



The Minnesota Business Woman

WEB EDITION • SUMMER 2007

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

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Xtra

Break Out!!!!

Saturday afternoon at SBOD will include workshop break-out sessions. *Two examples are shown below.*

Book Discussion: Our Iceberg is Melting

Lead by Shari Pikkaraine, Three Rivers BPW President

John Kotter's book (a quick read for those who wait until the last minute) is about adapting to change. It will be a springboard for discussing change and how we handle big changes at work, at home, or anywhere.

BPW Legislation: What You Should Know

Presented by Jane Geisinger, BPW/MN Legislation Chair

BPW/USA was among the first of the women's organizations to endorse the Equal Rights Amendment in 1937, BPW/USA has been a leader in passing key legislation affecting working women. Learn more about BPW and legislation at SBOD!

SBOD Meeting Dates to Remember:

- Sept. 10 — Packet Reports due to Jaci Olson (see page 2)
- Sept. 15 — Hotel Deadline (see page 9)
- Sept. 22 — Registration Deadline (see page 9)

Don't miss the Summer Board of Directors' Meeting!

Grand Rapids Oct. 5-6



Please join BPW Grand Rapids as we celebrate

Bring an old hat & costume!



"Women Through the Ages"
Friday, October 5, 7 p.m.

BPW Minnesota Board of Directors' Meeting
Sawmill Inn, Grand Rapids





Holly Morey, President

Go the Extra Degree!

possible and we will review the procedures.

There are several new membership opportunities available. Friends of BPW/USA (<http://businesswomanmagazine.org/>) is a new subscription opportunity. This program allows people to subscribe (give a gift subscription) to BPW/USA's BusinessWoman online magazine or e-zine. Subscribers will also receive online BPW/USA's weekly Legislative Hotline. A Friends of BPW/USA subscription allows those who are not members of BPW to be informed on issues impacting working women and their families. The subscription cost is \$19.95 per year. Subscriptions are an option for those who may not have the funds or the time to join BPW, but may consider joining in the future. When shopping for speaker gifts, keep Friends of BPW/USA subscriptions in mind. It's that extra degree that makes a difference.

The days ahead will be exciting, challenging and very rewarding as we begin to implement the changes that were voted upon at the 2007 National Convention in Reno. The updated bylaws, policies and procedures are available on the BPW/USA Web site. When you log into the member center, they are on the right hand side under quick links. We will have an opportunity to discuss these changes at the Summer Board of Directors' meeting in Grand Rapids. I encourage you to take the time to read through the changes prior to the meeting.

Among the changes, at the close of the 2008 National Convention BPW/USA will have area structure. BPW/USA will be divided in eight areas for the sole purpose of board of directors' representation. Each area will elect three representatives to serve on the BPW/USA board of directors on a rotating basis with no more than one representative from any one state federation. If you are interested in running for this position, please contact me as soon as

Other membership models include E-member and E-affiliate. E-member is an alternative for those who wish to support BPW/USA and utilize its benefits, but do not wish to participate in governance. The E-affiliate creates an opportunity for like-minded organizations to support BPW/USA by providing a catalyst for new partnerships, new exposure and new marketability. As with the E-member, an E-affiliate is not involved in governance.

If you're running a 26-mile marathon, remember that every mile is run one step at a time.

If you are writing a book, do it one page at a time.

If you're trying to master a new language, try it one word at a time.

There are 365 days in the average year.

Divide any project by 365 and you'll find that no job is all that intimidating.

All it takes is discipline — daily discipline, not annual discipline.

~Charles Swindoll



SBOD Packet Reports Due Sept. 10

The deadline for the Summer Board of Directors' meeting packet reports is Monday, Sept. 10, 2007. State officers, elected positions, standing committee chairs, special appointments and Local Organization presidents should submit a report.

Reports should be sent via e-mail as a Word attachment to jaci.olson@nahan.com or fax a copy to 320-217-7209.

If you do not have access to a fax machine or e-mail, please mail your report to me at 11090 Wild Life Ct, Holdingford, MN 56340.

Thank you and I look forward to seeing you Oct. 5-6 — just 1 day after my birthday :)

Patti Tanji came to St. Cloud BPW's Un-Happy Hour in May. She did an off-the-cuff presentation about what's happening in the capitol and gave some sound bytes about how women can make pay more equal. We would like to publicly thank her for her leadership and for selflessly sharing her time.

~ Tauna Quimby
St. Cloud BPW

#19. Law of Timing

by President Elect Jaci Olson

Another year of BPW/MN is underway and what an exciting year this will be. After attending National Convention in Reno, BPW/USA and BPW/MN is up for some great new opportunities and challenges to make a bigger, better, stronger organization for us all. We can no longer continue to do business the way we have for many years. We will have to change, and I challenge each and every one of you to embrace the changes and help make them happen in a positive manner.



I have received many compliments about the 21 Irrefutable Law reminders that I shared with you in my articles for this magazine. I will continue to share them with you this year. Thank you for your comments. For this issue the Leadership Law Reminder is Law #19 – the Law of Timing. John Maxwell indicated that great leaders recognize that when to lead is as important as what to do and where to go. He suggests that when the right leader and the right timing come together, incredible things happen. Being able to read a situation and knowing what to do are not enough to make you succeed in leadership. Only the right action at the right time will bring success. Below is the summary on the Law of Timing.

Law #19 – The Law of Timing: When to lead is as important as what to do and where to go.

According to John Maxwell, every time a leader makes a move, there are really only four outcomes that can result:

1. The wrong action at the wrong time leads to disaster. A leader who takes the wrong action at the wrong time is sure to suffer negative repercussions.
2. The right action at the wrong time brings resistance. It's one thing to figure out what needs to be done; it's another to understand when to make a move.
3. The wrong action at the right time is a mistake. When the time is right for change, but the action is wrong, you will have a mistake on your hands.
4. The right action at the right time results in success. When leaders do the right things at the right time, success is almost inevitable. People, principles and processes converge to make an incredible impact.

Reading a situation and knowing what to do are not enough to make you succeed in leadership. Only the right action at the right time will bring success, anything else exacts a high price.

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.

Your Executive Committee has already begun to make plans for a very exciting year. I welcome any comments you may have to share to make this organization better, bigger and stronger.

Duties of the VP

by Vice President Patty Tanji



My two main duties as vice president of BPW/MN are to serve as chair of issues management and the national BPW Foundation. Also, I am to act as liaison for Virginia Allan Young Careerist and Individual Development programs. Wow! That's a full load! As far as issues management is concerned, by now your Local Organization has already determined the programs for your year. But, just in case you have not or are thinking about 2008-09 already, check out this guide for some helpful hints for programming: <http://www.bpwusa.org/files/public/issuesmanageguide04.pdf>

I especially like the member questionnaire that is suggested. There are some great program ideas such as problem solving techniques, conflict resolution, negotiating skills, attaining work-life balance, networking, interviewing techniques, the Equal Rights Amendment, pay equity, business etiquette, marketing yourself, entrepreneurship, personal safety, coaching vs. mentoring, financial planning, firing/hiring employees, listening technique, women's health trends, estate planning, understanding body language, getting organized, stress management, identity theft, affirmative action and technology.

Of course what your Local Organization does will depend on the woman power available and the demographics of your group. Remember, our mission is to achieve equity for all working women through advocacy, education and information and our programs must reflect this very high ideal.

Now let's talk about BPW Foundation. Besides the Minnesota BPW Foundation, this is my favorite charity. Here's why:

- No other organization in the U.S. brings the interests of labor and management together like the BPW Foundation's National Employer Summit conducted each year.
- The BPW Foundation provides scholarships for adult women returning to college ensuring that every woman gets a chance to succeed.
- The Rawalt Online Resource Center provides solid research from which we can conduct advocacy efforts.
- The 2007 Women Veteran Survey collects data regarding the professional needs of women returning from combat duty. What an incredible service to our country.
- The 101 Facts on the Status of Working women is updated regularly and is available for anyone to use in group discussions.

These are just a few reasons to send your checks to the BPW Foundation. You can send them electronically at <http://www.bpwusa.org/files/public/DonationForm.pdf> or mail to BPW Foundation, 1900 M Street NW, Suite 310, Washington DC 20036.

Please e-mail me at ptanji@aol.com or call me at 651-271-1462 if you have any questions or wish to discuss one of my favorite subjects, BPW.

You Will Never Know Your Full Potential Until You Try

by Teri Gavin • 2007 Minnesota Virginia Allan Young Careerist representative; Three Rivers Chapter BPW secretary

Now that the dust has settled from the National Conference, I just wanted to take a quick moment to share what a wonderful experience the Young Careerist Program has been. I will admit that I was reluctant (perhaps terrified is a better word) to participate at first. I have Social Anxiety, and the thought of standing in front of a large group of strangers, who were also judging my performance, scared the daylights out of me. I listened to my BPW sisters who claimed that they knew I had it in me, and went on to win the state competition. This victory was just the beginning. As any of my fellow Three Rivers Chapter BPW members will affirm, I have blossomed. I went from being the

shy, quiet girl who sat in the back of the room and tried not to call attention to herself, to a well spoken and courageous woman. Each time I visited another local chapter and gave my speech I picked up more and more momentum. As I gathered courage for the national competition, I also gained personal strength. I used my new-found nerve to reach for the stars professionally and finally sent my resume to the cream of the crop of the public accounting world, the "Big 4." I happily started at KPMG, LLP in June. By the time I got to the National Competition I was polished, professional, and ready. (That is not to say that I wasn't still anxious, but I had at least learned to hide



BPW/MN VAYC Teri Gavin gives her speech at the National Convention.

it better and to not let it get in the way of the wonderful experiences that happened that week). I met so many wonderful women and possibly some lifelong friends. Although it was technically a competition, all of the YC's were supportive and were truly happy for everyone's successes and achievements. We all felt that no matter which one of us ultimately won the competition, we were all winners in our own right. Of it all, the one memory that I will always carry with me was our day spent volunteering at Camp BPW. Camp BPW touched me deeply and I believe that it may have made a difference in the lives of the girls who attended. Many of these girls simply did not realize their own worth and potential. I was able to tell them from my own personal experience that no matter what, you can make your own destiny and that you will never know your full potential until you try.





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Everyone should take an Active Role in BPW!

by Merton Horne,
2006-07 BPW President's Award recipient

I was truly overwhelmed at the BPW/MN State Convention when President Linda Hauge introduced the 2006-07 President's Award recipient — me!

While I listened intently to Linda's introductory remarks, it was beyond my expectations to even be considered. So you could say I was passively listening as Linda read her prepared remarks, and when she said the word "he," I was shocked to realize it was me even before she mentioned my name. You see, I am the only male officer in BPW/MN. An anomaly I'll address later.

A few sentences later, I instinctively rose and walked to the podium, even before she mentioned my name. I was overcome by the emotion and didn't have the presence of mind to recognize that I should have waited until Linda invited me to the podium.

I appreciate the award and recognition. Upon reflection, yes, I persisted. Yes, I wouldn't let Normandale disband even though some Normandale members thought we should. No one was willing to step forward to run as president, and since my wife Pattie couldn't (as she'd already been president for the two year maximum permitted by our by-laws), I stepped forward.

There I was, a male president of an organization defined by women, organized by women, and run by women. Was I attempting to make a statement? Absolutely. I was not going to let the opportunity to learn about issues that concern and affect women and families vanish. I reject the notion that a man should not be involved in women's organizations; we should be. The value of our lives can only be enhanced when we are interested enough to take an active role. Yes, I said active.

So, if I — a man — am interested enough in BPW to invest my time, why aren't more women taking an active role? Our membership is diminishing. Will women's rights also erode? They most certainly will if we don't maintain a strong political voice. It's incomprehensible to me that the equal rights amendment still has not passed. It has been ratified by only 35 of the necessary 38 states — it is that close.

What can we do? Bring a friend to the next BPW meeting. Talk about the benefits, not just personal benefits of networking and self improvement, but talk about the larger issues that affect us all: equal pay, equal rights, health care, the war, sex discrimination, and women-owned businesses. This information is available to all of us at any BPW meeting and is always accessible on the BPW Web site.

Join me in taking an **ACTIVE ROLE IN BPW!**

2007-08 BPW/Minnesota Leadership Directory

EXECUTIVE COMMITTEE

President: Holly Morey
President Elect: Jaci Olson
Vice President: Patty Tanji
Recording Secretary: Mindy Bowman
Treasurer: Wendy Reiten
Parliamentarian: Faye Crane
Administrative Assistant: Kathy DeLonais
2008-2009 Administrative Assistant: Linda Linn

COMMITTEE CHAIRS, APPOINTMENTS & OTHER LEADERSHIP POSITIONS

Audit Chair: June Johnson
Bylaws Chair: Kay Wallerich
Editor: Jane Geisinger
Emblem Ceremony: Past State Presidents
Finance Chair: Connie Swanson
Historian: Mary Pulse
Immediate PSP: Linda Hauge
Individual Development Chair: Beth Gibson Lilja
Joint Dinner Representative: Anne Andreasen
Legislation Chair: Jane Geisinger
Meetings Planner: Paula Hritz-Nobs
Membership Chair: Kate S.H. Malmon
Mentoring Chair/Training Director: Beth Gibson Lilja
National Business Women's Week Coordinator: Shari Pikkaraine
National Convention Contact Chair, Reno/Sparks: Kathy DeLonais
National Legislative Platform Committee Member: Linda Hauge
Nominating Chair: Pam DeMarce
Public Relations: Bonnie Bell Ewert
State Convention Local Organization Host Chair: Kathy DeLonais
Virginia Allan Young Careerist Chair: Elizabeth Weinandt
2007 Virginia Allan Young Careerist: Teri Gavin
Webmaster: Teresa Day

LOCAL ORGANIZATION PRESIDENTS

Albert Lea:
Alexandria: Lynn Grueneich
Bemidji: Dr. Angela Bremer
Dala of Mora: Nancy Helmbrecht
Fergus Falls: Kelsey Felstul
Grand Rapids: Joni Fauchald
Mankato: Pamela J. DeMarce and Diane Norland
Minneapolis: Kate S.H. Malmon
Normandale: Mert Horne
North Hennepin: Gina Smith
Owatonna: Melaine Hilgendorf
Plym-Zata: Linda Charnley
St. Cloud: Kristen Jacobs
St. Paul: Connie Hill
Skyway: Beth Gibson Lilja
Stillwater: Joan Sirotiak
Three Rivers: Shari Pikkaraine
Willmar: Deb Solsrud

PAST STATE PRESIDENTS

2006-2007: Linda Hauge
2005-2006: Connie Hill
2004-2005: Anne Andreasen
2003-2004: Barb Leining
2002-2003: Beth Gibson Lilja
2001-2002: Kathy DeLonais
2000-2001: Sue Lehrer
1999-2000: Dianne Detloff
1998-1999: Deb Oscarson
1997-1998: Paula Hritz-Nobs
1996-1997: Karen Howell
1995-1996: Arlene Roehl
1994-1995: Faye Crane
1993-1994: Pamela J. DeMarce
1992-1993: E Irene Theis
1991-1992: Linda Laitala
1990-1991: Joyce Humphreys
1988-1989: June Johnson
1986-1987: Judy Berry
1985-1986: Patty Reynolds
1984-1985: Janet Boland
1981-1982: Mary Reedy
1977-1978: Dorothy Hebert
1972-1973: Margaret Berg
1969-1970: Jule Ann S. Johnson

IN MEMORIAM...

Lynn Jorgenson,

2004-05 Administrative Assistant, of Plymouth passed away unexpectedly on July 14, 2007

Mary Schlangen,

2002 Minnesota Virginia Allan Young Careerist, of Duluth formerly of Alexandria) was killed in a car accident on Aug. 10, 2007



Willmar

Deb Solsrud, President

Greetings from the Willmar BPW! We've had a great summer filled with many BPW events and look forward to our upcoming year. In June, our mentor/mentees had their annual brat feed fundraiser, and in August held their annual garage sale. Proceeds from these fundraisers are applied toward school clothes and/or school supplies for the seven mentee girls. This fall's plans include a trip to a local pumpkin farm, ringing bells for the Salvation Army, and volunteering for a Feed My Hungry Children program.

Our August membership meeting will be our annual summer picnic, where guest Beth Gibson Lilja will present Individual Development modules. We look forward to her inspiration.

October brings our annual employment recognition program, and we've already lined up a motivational speaker. We look forward to recognizing a well-deserved Woman of the Year and Employer of the Year at this event.

Alexandria Area

Lynn Grueneich, president

The Alexandria Area BPW (AABPW) theme this year is "Let's Grow Together." The highlight of our June meeting was the installation of four new members. Wahoo! Our annual theatre event on July 11 was a huge success with 40 women in attendance. It was a pleasure to have several of our BPW friends from Fergus Falls join us for the event. On Aug. 14, AABPW co-sponsored a Community Live & Learn event in Alexandria. The event brought renowned speaker Amanda Gore to our community. We were inspired to enhance our relationships, boost performance, bust stress and think in new and creative ways. Plans are underway for our NBWW luncheon on Oct. 15 at the Holiday Inn in Alexandria. We would love to hear from you. Please contact me at 320-763-2100 or lynn.grueneich@tastefullysimple.com.

Normandale

Mert Horne, president

I was elected president in the May 2007 elections, and Pattie Horne was elected treasurer. We both ran unopposed. Our June speaker was Mary Herbst from the Carlson Company. She spoke to us about preparing for a pandemic. Our July outing was spent at the Minnesota Historical Society listening to the New Riverside Ramblers. In August we will hear from Sergeant Deb Lambright of the Scott County Jail. Planning for the remainder of the year is still in progress. However, we will hear from two well-known local personalities this coming year: Carol Connolly, Saint Paul Poet Laureate; and Kim Ode, New World Bread. Stay tuned for an exciting year!

Stillwater

Joan Sirotiak, president

Summer greetings from Stillwater! The new executive board has been installed. We have met once and are jumping right into things. Thanks to last year's board and their wonderful pre-planning, we have things to jump into! July we held our annual summer picnic at our beautiful library with its new addition. We were given a fantastic tour and all agreed we were inspired to spend more time at our library, which is a special friend of Stillwater BPW. As always our BPW organization was extremely involved in our local Relay For Life. August will find us learning about our local "Let's Dish!" and hold our annual ways and means Fundraiser. We invite anyone who is in the Stillwater area on the 4th Wednesday of the month to stop by the Lowell Inn at 5:30 p.m. and visit.

St. Paul

Connie Hill, president

St. Paul BPW kicked off the 2007-08 year May 23 when officers were installed by BPW/MN President Holly Morey, who also shared her vision for the coming year with us. In June we took a vacation. We came back rested on July 25 to hear Kathy Henderson, business section writer at the St. Paul Pioneer Press, walk us through writing press releases and give us tips on publicizing our organization. We're looking forward to Aug. 22 when we'll hear from Kathleen Winters, author of *Anne Morrow Lindbergh: First Lady of the Air*, a biography of the famous writer and pilot. Winters is also a pilot of both conventional aircraft and ultralights.

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BPW Around The State continued

Three Rivers

Shari Pikkaraine, president

Our Virginia Allan Young Careerist Teri Gavin represented us well at the national conference in July. She had a wonderful experience and gained many new friends.

We have some big plans for the coming meetings and are very excited about our National Business Women's Week dinner on Oct. 16. We have a special guest coming and we are going to be doing a brown bag auction as a fundraiser at the dinner.

We have changed the format of our meetings to include dinner and will meet at Angeno's in Maple Grove, a new location for us.

We are partnering with North Hennepin College and will hold our October meeting there. One of their instructors will speak on working with difficult people in the workplace. Of course, we have our expo at the college on Sept 26, which always provides a great networking opportunity for us.

St. Cloud

Kristen Jacobs, president

Want to meet for coffee? Join St. Cloud BPW on the 4th Tuesday of every month from 7 to 8 am for its new BPW COFFEE CLUB: Purposeful conversations about issues affecting working women.

We'll start with a scheduled topic, but see where the conversation flows. Network and socialize with other BPW members. Guest are invited to attend, so bring your co-workers. Cost: a cup of coffee. Place: Panera Bread, 2801 Division St, St. Cloud. For more info, contact BPW St. Cloud President Kristen Jacobs at kristenjj@hotmail.com

Skyway

Beth Gibson Lilja, president

Skyway BPW is up and running this year with a lot of enthusiasm and dedication of its members. We have developed a dynamic 2007-2008 program planning year. At our July member meeting we installed two new members: Amy Glass and Mindy Hauge. At our August annual picnic Tom Goodnature will be back once again for his "Ins and Outs of Texas Hold'em Part II" program.

Our goals this year focus on membership growth, development of a consistent Virginia Allan Young Careerist Program, adoption of a family in need during the holidays and hosting our annual fundraiser in October. We look forward to sharing our progress with you throughout the year.

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.

Xtra^o
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Grand Rapids

Joni Fauchald, president

The Summer Board of Directors' meeting is fast approaching, and we're looking forward to having you in our "neck of the woods." The first of October the trees should be at their peak for color, so come and enjoy the scenery and a great BPW/MN get together!

July: We had our summer potluck at my house on the deck overlooking the lake. Fun and great food!

August: Planning meeting for the upcoming SBOD and Employer of the Year.

September: We will have the new owners of My Dinner Party give a presentation.

October: We are hosting the Summer Board of Directors' meeting and hope everyone plans to attend.

November: Our club will help out with the Annual Craft Fair held at Wendigo Lodge.

See-you in October!!

Fergus Falls

Kelsey Felstul, president

Fergus Falls BPW began the 2007-08 year in June when officers were installed by 2006-07 BPW/MN President Linda Hauge. In July, we held our "ReDress" sale in the WestRidge mall. This fundraiser was designed to provide professional clothing for women in need. Items were sold for \$1 or donated to women that shopped our store who came from a local women's shelter. In August we enjoyed a picnic at the Otter Tail County Historical Museum where we enjoyed a perfect summer evening with our BPW sisters. The focus of the 2007-08 year for FF BPW is strengthening our professional lives and personal lives with programs such as Establishing a Work and Life Balance, How to Market Yourself, and Building Negotiating Skills.

Kay L. Wallerich

Attorney At Law

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Official Call to BPW/MN 2007 Summer Board of Directors' Meeting

The 2007 Summer Board of Directors' meeting of the Minnesota Federation of Business and Professional Women's Clubs, Inc. (BPW/MN) will be hosted by Grand Rapids BPW at the Sawmill Inn in Grand Rapids on Friday and Saturday, Oct. 5 and 6, 2007. Registration for the meeting is due by Sept. 22, 2007, and hotel registration is due by Sept. 15, 2007. A tentative agenda appears to the right.

All state officers, Local Organization presidents (or their representative), the immediate past state president, standing committee chairs, special committee chairs and appointments and task force chairs are required to attend. In addition, a written report should be provided for the meeting packet. Reports are due to President Elect Jaci Olson by Sept. 10, 2007. 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 Summer 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 receive reports from the Minnesota delegation to BPW/USA's National Convention, including the latest initiatives developed by BPW/USA as we continue our five-year plan of Building Powerful Women, Professionally, Politically and Personally. Highlights of this board meeting will include a Fun Night hosted by Grand Rapids BPW on Friday evening.

Don't miss this opportunity to renew your BPW friendships and make new ones! We challenge you to bring all your Local Organization members and participate in the 2007 Summer Board of Directors' meeting. While we would like each LO to bring several members, remember that according to our bylaws, every Local must send at least one representative to this meeting who is not already attending as a representative for another position on the board of directors.

Your executive committee looks forward to seeing you in Grand Rapids, Minnesota. Let us continue the process of Building Powerful Women!

Holly Morey, president

Kathy DeLonais, administrative assistant

Minnesota Business and Professional Women Summer Board of Directors' Meeting

Sawmill Inn, Grand Rapids, Minnesota
Friday & Saturday, Oct. 5-6, 2007

Tentative Agenda **Xtra**^o

Friday, October 5, 2007

3:00 pm– 5:00 pm	BPW/MN Foundation Meeting
5:00 pm– 6:45 pm	Executive Committee Meeting
6:00 pm– 8:00 pm	Registration
7:00 pm – ?	Friday Night Event

Saturday, October 6, 2007

7:00 am– 8:00 am	Exhibitor Set-Up
7:00 am– 9:00 am	Registration
7:30 am– 8:00 am	Networking Breakfast
8:00 am– 4:00 pm	Vendors
9:00 am–10:45 am	Business Session
10:45 am–11:00 am	Break / Vendor Visits
11:00 am–11:45 am	Review Bylaw, Policy and Procedure Changes from BPW/USA
11:45 am– 1:00 pm	Lunch
1:00 pm– 1:15 pm	Break / Vendor Visits
1:15 pm– 2:00 pm	Breakout Training Sessions
2:00 pm– 3:15 pm	ID Training Workshop
3:15 pm– 3:30 pm	Break / Vendor Visits
3:30 pm– 4:15 pm	Business Session
4:15 pm– 4:30 pm	Announcements
4:30 pm	Adjourn

Andreasen appointed to Charter Commission for the City of Plymouth

Anne Andreasen, past state president and Plym-Zata BPW member, has been appointed to the Charter Commission for the City of Plymouth, Minn. This is a four-year term ending May 2011.

The Charter Commission is an independent body that deals with issues related to the City Charter specifically the structure of the city government as well as the procedures it follows. The purpose of the City Charter is to form a government that best meets the needs of the residents.

Andreasen said, "The learning experience BPW provides its members is a foundation that has been beneficial to me in my business as well as my interest in being an involved citizen."

Andreasen owns A&A Insurance Services, LLC a full service independent insurance agency in Plymouth and has lived in the city since 1985.

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writing, editing, graphic design by
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BPW/MN Summer Board of Director's Meeting

October 5-6, 2007 — Sawmill Inn, Grand Rapids

Registration Form Due By September 22, 2007

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Home Phone _____
Fax _____
Email _____
Local Org. _____

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

REGISTRATION FEE: \$ 28.00 \$ _____

FRIDAY NIGHT:

Are you attending the Friday Night Event YES NO

SATURDAY:

Breakfast (BUFFET, scrambled eggs with cheese sauce mushrooms on side, French toast, bacon, breakfast potatoes, fresh fruit, mini muffins) . . . \$ 12.00 \$ _____

Lunch (BUFFET, butter baked chicken, roasted red potatoes, buttered corn, fresh vegetable tray with dip, tossed salad, bread basket) \$ 18.00 \$ _____

LATE Registration Fee (AFTER SEPT. 22, 2007) \$ 10.00 \$ _____

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

Contribution to Minnesota BPW Foundation \$ 25.00 \$ _____

TOTAL ENCLOSED \$ _____

Check # _____

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

Member . . . is this your 1st state meeting? _____
 State Officer: _____
 State Administrative Assistant (Year ____ / ____)
 State Parliamentarian
 L.O. President or ____ L.O. Representative
 State Committee Chair: _____
 Past State President (Year ____ / ____)
 Guest or Speaker _____

MAIL CHECKS PAYABLE TO: MFBPW-Meetings • P.O. Box 404 • Grand Rapids, MN 55744-0404

Meetings Committee Contact: Days - 218-326-6200 & Evenings - 218-326-4058 (Paula Hritz-Nobs)

EXHIBITOR REGISTRATION - BPW/MN SBOD Meeting — Form Due By September 22, 2007

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

EXHIBIT HOURS: Saturday, October 6, 2007 — 8:00 a.m. to 4:00 p.m.

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

Name _____ Amount Enclosed: \$ _____
Company _____ Check # _____
Address _____ Phone _____
Email _____ Fax _____

Description of Product or Display _____

Note: Room reservations are to be made directly with the Sawmill Inn, Grand Rapids, MN, 218-326-8501

PLEASE NOTE: Exhibitors must have valid MN Tax ID Number and collect appropriate sales tax or display a tax exempt certificate.

With my signature below, I assume responsibility and liability for losses, damages, and/or claims arising out of injury to individuals or property during this conference.

Signature _____ Date _____

VENDORS AT BPW/MN MEETINGS

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

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

POLICY STATEMENT ON EXHIBIT RENTAL REFUNDS AT BPW/MN MEETINGS

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

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

MEMBERS should NOT send address changes to the editor!
The mailing labels are printed directly from the national Web site, so please do your address changes online at: www.bpwusa.org

2007 Calendar

Oct. 5-6BPW/MN SBOD, Grand Rapids
Oct. 15-19 National Business Women's Week
Oct. 19-211st Annual BPW/MN NBWW Individual
Development Retreat
Oct. 22.....Fall MBW deadline
(mailed week of Nov. 5-9)
Dec. 17Winter MBW deadline
(mailed week of Jan. 7-11, 2008)

~ 2008 ~

Feb. 14-15BPW/USA Policy & Action
and Interim Board, Washington, D.C.
Feb. 22-23BPW/MN WBOD Meeting,
Brooklyn Park, hosted by Three Rivers
March 3.....Spring MBW deadline
(mailed week of March 17-21)
May 2-3 BPW/MN State Convention,
Lake Elmo, hosted by Stillwater BPW
July 22-26 National Conference, Atlanta, GA

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 (cell) or 218-739-5201 (home/office)

NEXT DEADLINES:

Fall 2007: Oct. 22, 2007 (mailed week of Nov. 5-9)
Winter 2008..... Dec. 17, 2007 (mailed week of Jan. 7-11, 2008)
Spring 2008..... March 3, 2008 (mailed week of March 17-21)

BPW/MN Training Update

Beth Gibson Lilja, Training Director

One duty of the training director is to "assume overall responsibility for the development and maintenance of the training environment." The BPW/USA Individual Development Leadership Program (IDLDP) is a wonderful tool to use for the personal, professional and political development of our members. The training team will use the program for training opportunities at each state meeting this year. In addition, the training team is available to facilitate the program for Local Organization events.

The BPW/MN Individual Development Committee (for which I serve as the 2007-08 Chair) continues to plan BPW/MN's first annual IDLP retreat to be held during National Business Women's Week. Mark your calendars **NOW** for Oct. 19-21, 2007. A brochure with registration form has been forwarded to each LO president and is available on the BPW/MN Web site. Space is limited, so return your registration form immediately — you do not want to miss it!! A goal for this year is to once again implement the annual IDLP Speak-off at the 2008 State Convention.

It is important that all BPW members understand their leadership role. Therefore, it is **CRITICAL** that there is a smooth transition of materials from one leader to her successor on all levels: executive committee, committee chairs and LO presidents and committee chairs. At this point, I am missing **MANY** timelines for state-level positions as well as LO presidents. If you have not already done so, please forward this information to me **IMMEDIATELY**. It is really sad when I receive an inquiry from a leader indicating that she did not receive her timeline, and I have to tell her I am unable to provide any information. Let's not set one another up for failure.

Information on the Past State President Mentoring program was sent to LO presidents in early June so that the information could be shared with their members. If you do not know who your PSP Mentor is, please contact me. Mentoring is the key to the successful growth in leadership development, not only for this organization, but also for you personally.

CONTEST!

Guess which BPW/MN members serve BPW/USA in what national capacities!

Send your list of names and positions to MBW Editor at: janegeisinger@charter.net
(or: 602 W Cavour Ave, Fergus Falls, MN 56537).

The list of BPW/MN members who serve in BPW/USA leadership roles, along with the names of those who submitted correct answers, will be listed in the Fall *Minnesota Business Woman*, and one lucky entrant will win a prize at WBOD! **Entry deadline: 10/22/07**