



The Minnesota Business Woman

WEB EDITION

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

Vol. 73, No. 3 • Winter 2007



Minnesota Supreme Court Justice Lorie Skjerven Gildea is WBOD speaker

BPW/MN is proud to have Minnesota Supreme Court Justice Lorie Skjerven Gildea speak during our Winter Board of Directors' meeting. Justice Gildea was appointed Associate Justice on Jan. 11, 2006. Prior to her appointment, Justice Gildea served as a judge in the Fourth Judicial District, Hennepin County. She also worked in the Hennepin County Attorney's

office, as Associate General Counsel at the University of Minnesota, and in private litigation in Washington D.C. Justice Gildea will be discussing the need for women to serve as judges and her role as chair of the Supreme Court Gender Fairness Implementation committee.

About Justice Gildea

Education

B.A. Degree, with distinction, University of Minnesota Morris, 1983

J.D. Degree, magna cum laude, order of the coif, Georgetown University Law Center, 1986

Legal Background

Prior to being appointed as Associate Justice on Jan. 11, 2006, Gildea served as a judge in the Fourth Judicial District, Hennepin County.

Before being appointed to the bench in September 2005, Gildea was a prosecutor in the Hennepin County Attorney's Office (2004-2005), Associate General Counsel at the University of Minnesota (1993-2004) and in private litigation practice at Arent Fox in Washington, D.C. (1986-1993).

Community Involvement

Minnesota Sentencing Guidelines Commission (May 2001-November 2004)

Board of Directors, YWCA of Minneapolis (July 2000-June 2003)

Advisory Board, MINNCORR Industries (June 2000-June 2002)

Professional Affiliations

Minnesota Supreme Court Advisory Committee on Rules of Civil Procedure (2004-2006)

Minnesota State Bar Association: Member, Council (July 1, 2003-Present); Member, Assembly (2000-Present); Member, Governing Council, Civil Litigation Section (2000-2006)

Hennepin County Bar Association: Member, Board of Directors (2000-2004); Chair, Finance and Planning Committee (2002-2003); Co-chair, The Hennepin Lawyer Committee (2001-2002)

Current Supreme Court Assignments

Chair, Supreme Court Gender Fairness Implementation Committee

Liaison, Supreme Court Board of Legal Certification

Liaison, Supreme Court Advisory Committee on Juvenile Protection Rules

Believe It—
Achieve It!

WBOD Dates to Remember:

Jan. 31 — WBOD Packet Reports due to Holly Morey (see box on page 2)

Feb. 8 — WBOD Hotel Deadline (see page 11)

Feb. 14 — WBOD Registration Deadline (see page 11)

WBOD Friday Night Workshop:

Preserving Our Legacy

See page 9 for details

WBOD Foundation Fundraiser:

The BPW Foundation fundraiser at WBOD will be a silent auction basket with the theme, "Pamper Yourself."

Each Local is asked to donate dollars and/or items for the basket. Items should be brought to the WBOD meeting.

Vice President Jaci Olson is the contact:

jaci.olson@nahan.com

W: 320-258-9309

H: 320-393-4936

See page 4 for details

Connie Hill being honored by the MN Women's Consortium on January 31!

See page 5 for details.

Time flies when you're having fun!

Is it possible that I only have four months left in my year as your president? Time has gone by so quickly! Since my last message, we had a successful Summer Board of Directors' meeting at Cragun's Resort near Brainerd. Thank you to Brainerd Area BPW for hosting the meeting. We were honored to have our BPW/USA national president, Nancy Jackson, with us for the entire meeting. Nancy spoke to us of her goals for the year and shared that the ID program is the reason she was standing before us as our national president. I can say on behalf of all who attended that she made this meeting very special for us. Nancy plans to return to Minnesota this month to participate in the Individual Development retreat that is being held at Maplelag Resort. We look forward to spending more time with her.

In late October, the Executive Committee held a weekend retreat at Holly Morey's cabin, where we got to know each other better and brainstormed ideas for the year. It was an excellent weekend and we all came away feeling energized and excited about the year.

I am pleased to announce that our new Web site is up and running. It is still a work in progress but the appearance is much brighter and more inviting. Thank you to our webmaster, Joy Reinhart, for all the work she has done, as well as those on her Web site committee and the EC who also contributed to the project. We have more to look forward to on the site as the year goes on. Please contact Joy or me if you have any questions or comments.

I spent a lot of time on the road in October visiting nine LOs and attending National Business Women's Week events. It was so much fun for me to meet BPW members around the state and share in their events. I've visited 12 Locals so far and will definitely be visiting the remaining seven during the rest of this year. I'm really impressed with what I see

happening at each Local Organization. We all do things a little differently but I see that same dedication to BPW and genuine sense of sisterhood at every one of them. BPW sisters are all fantastic women no matter where you go.

So what's next on my BPW calendar? I will be representing BPW/MN at the Joint Dinner and at Presidents Day at the state Capitol. In February, I will be traveling to Washington D.C. to the national Policy & Action Conference where I look forward to lobbying on Capitol Hill once again. Be sure to check it out on the BPW/USA Web site and consider joining us there. I hope we have a large delegation from Minnesota again this year. *(More details on page 9.)*

Next on the agenda is our Winter Board of Directors' meeting in Minneapolis. I can't urge you enough to attend. We will have a Friday night event that will provide some BPW education as well as an opportunity for fun and relaxation. Our state historian, Mary Jo Igelstad, along with PSP Kathy DeLonais will be our hosts. More information is provided on page 9 of this magazine. On Saturday, we will be honored to have as our speaker, Minnesota Supreme Court Justice Lorie Skjerven Gildea. Don't miss this opportunity to hear one of our state's powerful women speak and to meet her as well.

National President Nancy Jackson challenged us to increase our WBOD attendance by 20 percent over SBOD attendance. If we do, she will make

Linda Hauge, President



a \$100 contribution to the Minnesota Foundation. If each of you who were at the SBOD meeting brings one new person with you, we will blow that challenge out of the water. Do your best to get someone new to give WBOD a try. Not only will our Foundation benefit, but so will the attendee.

Keep up the good work you are all doing on behalf of BPW. So many crisis centers and women's shelters are benefiting from your donations, as are young women who will be receiving scholarships this year from various fundraisers that you are doing. ID training is taking place as well as excellent programming in your monthly meetings. It is truly heartwarming for me to visit with you and see how much time and effort you are giving to help other women. We can continue to do bigger and better things. All we need to do is...

**Believe It—
Achieve It!**

Winter Board Packet Report

The deadline for the Winter Board of Directors' meeting packet reports is Wednesday, Jan. 31. State officers, elected positions, standing committee chairs, special appointments and Local Organization presidents should submit a report. If you hold more than one position, a separate report should be submitted for each position held. Reports sent via e-mail should be sent as a Word attachment to holly@sfocpa.com. If you do not have access to e-mail, please mail your report to me at 405 Laurie Lane, Stillwater, MN 55082. At the Summer Board of Directors' meeting, I mentioned that I would mix it up a bit. I would recommend that you be among the first ten members to submit their reports. Three of those members will receive a gift from me.



Applying the Rule of 10-10-10 to life helps in making decisions

by President Elect Holly Morey

I hope you have had a prosperous and productive year in 2006. We at BPW/MN have been busy putting plans together for the New Year. As members, you are partners in these plans. Together we can make the most of the future by working side by side and sharing our visions for 2007. As you plan for 2007, how will you incorporate and market BPW/MN?

In a recent article by Suzy Welch in the *O Magazine* titled, "The Rule of 10-10-10," Ms. Welch states "There is no foolproof way to manage something as untidy as life, and I still have days when I feel as if I am juggling eggs on a roller coaster. But I have — over a decade of tinkering and practice — devised a method. For lack of a better word, to help me balance my multiple life roles and navigate the daily dilemmas of an overstuffed existence. I call it 10-10-10. Here's how it works. Every time I find myself in a situation where there appears to be no solution that will make everyone happy, I ask myself three questions: What are the consequences of my decision in 10 minutes? In 10 months? And in

10 years? The answers usually tell me what I need to know, not only to make the most reasoned move, but to explain my choice to the family members, friends or coworkers who will feel its impact."

After reading the article, I thought about how true this really is as I juggle my own life.

I am excited to be able to attend the upcoming Policy & Action Conference in Washington D.C. Having never attended before, I am looking forward to seeing first hand how the leadership of women can create policy change. We will see how the new Congress will affect working women's issues. The First Timers Briefing will be one of the events I will attend. I am grateful for advocacy classroom on the BPW/USA Web site so that I can learn how to better conduct lobby visits on Capitol Hill.

I have heard rumors of activities throughout the state. If these rumors are true, please make sure to submit your report to share your activities and successes. Let others learn and grow from your experiences.

I am working diligently to fill the 2007-08 committee chair and special appointments positions. Thank you to those members who have volunteered their time and talents to our Federation. I am still in need of a few more members for leadership



positions. I encourage you to step out of your comfort zones and contribute to our successes. Are you ready to make a difference? Without you, we simply could not foresee the future. If at this time you are not ready to chair a committee but would like to be involved, let me know what your interests are, and I will help find a fit for you.

BPW/MN Leadership Directory Update

Kate Malmon's e-mail address has changed to:

kshm@comcast.net

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

UPCOMING DEADLINES:

Spring 2007 — March 5, 2007

Summer 2007 — mid-July 2007



February is Foundation Month

by Vice President Jaci Olson

February is Foundation Month! I challenge every Local to plan activities and fundraisers for February to support MN Foundation. However, now through Jan. 31, BPW/USA has a special Foundation challenge going on to increase giving. You may want to plan your activity/fundraiser for January so your Local receives credit for money earned during the challenge period. Also *REMEMBER* we/you get more credit if you send money in individually vs. as a group. The percentage is then spread out. There just may be a prize for the most creative activity ☺. I am anxious to hear what you are doing in your Locals to promote this event. I haven't heard from anyone, so even if one Local calls me with their plan, they could be the prize winner. How easy would that be??? Is it going to be you?

As a Foundation fundraiser at WBOD, I am planning a silent auction basket. My theme is "Pamper Yourself" — because we all know we do not take the time to do this like we should. I am asking each Local to donate dollars and/or items for the basket. The items can include anything from gift cards for common restaurants and/or movie rentals, candles, or wine (of course, that's a given). Wouldn't it be nice to get a hotel night or two? Anything that you feel would be nice to have and spoil yourself with (positive affirmation) is appropriate. Let your imagination run free. I am asking all Local presidents to e-mail me at jaci.olson@nahan.com, call me at work at 320-258-9309 or home at 320-393-4936 with the item(s) you are going to donate and the dollar value. Then bring your items to the WBOD meeting!

Please make your Foundation donations before Jan. 25, 2007!

NOTE: Remember to include your Member ID number with your contribution to the BPW Foundation.

If a LO treasurer cuts one check on behalf of all LO membership — but does not supply a breakdown of information including all MOL numbers — it will not appear as a 100 percent contribution. **If the LOs don't want to do the paperwork themselves, all contributions/donations need to be given to Kathy DeLonais by Jan. 25**, so she can get the paperwork ready and mailed to the BPW Foundation in time. Note that the paperwork is simple and not hard to do — just a few photocopies and a little extra volunteer time. It would save Kathy time if you do it yourself.

Kathy has also extended her hand in supporting any events and fundraising ideas you may need. Her e-mail is:

kdelonais@earthlink.net.

Law of the Big Mo — Momentum Is a Leader's Best Friend

by Vice President Jaci Olson

In Law #16, the Law of the Big Mo, John Maxwell reminds us that the only difference between winning and losing is momentum. Momentum makes leaders look bigger and better than they are. Momentum makes followers perform better than they are. In his video training (which I highly recommend), Maxwell indicates that with momentum, it takes less energy to solve problems. He uses the following analogies to relate to the Law of the Big Mo — Leaders are like thermostats; they control the temperature. Followers are like thermometers; they record the temperature. Below is a quick summary from his book, *The 21 Irrefutable Laws of Leadership*.

According to John Maxwell, the key to creating change in an organization is momentum. Just as every sailor knows that you can't steer a ship that isn't moving forward, strong leaders understand that to change direction, you first have to create forward progress. It takes a leader to create momentum, followers catch it, and managers are able to continue it once it has begun. Creating it requires someone who can motivate others, not one who needs to be motivated.

Momentum is a leader's best friend. Sometimes it's the only difference between losing and winning. When you have no momentum, even the simplest tasks can seem to be insurmountable problems. But when you have momentum on your side, the future looks bright, obstacles appear small, and trouble seems temporary.

When leaders have momentum on their side, people think they're geniuses. They look past shortcomings and they forget about the mistakes the leaders have made. People are motivated and inspired to perform at higher levels and become effective beyond their hopes and expectation. Getting started is a struggle, but once you're moving forward, you can start to do some amazing things.

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



FARRISH ■ JOHNSON

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BPW/MN Training Update

Beth Gibson Lilja, BPW/MN training director

Once again, one of the duties as training director is to “assume overall responsibility for the development and maintenance of the training environment.” The BPW/USA Individual Development Program is a wonderful tool to use for the personal, professional and political development of our members. I have been tasked by President Linda Hauge to use the Program for training opportunities at each of the 2006-07 BPW/MN meetings.

In addition, the Individual Development committee (of which I serve as the 2006-07 chair) continues its work on the BPW/MN Individual Development Retreat Week-end scheduled for Friday-Sunday, Oct. 19-21. So, mark your calendars **NOW**. Once again, this date is significant as it will mark the end of BPW/MN’s 2007 celebration of National Business Women’s Week (NBWW). Our plan is to end each annual NBWW celebration with this retreat week-end event.

The committee will be meeting in mid-January to finalize the location and cost. As we finalize our plans, we will be contacting each Local Organization president with details. We also plan to have an official invitation at the Winter Board of Directors’ meeting in February. Please plan to attend this meeting!

Finally, I would like to congratulate the Fergus Falls and Alexandria Local Organizations for the sponsorship of the Individual Development Leadership Program (IDL) retreat being held Jan. 26-28 at Maplelag Resort and Conference Center in Callaway, Minnesota. If other Local Organizations wish to sponsor this Leadership Program, please contact me for assistance.

An additional duty of the training director is to “monitor the transition of materials from one leader to her successor on all levels — executive committee, committee chairs, and Local Organization presidents.” It is extremely important that all members understand the leadership role (on all levels) for which they have volunteered. Therefore, it is **CRITICAL** that there is a smooth transition of materials from one leader to her/his successor on all levels. This must also include the Handbook and Bylaws binder that has been provided for each position (at the state level).

If you have not received any training materials of any kind for any local or state leadership position, please contact me **immediately** for assistance. I may be reached at bethlilja@hotmail.com or 612-616-1215.

Finally, I will be working to ensure that all timeline materials are standardized and updated accordingly. Each officer, committee chair and Local Organization president must provide the training team with that position’s most recent version of the document(s). Please be sure that there is a revision date inserted into the document.

I have had the good fortune to visit, at one time or another, all of the Federation’s Local Organizations. I look forward to continuing this traveling opportunity in the coming year to discuss state training program opportunities. Therefore, I would like to request that you keep me on your mailing lists for newsletters — both regular mail and e-mail — so that I can schedule as many Local Organization events into my calendar as possible.

Wanted: A FEW GOOD PARTY CONSULTANTS.

Must love to entertain. The ability to show off beautiful tools and accessories for home entertaining with style and ease is a plus. Income potential, benefits, and opportunities for personal growth are unlimited. Only applicants who know how to work and play at the same time need apply. To learn more about this unprecedented opportunity,

Contact me today!
Wendy Reiten
218-739-2593
wreiten@charter.net
www.tohe.com



Celebration 27 The Annual Birthday Party of the MN Women’s Consortium

Supper • Cash Bar • Connections • Music
Emcee: Cathy Wurzer

Wednesday, January 31, 2007
6-9 p.m. (Program at 7 p.m.)

MN Science Museum of Minnesota
120 W. Kellogg Blvd., St. Paul 55102

Honoring Women in the workplace

- **Honorees Representing Businesswomen:**
Betty Bredemus, CEO, Bredemus Hardware
(Consortium Volunteer)

Connie Hill, Senior Editor, Llewellyn Worldwide (Business & Professional Women)

Mai Moua, CEO, Leadership Paradigms, Inc. (Hmong Women’s Task Force)

- **Honorees Representing Union Activists:**
Brie Halvorson, Political Coordinator, St. Paul Trades & Labor (Women in the Trades)
Linda Slattengren, R.N., United Hospital (Minnesota Nurses Association)
- **Honorees Representing Cultural Caregivers:**
Monica Little, Volunteer, Girl Scouts (President, Little & Company)
Mary Treacy, Librarian & Consultant, Sisters of St. Joseph Justice Commission
Sarah Warren, Lead Child Care Teacher, YWCA of Minneapolis
- **Honorees Representing Pathfinders:**
Minnesota State Senator Patricia Torres Ray,
(Asociacion Latinas de Minnesota)
Anusha Ramachandran, Financial Literacy Program Manager, W.I.S.E

Reservations:

651-228-0338 or www.mnwomen.org
(yes, you may reserve online)

\$75 listing in program

\$45 at the door • \$40 in advance (or pay your age)

Come celebrate with us!

Alexandria Area BPW is pleased to announce
its upcoming workshop

Stir Your Colors

Thursday, Feb. 15 • 2:30-5:00 p.m.
Registration deadline is Feb. 8

This event will feature Tracy Flynn Bowe. She and her sisters, Meg Flynn and Kate Flynn, of St. Cloud, are spiritual counselors, coaches and co-founders of the SEND Institute and Three Sisters Publishing House. Meg and Tracy also own New Directions Counseling & Training. Together, the three author “Awakening the Inner Life,” a regular column in *Among Women* magazine.

The presentation uses the Personality Color Indicator to help you identify your core personality traits as they relate to your mental processes. The results of the PCI delineate differences in personalities by categorizing them into four personality color types. What color are you?

To register, send your name, address, phone and e-mail with your payment (\$15 for BPW members; \$25 for non-members) to Alexandria Area BPW, PO Box 214, Alexandria, MN 56308.



Alexandria Area

Del Mari Runck, president

On Oct. 16, we celebrated National Business Women's Week at our annual luncheon. At this event, we announced the recipient of our 2006 AAA Woman of the Year, Debbi Rydberg. We also honored our Large Employer of the Year, Alexandria Technical College, and our Small Employer of the Year, Integrated Health Center. Nicole Klimek was announced and honored as our 2006-07 Virginia Allan Young Careerist and will be speaking at our February membership meeting and at the BPW/MN Winter Board of Directors' meeting.

Planning is underway for the Feb. 15 workshop, which will feature three dynamic presenters: Tracy Flynn Bowe, Meg Flynn and Kate Flynn. Their presentation

will use the Personality Color Indicator to help attendees identify their core personality traits as they relate to their mental processes. The workshop will run from 2:30 to 5:00 p.m. For more information, e-mail tara@echopress.com or delmarir@nbnnet.com.

Dala of Mora

Wendie M. Anderson, president

Dala of Mora BPW had a successful "Girls' Night Out" on Dec. 12, 2006, at the Grand Event Center in Mora.

A wine tasting party was the theme presented by The Wine Teller, Jude DuHoux. Guests were greeted with a hand-painted wine glass filled with their favorite wine or non-alcoholic beverage. Appetizers were in abundance! All members of the Dala BPW made baskets for a silent auction. Proceeds went to "The Refuge" and "F.I.S.H. Kinship" program. In addition, non-perishable food items were collected from guests to help refill the Mora Food Pantry. It was a fun evening for all!

Our next meeting is scheduled for Jan. 29 at 5:00 p.m. at Freddie's Restaurant in Mora. There will be a style show from two local businesses and members attending will get to choose another hand-painted wine glass.

Fergus Falls

Bonnie Bell Ewert, president

Wow! BPW Fergus Falls members have demonstrated energy and enthusiasm for BPW this year. We have enjoyed informative and fun programs including our sum-

mer Historic Walking Tour of Fergus Falls, listening to members share their passionate testimonial about the value of BPW membership, and gaining wisdom and advice from the Entrepreneur Experience of BPW member business owners. No one attending November's meeting will forget the practical, no non-sense advise and empowerment to Eat Right and Exercise vitally presented by Blaine Buseth of New Beginnings! Happily I report one last Mega-Wow as we set a record raising over \$1,000 at our silent gift auction during our December Holiday Party! We look forward to the second half of our BPW year. Highlights include the Individual Development Conference on Jan. 26-28, the BPW/FF Women's Wellness Expo planned for spring, and hosting the BPW/MN State Conference in May! Come join us for these events!

North Hennepin

Joy Reinhart, president

North Hennepin had an eventful beginning to its program year. Our first ever Pancake Breakfast fundraiser at the local Applebee's raised \$600. We actually had to turn individuals away because the restaurant needed to get ready to open for business. There was a steady stream of folks during the two-hour event. Our annual Silent Auction in December brought in \$500.

We are looking forward to the remainder of the program year.

Jan. 17 will be Many Happy Returns! – Tax Tips for Personal Returns. Feb. 21 features Women's Heart Health. On Feb.

continued on next page...



Debbi Rydberg, right, was chosen as the 2006 AAA Woman of the Year by Alexandria Area BPW. She is pictured with the 2005 recipient, Yvonne Kinney Hockert.



At the Dala of Mora BPW "Girls Night Out" on Dec. 12, guests were greeted with a hand-painted wine glass filled with their favorite wine or non-alcoholic beverage

BPW Around The State Continued...

23 we will co-host the BPW/MN Winter Board of Directors' meeting with Skyway BPW. March 21 our topic is Issues Facing Hennepin County. We will have an Individual Development Module on April 18. On April 21, we will have another Pancake Breakfast Fundraiser. The May 16 meeting will focus on the upcoming year with newly elected BPW/MN President Holly Morey.

By the way, did you know Feb. 2 is National Wear Red Day? This is a BPW/USA event in alliance with the American Heart Association to create awareness of heart health for women.

St. Paul

Connie Hill, president

St. Paul BPW held a successful fundraiser in the fall selling ButterBraids. Thank you to Plym-Zata and Grand Rapids members for helping us meet our goal. We welcomed new member Ellen Sibley in September. Ellen also accepted the position of LO Treasurer.

Our combined Nov.-Dec. meeting on Dec. 6 featured Gladys Morton, a 30-year member of the St. Paul Planning Commission, who talked about several high-profile projects the city is involved in, among them revitalization along the new Phalen Boulevard, the Bridges of St. Paul, proposed flood control projects along the Mississippi, and the Central Corridor plans bringing light rail service from Minneapolis to the Capitol area and downtown St. Paul. At this meeting we gathered our annual donations to the downtown St. Paul day-shelter, the Listening House.

St. Paul BPW will host a theater night March 29, inviting other BPW LO members to join us for a performance of "Where the Girls Are," being performed at a downtown St. Paul theater. The musical revue takes a funny and poignant look at the evolution of women's rights and roles in America as played out against the lyrics of popular music. Watch for more information at Winter Board, **But save the date!**

Skyway

Beth Gibson Lilja, president

December has always been a special time for our members. With all of the focus on gift giving, it is nice to take some time to reflect on how much each of us has to give — our own personal gifts. Instead of hosting a speaker, we all brought a gift with personal meaning to share with another member or guest. We hear great stories and

learn new things. These exchanges have helped us to get to know one another on a personal as well as a professional level.

One of our organization's goals this year is to sponsor a family through the holiday "Adopt-a-Family" program. We had the good fortune to buy gifts for a single mother with two young children. What a great way to "Celebrate Our Gifts" for which we are so greatly fortunate.

Stillwater

Jenny Florence, president

We are looking forward to an exciting 2007. In January we will be having a speaker to teach us Feng Shui for the workplace, which we are looking forward to.

In February we will be learning about diabetes, and in March we will be having a speaker who will discuss women helping women.

The planning for our 2nd annual golf outing will be underway very soon. We are all very excited about this popular event coming in May.

We continue our goal to grow our membership in 2007 and have welcomed several new members in the latter half of 2006. Our goal is to add another 10 members in the first half of 2007!

Three Rivers

Teri Gavin, secretary

We are back at Maple Bank!!!

Our Jan. 4 meeting featured our Virginia Allan Young Careerist competition. Members and guests brought their own dinner or snack and beverage.

Because BPW should also be about developing and enhancing a network of great women, we will be continuing our monthly fun event. "Third Friday's at Ruby Tuesday" in Champlin returns Friday, Jan. 19. This is for fun only, so attendance is at your option. The only rule is no BPW business!

On Feb. 1, our meeting topic will be the Fair Debt Collection Act and Identity Theft; March is Women's History Month and our March 1 meeting will focus on health issues; on April 5, we will have an Unhappy Hour to bring awareness to Equal Pay Day; and May 3 will be our Installation Banquet. And finally, don't forget the Business Connections Expo on Wednesday, Feb. 28 from 9 a.m. to 3 p.m. at North Hennepin Community College.

**"Believe It —
Achieve It!"**

LO Meeting Schedules:

Occasionally meetings are changed for holidays or special events. Contact the Local Organization for exact dates, times and locations.

Albert Lea • 2nd Wednesday, lunch
 Alexandria • 4th Wednesday, lunch
 Bemidji • 2nd Thursday, lunch
 Brainerd • 4th Tuesday
 Dala of Mora • 4th Monday, dinner
 Fergus Falls • 1st Tuesday, dinner
 Grand Rapids • 3rd Wednesday, dinner
 Mankato • 4th Wednesday, lunch
 Minneapolis • 3rd Wednesday, dinner
 Normandale • 4th Tuesday, dinner
 North Hennepin • 3rd Wednesday, dinner
 Owatonna • 3rd Tuesday, lunch
 Plym-Zata • 2nd Tuesday, dinner
 Saint Cloud • 2nd Tuesday, dinner
 Saint Paul • 4th Wednesday, dinner
 Skyway • 4th Thursday, lunch
 (Note: Nov. & Dec. is 3rd Thurs.)
 Stillwater • 4th Wednesday, dinner
 Three Rivers • 1st Thursday, dinner
 Willmar • 3rd Tuesday, dinner

LOs: If the above schedule for your LO is incorrect, please contact the editor at: janegeisinger@charter.net

Willmar

Jeni Ritz, president

A New Year's Toast from Willmar: May Health, Happiness and Prosperity follow you all year thru.

We have enjoyed a busy fall that was capped with a Christmas party at Donna Brau's home. The best way to welcome winter is to come together for some light hearted fun and wish each other a Merry Christmas and a Happy New Year!

January we have our Virginia Allan Young Careerist program. February will feature a Diamond Clinic. In March we will have a program on identity theft. The April program to promote membership is still in the development stage. We will also be doing an Equal Pay Day promotion. Our May meeting will feature the installation of officers along with recognition for new members. We will also be awarding our scholarships for the upcoming year. In June we will be showcasing Creative Gardens, the business of our member, Julayne Mayer.

We meet the 3rd Tuesday of every month at 5:30, with dinner at 6, followed by our program and business meeting.

Visit the new BPW/MN Web site at www.bpwmn.org

Joy Reinhart, BPW/MN webmaster

Last fall three Web site proposals were presented to the Executive Committee and all three were rejected. The new directive was to stay as low cost as possible. With this as a guideline, and discussing the alternatives with the new Web site host, the decision was reached to utilize the BPW templates.

This will allow us to have the BPW look and feel. It will also allow us to update the Web site without future webmasters needing to purchase a special Web design package or having BPW/MN purchase a package to pass around and then deal with issues such as lost installation disks, packages going out of date, etc. Additionally a Webmaster Guide is being developed to aid future webmasters.

The new Web site went live right before the holidays. Several individuals from the review team responded immediately that they really liked what they saw, and the hope is that you will like it also.

As of this report, the Home page is complete for the time being. The calendar has been created through May 2007. The Programs page is currently under construction as well as the e-mail boxes for the Web site. Next up is the Locals page (no, you haven't been forgotten, overlooked or left behind) and a members only section.

A couple of suggestions have been made for the new site. For example, the woman in the banner picture is Caucasian and could we change that to be more diverse? The answer is no. However a suggestion has been made to BPW/USA requesting perhaps the template banner should be more reflective of diversity.

The next suggestion was the State of Minnesota BPW animation and if we could slow that down or decrease the frequency of the animation. Unfortunately the answer currently is no.

Check back to the Web site frequently as changes occur weekly (some more frequently than others). Also please feel free to send comments and updates to j_reinhart@hotmail.com until the webmaster mail box is functional.

2006 elections historic for women

Kate Malmon, BPW/MN legislation chair

The 2006 Mid-term elections were historic for Minnesota politics. A record number of women will be moving into elective office at the start of 2007. Women will make up 40 percent of the Minnesota Senate and 35 percent of the Legislature overall. These numbers give Minnesota the third-highest percentage of female legislators in the country.

Also, the office of Minnesota Attorney General will be held by a woman for the first time when Lori Swanson takes office.

BPW/PAC endorsee Amy Klobuchar is Minnesota's first elected woman U.S. Senator. Minnesota was one of the few states in which two women faced each other in a congressional race. Michelle Bachmann defeated Patty Wetterling to win the Sixth District congressional seat.

These women could not have been elected without the support of BPW and the women that make up the organization. BPW/MN's association with the Women's Candidate Development Coalition also helped women in the state win a record number of elected offices.

To say that I am looking forward to Policy & Action in February is an understatement! I can't wait to meet Minnesota's new Congressional delegation in February and work with them on the issues that affect working women.

Johanna's Law passes Senate!


From BPW/USA Legislative Hotline • 12/20/06

Johanna's Law authorizes a national gynecologic cancer early detection and awareness campaign directed at women and their providers. BPW/USA and its members have been working diligently and lobbying on behalf of Johanna's Law for over a year now. It was one of the three pieces of legislation lobbied on during the 2006 Policy & Action Conference, and BPW members continued to contact their members of Congress about it throughout this year. The House passed Johanna's Law in early November. Now it has passed in the Senate. Congratulations to BPW/USA for its hard work in helping to get this important piece of legislation passed. Your legislative efforts made a difference!

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Prosper When You Ring the Bell!

BPW/USA Policy & Action Feb. 7-10, 2007

Renaissance Hotel,
Washington, DC • 202-898-2000

Register today and let your voice be heard to make a difference. Join BPW/USA and BPW Foundation to learn how the leadership of women can create policy change. Lobby and learn about issues affecting working women including:

- **The Heart for Women Act:**

This bill takes a multi-pronged approach to improving the prevention, diagnosis and treatment of heart disease and stroke.

- **The Women's Retirement Security Act:** This bill would assist women with their retirement by helping them to increase their retirement savings, preserve their income, provide equity in the case of divorce, improve financial literacy, and encourage small businesses to enter and remain in the employer retirement plan system.

- **Healthy Families Act:** This bill would provide full-time employees with seven paid sick days a year to be used for their own medical needs or to tend to the medical needs of a child, spouse or parent. Part-time employees receive a pro-rata share of paid sick days.

Participate in Building Policy Together workshops about workplace flexibility issues and policy sponsored by the BPW Foundation. Attend a lecture in the actual Supreme Court courtroom. Attend an Equal Rights Amendment dinner and hear from authors Jennifer Baumgardner and Amy Richards who co-wrote "Manifesta."

For more details about the conference, contact BPW/USA at BPW@letsmeet.net or 703-433-9435.

WBOD FRIDAY NIGHT WORKSHOP:

Preserving Our Legacy

Plan to come to the Friday Night Event preceding the WBOD meeting. The program will be presented by Federation Historian Mary Jo Igelstad and PSP Kathy DeLonais with assistance from PSP and State Training Director Beth Gibson Lilja. Remember: History not preserved is history lost; memories not saved are memories lost. Our President, Linda Hauge, has outlined what she'd like to see happen:

- 1) Educate members about what their Local Organizations should save and why
- 2) Provide an opportunity for members to visit with friends from around the state, while they relax and learn how to preserve the history and memories in whatever format they choose, from 3-ring binders to scrapbooks to the new digital technology options
- 3) Invite members already bitten by the memory preservation bug to bring along other "scrapbooking" projects to work on that night

The first step is learning what's best to save, the second step is learning how best to save it, and the third step is hands-on practice.

Mary Jo is a librarian and Kathy served for several years on the Washington County Historical Board of Directors, so both ladies have extensive background in answering questions about what your Local Organization should save and why.

Not your Local's historian? That's OK! What about your personal and family history? Are photos being held prisoner in a shoebox in a closet? Have you had family photos handed down to you but you just don't have the space to display them? How about shots from that family reunion you promised to share? Or a graduation, wedding, new baby, dream vacation or...

Still not interested? Perhaps you'd like to create a portfolio for your business or career experiences. Albums can be used to promote you or your business in a way that is similar to how artists assemble portfolios of their work. Every working woman could benefit from having her own business portfolio.

Now before you go thinking, "Oh, I'm not an 'artsy-craftsy' type" — you don't have to be. But you do have to be willing to give it a try.

If you've never "scrapbooked" before, we ask that you bring two or three photos to create a ShortStory card that can be framed, placed in an album, or mailed to a friend. Have you already been bitten by the bug? Then bring along a project you're working on and complete a few more pages! There is no charge for attending the event and creating a ShortStory card, but it just so happens that Kathy and Beth are Creative Memories Consultants, so they will have products available for purchase, along with items from their toolkits that you can use when working on your personal or BPW projects.

There will also be albums on display created by several BPW members over the years showcasing various styles used to preserve personal, professional and Local Organization history.

If you have any specific questions or requests, please contact Kathy DeLonais by e-mail at kdelonais@earthlink.net or by phone at 651-426-9186 or 888-426-9186.

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publisher of the new quarterly magazine
FORWARD THINKING WOMAN
premiering March 2007
look for additional information at WBOD

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Official Call to BPW/MN 2007 WBOD meeting

The 2007 Winter Board of Directors' meeting of the Minnesota Federation of Business and Professional Women's Clubs, Inc. (BPW/MN) will be hosted by North Hennepin BPW and Skyway BPW at the Sheraton Minneapolis West, on Friday and Saturday, Feb. 23 and 24, 2007. Registration for the meeting is due by Feb. 14 and the hotel registration deadline is Feb. 8. A tentative agenda is shown to the right.

All state officers, Local Organization presidents (or their representative), immediate past state president, standing committee chairs, special committee chairs, and appointments are required to attend. In addition, a written report should be provided for the meeting packet. Reports are due to President-elect Holly Morey by Jan. 31. The meeting is open to all current members in good standing, and everyone is encouraged and welcome to attend this meeting.

Your attendance at the Winter Board of Directors' meeting will give you the opportunity to develop additional leadership skills through training, as well as strategize for building and retaining membership at the local level. You will hear first hand the reports from BPW/MN leadership and participate in the business of the Federation. In addition, you will hear reports from the Minnesota delegation to BPW/USA's National Policy & Action Conference. Highlights of this board meeting will include our guest speaker, Minnesota Supreme Court Justice Lorie Skjerven Gildea on Saturday. Friday night a workshop will be held that will combine BPW education and fun. Don't miss this opportunity to renew your BPW friendships and make new ones!

According to our bylaws, every Local Organization must be represented. We were challenged by BPW/USA President Nancy Jackson to increase our attendance at the 2007 Winter Board of Directors' meeting. If we meet her challenge, she will make a donation to the Minnesota Foundation. Let's meet that challenge!

Your executive committee looks forward to seeing you in Minneapolis, Minnesota. As you move ahead with your BPW activities, remember...

Believe It—Achieve It!

Linda Hauge, president
Jane Geisinger, administrative assistant



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Business and Professional Women/ Minnesota Winter Board of Directors' Meeting February 23-24, 2007 Sheraton Minneapolis West, Minnetonka, MN

Tentative Agenda

FRIDAY, February 23, 2007

3:00-5:30 pm	Executive Committee Meeting
5:00-8:00 pm	Registration
6:00-7:00 pm	Executive Committee Dinner
7:30-9:30 pm	BPW Workshop: "Preserving Our Legacy"

SATURDAY, September 23, 2006

7:30 am-8:00 am	Exhibitor Set-Up
7:30 am-9:00 am	Registration
8:00 am-4:00 pm	Exhibits
9:00 am-4:30 pm	Business Session: — Opening — Pledge/Special Reading — Welcome from North Hennepin BPW and Skyway BPW — Special Appointments — Introductions — Roll Call — Agenda Approved — First Timers Introductions — Oral Reports including Special Legislation Report — Unfinished Business — New Business
10:45 am-11:00 am	Break/Vendor Visits
11:00 am-11:45 am	Speaker, Minn. Supreme Court Justice Lorie Skjerven Gildea
11:45am-1:00 pm	Lunch
1:00 pm-1:15 pm	Vendor Visits
1:15 pm-2:15 pm	Individual Development Workshop
2:15 pm-3:00 pm	Virginia Allan Young Careerist Speak-Off
3:00 pm-3:15 pm	Break/Vendor Visits
3:15 pm-4:15 pm	Business Session
4:15 pm-4:30 pm	Announcements/Collect
4:30 pm	Adjourn
5:30 pm	Social/Dinner



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Look Great! Feel Great!

APRIL 24, 2007

Equal Pay Day only 3 months away!

Joy Reinhart,
BPW/MN equal pay coordinator

Is your Local planning its event? Still not sure what to do? Start a Wage Club! Check out the BPW/USA Web site for details and suggestions. It's still not too late to plan.

As in prior years, please let me know what Equal Pay events your Local is planning. Be sure to include how your Local is planning to announce or advertise your event.

2007 Calendar

- Jan. 26-28.....Fergus Falls BPW Individual Development Retreat
Maplelag Resort, Detroit Lakes
- Jan. 31 "Celebration 27!" The Annual Birthday Party of the Minnesota Women's Consortium, St. Paul (see page 9 for details)
- Feb. 7-10.....BPW/USA Policy & Action/ Interim Board, Washington DC
- Feb. 23-24.....Winter Board of Directors' Meeting, Sheraton Minneapolis West
- March 5.....Spring MBW Deadline
- April 24.....Equal Pay Day
- May 3-5.....BPW/MN State Convention, Bigwood Event Center, Fergus Falls
- July 17-21 National Conference, Reno, NV
- Oct. 19-21 1st Annual BPW/MN NBWW Individual Development Retreat
- July 22-26, 2008National Conf., Atlanta GA

Membership report

Connie Hill,
BPW/MN membership chair 2006-07

The most recent figures available for membership data, reported by BPW/USA headquarters as of Nov. 30, 2006, show BPW/MN with a total of 397 members, just one less than on May 31, when there were 398 members. We are at 99.75%, and rank 25th in the national Federations.

Congratulations to Local Organizations posting gains: Alexandria, Dala of Mora, Fergus Falls, Mankato, Three Rivers, and Willmar. Five other Locals maintained at 100 percent of their 2005-06 year-end count.

BPW/MN Winter Board of Directors' Meeting Feb. 23-24, 2007

Sheraton Minneapolis West, Minnetonka

Registration Form Due By February 14, 2007

Make Your Room Reservations With: Sheraton Minneapolis West, Minnetonka, 12201 Ridgedale Drive, Minnetonka MN 55305 (off 394, east of Ridgedale Mall) • PHONE: 952-593-0000

- Room Block under: "Business & Professional Women of MN"
- Single/Double \$99 + 6.5% tax

Hotel Deadline: Thursday, February 8, 2007

Invitation To Exhibitors: An opportunity to market products and/or services to professional and business women in Minnesota Saturday, February 24 (8:00 a.m. to 4:00 p.m.). Rate for one table and chair: \$50.00 / \$35 for BPW Members \$35.00)

Exhibitor Registration due by February 14, 2007

The Registration Form is posted on the Web site

Does going to BPW/USA Policy & Action make a difference?

YOU BET!

Look what happened last year when Kate Malmon and Patty Tanji met with Congressman John Kline's assistant...

Policy & Action is Feb. 7-10, 2007

See page 9 for details.

Congressman John Kline (MN-2)

1429 Longworth Building, Washington, D.C. 20515 • (202) 225-2271

February 8, 2006

Dear Kate and Patty:

I want to thank you for meeting with me on February 2, 2006. I greatly appreciate your efforts to update me on the priorities of the Business and Professional Women of Minnesota.

Congressman John Kline agrees that we must enable Americans to enjoy the safe, secure, and comfortable retirement they deserve. After reviewing the Retirement Security for Life Act (H.R. 819), Congressman Kline agreed to sign on as a cosponsor.

Thank you again for your visit and bringing this important issue to our attention.

Please do not hesitate to contact me regarding this or any other issue of importance to you.

Regards,

Monica

Monica Jirik, Senior Legislative Assistant

Not a lot has changed

Joyce Humphreys, 1990-91 past state president

Twenty, thirty, forty years ago, and our goals are still: ERA, equal pay, child care, family abuse, etc. The name and number of the Bill before our lawmakers may change, but we must always stay aware, be visible in our fight, and always persistent. Be it BPW/USA or BPW/MN, Johanna's

Law or ERA, we are aware of the legislation going on. Let your representatives know your feelings, and by all means, let them know you represent BPW. This is just one of the benefits of BPW. Spread the word. This message comes to you from Sunny Texas. Have a great Winter Board!