tquimby@girlscoutslolc.org.



About 150 people attended the first BPW Fergus Falls Women's Wellness Expo on Nov. 27. The event featured health and wellness speakers and workshops, along with a Women's Marketplace with 25+ vendors.

Fergus Falls • Kelsey Felstul, president

Fergus Falls BPW has been having a great year with excellent speakers and a great group of new members. We recently put on our first annual Women's Wellness Expo in conjunction with NBWW. The event consisted of speakers, breakout sessions and informational booths. It was a great event, and we look forward to doing it again next year. Events coming up in the next few months include our holiday auction on Dec. 4 and the Woman of the Year/VAYC banquet on Jan. 28. Upcoming programs include: Negotiating Skills/Assertiveness training (Jan.), Natural Health/Beauty (Feb.), The Cost of Stress: Creating a Healthy Work-Life Balance (March); and Car Care for Women (April).

Normandale • Mert Horne, president

Normandale BPW is hosting its Holiday Fundraiser on Dec. 4 at the Park Plaza Hotel in Bloomington. Our speakers, Shawn Judge and Stephen Yoakam, will provide us an entertaining and informative evening as they share — through literature — their experiences and insights as an interracial couple and the role diversity plays in their lives. Husband and wife team Judge and Yoakam are no strangers to diversity. From multi-cultural childhoods in New York City and Bloomington, Indiana, to exciting careers in show business, diversity has been integral in shaping their world view. Dinner begins at 6:15 p.m. and will cost \$30, with \$5 going to the BPW Foundation. Additionally, unwrapped gifts appropriate for women and children will be accepted for a donation to Cornerstone. Suggested gifts include: gift certificates (Walmart, Target, Best Buy, Cub Foods, Mall of America, movies, restaurants, childcare, hair, manicure, massage, oil change, car wash, coffee), frames, picture album, flannel PJs, robes, slippers, CDs, portable CD player, DVDs, videos, jewelry, books, sweat-shirts, and polar fleece winter wear.

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Empowering People, Businesses and Non-profits

BPW membership is a great gift idea

Kate Malmon, BPW/MN Membership Chair

The holiday season is right around the corner. Not sure what to give the working women and men in your life for Christmas or Hanukkah? Why not give them a BPW membership?

Everyone knows someone that could benefit from everything BPW has to offer. It is not always financially possible for everyone to join BPW. A gift membership is the perfect opportunity to get the woman into our amazing organization. The Young Careerist competition will be taking place at the Winter Board of Directors meeting. Encourage a young woman to compete by paying her membership dues for a year.

E-memberships are the perfect option for women or men that are not ready to commit to monthly meetings. This new category provides an alternative to members who wish to support BPW/USA and utilize its benefits, but do not wish to participate in its governance. E-members will have access to the BPW/USA Web site, get discounts on affinity programs, and receive member prices and e-publications.

Another option is the Friend of BPW/USA, a new subscription to introduce today's working women to BPW/USA. This electronic subscription is designed to keep women abreast of the issues most impacting the workforces including the latest legislative activities. Subscriptions include four issues of BPW/USA's new e-zine, Legislative Hotline and weekly e-alert.

Think about the working women and men in your network. At least one of them could benefit from a BPW membership. This holiday season, give the gift of BPW!

Is your local participating in a **women's expo**? Do you need BPW/MN **membership information**? Kate Malmon, BPW/MN Membership Chair has BPW/MN Membership **brochures** and **display racks** for you to use! BPW/MN also has local **newsletters from across the state** for you to display. If you would like to use any of this information, please contact **Membership Chair Kate Malmon** at **612-867-5025** or **kshm@comcast.net!**

BPW/MN Legislative Platform: What are our priorities?

Jane Geisinger, BPW/MN Legislative Chair

At the Summer Board of Directors' meeting, I passed out copies of our BPW/MN Legislative Platform and asked those present to let me know what their personal priorities were within the platform. Knowing what members are interested in will help me better prepare a legislative workshop for the Winter Board of Directors's meeting. Please

take a few minutes to read the information below, then let me know what your priorities are by postal mail, e-mail, or by calling me to discuss it. Thanks!

Jane Geisinger
BPW/MN Leg Chair
602 W Cavour Ave
Fergus Falls, MN 56537
janegeisinger@charter.net
218-739-5201

The wording below is directly from the BPW/MN Platform, which lists our five legislative priorities.

Please let me know what your personal priorities are by ranking these items 1 to 5 (1 is most important), or simply check a few that are most important to you.

- Equal Rights Amendment** • We support legislation that: Supports passage, without amendments, of a bill in the Minnesota Legislature to place an Equal Rights Amendment to the Constitution of the State of Minnesota
- Economic Equity** • We support legislation that ensures: A fair and livable wage; Affordable dependent care; Equal opportunities in education; Equal access to affordable housing; Adequate retirement benefits and Social Security; and Programs for women re-entering the workforce.
- Health Care** • We support legislation that ensures: Health care privacy; Reproductive freedom as a right for all women; Equality of access to affordable and adequate health care and service for all; and Increased funding for research of women's health issues.
- Violence and Exploitation of Women** • We support legislation that provides: Legal protections for victims of exploitation; Adequate funding for education programs that teach violence prevention and anger management; For the establishment of additional shelters and after-care programs; Programs to inform victims of their legal rights; Compensatory damage awards for victims of violence; and For jail time when appropriate.
- Civil Rights** • We support legislation that: Ensures equal rights and remedies for women in all phases of their lives; Continues affirmative action programs; and Eliminates sexual harassment against women.

Also let me know if either of the following applies to you:

- NO**, I am not really interested in legislative issues.
- YES**, I am interested in legislative issues and might like to participate in a Lobby Day at the Capitol in St. Paul.

**If you missed SBOD
you missed
all this...**



...and more!

Xtra^o

BPW/MN Calendar

Dec. 17, 2007 Winter MBW deadline
(mailed week of Jan. 7-11, 2008)

~ 2008 ~

Feb. 1Healthy Heart Makeover: Wear Red Day!

Feb. 14 WBOD Packet Reports due

Feb. 14-15 BPW/USA Policy & Action and
Interim Board, Washington, D.C.

Feb. 22-23 BPW/MN WBOD Meeting,
Brooklyn Park, hosted by Three Rivers

March 3 Spring MBW deadline
(mailed week of March 17-21)

April 19 State Convention Packet Reports due
May 2-3 BPW/MN State Convention,
Lake Elmo, hosted by Stillwater BPW

July 22-26 National Conference, Atlanta, GA



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printed directly from
the national Web site,
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address changes
online at:

www.bpwusa.org

ANNUAL STATEMENT OF OWNERSHIP

UNITED STATES POSTAL SERVICE® (All Periodicals Publications Except Requester Publications)

Statement of Ownership, Management, and Circulation

1. Publication Title: Minnesota Business Woman
2. Issue Frequency: Quarterly
3. Issue Date: October, Jan, March
4. Publication Number: 03511420
5. Filing Date: 9-27-07
6. Annual Subscription Price: \$6.00
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4®):
Minn. Federation of Business & Professional Women, Inc.
405 Laurie Ln, Stillwater MN 55082
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer):
Same as 7
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank):
Publisher (Name and complete mailing address):
Same as 7
Editor (Name and complete mailing address):
Jane Geisinger
602 W Sawyer Ave Fergus Falls MN 56527
Managing Editor (Name and complete mailing address):
Same as above
10. Owner (Do not leave blank. If this 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: Minnesota Federation of Business and Professional Women, Inc.
Complete Mailing Address: 405 Laurie Lane
Stillwater MN 55082
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box: None
Full Name: _____ Complete Mailing Address: _____
12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates). (Check one)
 The purpose, function, and nonprofit status of this organization and the exempt status for federal income tax purposes.
 Has Changed During Preceding 12 Months. (Publisher must submit explanation of change with this statement.)
PS Form 3526, September 2007 Page 1 of 2 (Instructions Page 2) PSN 7530-01-000-991 PRIVACY NOTICE: See our privacy policy on www.usps.com

13. Publication Title: Minnesota Business Woman
14. Issue Date for Circulation Data Below: Oct 2006, Jan 2007, Mar 2007
15. Extent and Nature of Circulation:
Average No. Copies Each Issue During Preceding 12 Months
No. Copies of Single Issue Published Nearest to Filing Date

a. Total Number of Copies (Net press run)	504	455
b. Paid Circulation (By Mail and Outside the Mail)		
(1) Mailed Outside-County Paid Subscriptions (Based on PS Form 3541 (include paid distribution above nominal rate, advertiser's proof copies, and exchange copies)	406	404
(2) Paid Distribution Outside the Mails (Including Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Paid Distribution Outside USPS®)	9	11
(3) Paid Distribution by Other Classes of Mail Through the USPS (e.g. First-Class Mail®)		
c. Total Paid Distribution (Sum of 15b (1), (2), (3), and (4))	415	415
d. Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3), and (4))		
(1) Free or Nominal Rate Outside-County Copies Indicated on PS Form 3541	32	6
(2) Free or Nominal Rate In-County Copies Indicated on PS Form 3541		
(3) Free or Nominal Rate Copies Mailed at Other Classes Through the USPS (e.g. First-Class Mail)		
(4) Free or Nominal Rate Distribution Outside the Mail (Carriers or other means)		
e. Total Free or Nominal Rate Distribution (Sum of 15d (1), (2), (3) and (4))	42	26
f. Total Distribution (Sum of 15c and 15e)	489	447
g. Copies not Distributed (See Instructions to Publishers #4 page #3)	15	8
h. Total (Sum of 15f and g)	504	455
i. Prepaid Paid (15c divided by 15f times 100)	84.86%	93.84%

16. Publication of Statement of Ownership:
 If the publication is a general publication, publication of this statement is required. Will be printed in the Nov 2006 issue of this publication. Publication not required.
17. Signature and Title of Editor, Publisher, Business Manager, or Owner:
Jane Geisinger, Editor Date: 9/27/07
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