

Florida Business Woman

Fall 2010

Voting: A Right and A Responsibility

Nancy Pelosi, the Speaker of the U.S. House of Representatives, marked the 90th anniversary of women gaining the right to vote by detailing several of the gains made and sketching out the distance yet to go.

WASHINGTON--There is nothing more wholesome than the participation of women in the political process. When women gain in numbers in elected representation, when more women engage in the political process, women gain in influence--and that means greater advancement for America's women and families.

As we mark the 90th anniversary of a woman's right to vote--and Equality Day--we should be celebrating this right to vote. While you may not be casting votes in Congress, you can cast a vote in national, state and local elections. And the more women that participate, the more progress for many people in our country.

In the 111th Congress, we have seen gains for U.S. women. One needs to look no further than the new health care reform law, which will take its place in the history books next to Social Security and Medicare. It is delivering real change for American families. This new law is particularly significant for women and children as it ends higher insurance rates based on gender and includes maternity care as an essential service.

A First in Our Nation's History

Women make up a greater percentage of the work force. For the first time in our nation's history, women make up half of all U.S. workers, according to "The Shriver Report: A Woman's Nation Changes Everything," released in 2009. Mothers are now the primary breadwinners or co-breadwinners in two-thirds of American families.

Fighting for Fairness and Equality

We continue to fight for fairness and equality for America's working women, which is even more critical now as many families find themselves relying solely on the mother's paycheck. The Lilly Ledbetter law, the first bill President Obama signed when he took office, gives women the tools to fight pay discrimination in the workplace.

But we still have not achieved equal pay. Women earn 77 cents to every dollar earned by a man. The House passed Rep. Rosa DeLauro's, D-Conn., Paycheck Fairness Act to right this injustice and we must urge the Senate to do the same.

Social Security, which matters most to women, will always be protected. We will fight against continued efforts to privatize this bedrock promise to America's seniors.

It has long been clear that the missing link for women at all income levels to succeed in their jobs is the availability of quality, affordable child care. We must guarantee an economy and a society that supports the motto: "families earning, children learning."

We stand on the shoulders of those who have come before us. Let us remember the fierce determination of the women who won for us the right to vote, the right to engage in the political process.

Let us honor their sacrifice by engaging in the political process and embracing your right to vote.

Nancy Pelosi is the Speaker of the U.S. House of Representatives. For more information, please visit www.speaker.gov.

Taken from www.womensenews.org/story/campaign-trail/100820/pelosi-celebrate-today-vote-in-every-election

INSIDE THIS ISSUE:

President's Message	3
State Committee News	5
Fall Conference Information	8-12
Local Organization News	15-16
Education Foundation News	19



Business and
Professional
Women/FL

2010-2011 BPW/FL Officers & Executive Committee

Sue Banks, President
Sue A. Banks & Associates
4335 Elm Avenue
Palm Beach Gardens, FL 33410
Home: 561-776-6349
Office: 561-776-6349
Fax: 561-776-6348
sabanks@earthlink.net

Bobbie Jean Williams, President-Elect
Jockey Person to Person
4137 Brentwood Park Circle
Tampa, FL 33624
Home: 813-963-6832
Cell: 813-362-6748
grandma739@tampabay.rr.com

Peggy Sutton, Secretary
105 Yacht Club Drive
Jupiter, FL 33477
Office: 561-575-1270
Cell: 561-758-3127
Fax: 561-748-0148
choresgalore@gmail.com

Nancy Robinson, CPA, Treasurer
145 Seagrape Drive, #103
Jupiter, FL 33458
Home: 561-743-9646
Cell: 561-254-0707
Work: 561-694-1040
nanr@comcast.net

Nancy Hurlbert, Parliamentarian
35624 Cypress Court
Leesburg, FL 34788
Home: 352-483-4962
Cell: 954-253-1000
tnhurlbert@aol.com

Carole Tolomeo, Business Manager
3150 Holiday Springs Boulevard
Building 8, #111
Margate, FL 33063
Home: 954-752-0576
Office: 954-935-5412
Fax: 954-935-5476
Cell: 954-648-6876
cjtolomeo@aol.com

BPW/FL Calendar of Events

October

Breast Cancer Awareness Month
15-17 BPW/FL Fall "Women Mean
Business" Conference
Boca Raton, FL

18-24 National Business Women's
Week
21 BPW Foundation sponsored
Women Veterans Summit,
Washington, DC

November

2 **ELECTION DAY!!**
Get Out & Vote
11 Veterans Day

February

TBD BPW/FL Lobby Days

March

Women's History Month
TBD Policy in Action Conference
Washington, DC

April

Women & Girls Wellness Month
12 Equal Pay Day
TBD BPW/FL Leadership Spring
Training

May

19-22 BPW/FL Annual State
Conference
Marriott Hollywood Beach

Florida Business Woman

Florida Business Woman, the official publication of BPW/FL, is published three times annually by the Florida Federation of Business and Professional Women's Clubs, Inc. (BPW/FL), 3150 Holiday Springs Boulevard, Building 8, #111, Margate, FL 33063. Membership subscription is included in Federation dues.

Upcoming advertising and copy deadlines:

State Conference Issue 3/15/11

<i>Advertising Rates:</i>	Single issue	Two issues	Three issues
Full Page	\$175	\$315	\$420
Half Page	\$100	\$180	\$240
Back Cover (1/2 p)	\$150	\$270	\$360
Quarter Page	\$50	\$90	\$120
Business Card	\$25	\$45	\$60

The rates quoted are for BPW/FL members. Non-member fees are double the member fees. Color ads will show online but the print issues will be black & white. All copy and ads (with check) should be sent directly to the Editor. Please make checks for ads payable to BPW/FL.

Articles of up to one page will be accepted for consideration to be included on a space available basis. Items to be submitted include: officer and state committee chair reports, calendar entries & press releases, photos & articles about local organization events, and articles related to our mission that would be of interest to BPW members.

Florida Business Woman is produced by:

Sheila Barry-Oliver, Ed.D., Editor
9129 Waterash Lane
Pinellas Park, FL 33782
727-368-6119
fbw.editor@gmail.com



Printed by Pinch Penny Press, 2167 14th Circle North, St. Petersburg, FL 33713.

Visit BPW/FL on the Internet at www.bpwfl.org.

All contents © 2010 BPW/FL, unless otherwise noted.

Message from the President

WOMEN MEAN BUSINESS is the theme of our Fall Conference. Detailed information about this Conference is coming to you with less advance notice as great things keep happening. Portions of this conference are co-sponsored by Florida Atlantic University Women, Gender & Sexuality Studies Department (formerly the Women's Studies Department).

The hotel was completely renovated. The rooms with king size beds can easily sleep 3 as there is a chaise lounge in the room. Bring the family and make it a mini "staycation". All within a short drive are golfing, boating and fishing activities as is Boomers Family Recreation Center—a large complex complete with laser tag, arcade games, mini golf and more—plus a Cinemark Palace 20 next door to that. The Morikami Museum and Japanese Gardens is also nearby.

The Champagne Reception scheduled for Friday, October 15, 2010, is postponed. FAU just notified us that they scheduled a concert on campus for that night, which would greatly restrict our parking options and probably cause traffic problems.

Conference activities include:

- A **luncheon** featuring a panel discussion led by nationally recognized author and speaker Fawn Germer. Three diverse women discuss the challenges and needs they had to face in transforming their career paths. This is a practical demonstration of our Women in Transition Program.
- A **Cup Cake War** between locally owned bakeries! You will be the

judge as you get to taste each and vote for your favorite. The winner will be announced at the conclusion of the workshops.

- **A Suit Drive.** Bring your gently used women's work attire to donate. These items will be presented to local women's groups that help other women stay or rejoin the workforce with appropriate clothing.
- Arrangements have been made with a **professional photographer** to take pictures suitable for your social and business networking web sites. Come dressed in your favorite business attire to make your web site stand out.
- **Three concurrent workshops:** Navigating the Business Owner Channels; What Do I Do Next?; and Successful Women Invest in Themselves.
- A fun, after dinner event – a **Bunco party!** This event is suitable for all ages, so bring the family for dessert and fun.
- Sunday morning "**Connections Breakfast**" giving you an opportunity to share "best practices" and find solutions to your nagging issues.

Because the hotel has been contracted for an event on Saturday evening, dinner will be on your own. If you decide to eat off premises, there are many restaurants in the immediate area.

OTHER NEWS

The dues refund checks approved by the 2009-2010 Executive Committee have been mailed. This was the refund announced at State Conference May 2010 and also communicated this year. It was a result of the modified License Agreement with BPW Foundation.



Sue Banks
BPW/FL President, 2010-2011

The checks were issued in the same manner as the dues originally remitted to BPW/FL. A list accompanies each check. It is the responsibility of the Local Organization Treasurer to issue a refund to the appropriate entity. In some rare cases where a member remitted their state dues directly to BPW/FL, the refund was mailed directly to that member.

ARE YOU A MEMBER IN GOOD STANDING?

Once the BPW/FL Business Manager receives the state portion of your dues, then you are a member in good standing. It is the responsibility of the local organization treasurer to invoice and collect the dues and forward each local member's state dues (\$90 regular or \$26 student) to the BPW/FL Business Manager in a timely manner. Remember, only members in good standing can vote at state meetings.

Sue

**THE POWER OF
CONNECTING**

Effective Meeting Management To The World

Mary E. Giddens

National Association of Parliamentarians
<http://parliamentarians.org>
Florida State Association of Parliamentarians
www.FLparliamentarians.com



Sue A. Banks & Associates
Management Services

Business • Personal

When You Have More "To Do"
Than You Have "Today"

4335 Elm Avenue
Palm Beach Gardens, FL 33410
Phone: (561) 776-6349 • Fax (561) 776-6348
E-mail: sabanks@earthlink.net

Some Parliamentary Thoughts

So who is Robert and why should we follow his rules anyway?

Why Parliamentary Procedure? In short, because it provides guidelines for working together productively and respectfully. In 1863, Henry Robert was asked to do what many of us have been asked to do in BPW, i.e., preside over a meeting. Robert, an Army engineering officer, knew many things, but how to preside over a meeting was not one of them. In his words "My embarrassment was supreme. I plunged in, trusting to Providence that the assembly would behave itself. But with the plunge went the determination that I would never attend another meeting until I knew something of ... parliamentary law."

And that was the beginning of Robert's study of parliamentary procedure. He found several books and manuals, but none were consistent in their rules. It seemed that societies each had their own systems of parliamentary law. Over the years, Robert became convinced of the need for a standard parliamentary procedure to enable civic-minded people to belong to several organizations or to move from one locale to another without constantly encountering different parliamentary rules. *Roberts Rules of Order*, born from "my most embarrassing moment," was first published in 1874.

We all know it's easy to take rules for granted until someone starts abusing them. At the same time, parliamentary procedure is easy to learn because it is essentially fairness and common sense. It gives confidence and power to those who master it,

and it enables members and organizations to present, consider, and carry out their ideas with efficiency and harmony.

This is the first of a series of articles in *Florida Business Woman* to pique your interest and incite your questions on parliamentary procedure. Let us hear from you.

Under what circumstances should a member raise a *Point of Order*?

It is the right of every member who notices a breach of the rules to insist on their enforcement. If the chair notices a breach, she corrects the matter immediately; if she fails to do so - - through oversight or otherwise - - any member can call attention to the violation by rising to a *Point of Order*. Rising to a point of order is a request that the presiding officer give a ruling or decision on the point raised by the member.

Why do motions require a Second?

In order to justify the consideration of a proposal, the proposal should have the support of at least two members - - one who makes the motion and another, the seconder, who wants the proposal considered by the members. As a general rule, motions made in meetings of committees and boards do not require seconds. There are a few motions that do not require seconds because they are actually requests or demands that the presiding officer must consider. These are: point of order, parliamentary inquiry, withdraw a motion, division of a question, division of the assembly, and question of privilege.


The League of Women Voters of Florida **has released its Pro/Con Guide on the Amendments to the media across Florida** to help inform and educate voters. Included in the Guide is the number of the Amendment, the exact language on the ballot, the Amendment sponsor(s), background information on the issue, and the list of pro's and con's of voting for or against it.

"This November Florida voters may have to navigate as many as ten complex ballot amendments," states Deirdre Macnab, President of the League of Women Voters of Florida. *"Their choices will have a major impact on everything from class size to property taxes, so we provide this guide, as we do every election, to help with voter education on these complicated, yet important issues. It is part of our campaign to make "Democracy Easy" and help Florida's citizens cast an informed vote."*


The Pro/Con Guide is available online at: <http://library.constantcontact.com/doc203/1103316066537/doc/NX7QGGxrtC8dkCnK.pdf>

A Novel Approach to History

Presentations by
Lily Alcott



727-563-9760
storyteller novels@yahoo.com



Cynthia Ramirez
President & CEO

1305 Beville Road
Daytona Beach, Florida 32119
Tel: 386.671.7164
Fax: 386.671.7160
Cell: 386.235.3680
Email: cramirez@flcb.com
www.flcb.com

Membership Committee News

Greetings BPW Sisters!

I hope everyone had a fun and productive summer. As we move into fall, we need to RECOMMIT to REBUILDING! BPW membership numbers are improving. As of June 30, we had 492 members; as of August 31, we had 560. Great Work!! Let me stress how important it is for LO treasurers and membership chairs to work together to complete state paperwork and submit it to Carole Tolomeo in a timely manner. If your LO is having difficulty with paperwork and dues submission, please contact me at 850-528-7099 or bpw@apssonline.com, and we'll work through possible solutions.

Now for some good news and recruitment suggestions. BPW/Florida now

has a Facebook fan page: www.facebook.com/pages/BPWFlorida/145532572125405?ref=ts. Be sure to check it out and post your news, info, and pictures to it. I also encourage you to set up your own LO Facebook page. Tallahassee, Jupiter, Ft. Pierce, Gold Coast and several others already have a page. In Tally, we get a lot of hits and visitors to our events who said they saw it on Facebook. Social media can work to your advantage. Let it!

I will be out and about around the state this fall. I am glad to visit with you about membership/recruitment and/or speak at your meetings. My current schedule is:

- Boca Raton October 15-18
- Hernando County October 26-27

- St. Augustine November 1-5
- Orlando October 7-10
- Near Gainesville/Jacksonville in December (date TBD)

We have several new members in Tallahassee who work for businesses with branches in Jacksonville. Also, one of our members moved to the military base in Jax with her husband. Our members here and the one in Jax have decided to work together to make another effort at building a Jax LO. I'll keep you posted on that progress.

Let me know if there is anything I can do for you. Thanks.

Christy Crump
BPW/FL Membership Committee Chair

Individual Development Committee News

One aspect of the Individual Development (ID) Program is the annual speak-off, held at Fall Conference. In preparation for that event, included here are the short questions that will be used and the speak off questions from which to choose.

Short questions:

- Explain what is the value and use of business cards to business women/men and just what do you do with them?
- What calming mechanisms do you employ when frazzled and you have to address a group?
- What future role do you see yourself in at the local or state level BPW?

Speak off questions:

- Ninety years ago women in the United States were given the right to vote. How did receiving the "right to vote" change women's lives? Today, many women choose not to vote why would you urge women to vote? Why is the ability to vote today as important as it was 90 years ago?
- Women have the "right to vote". There are those who argue that an "equal rights amendment" is unnecessary. How would you counter that argument?
- We "celebrate" unequal payday. Explain unequal payday and cite why and how Lily Ledbetter exemplifies "unequal payday".
- A woman has expressed interest in the Business and Professional Women's organization. She is intrigued by our political platform and the rich history of our organization but she wants to know your story. Frankly, this woman will be swayed to join given what you have learned and gained from your BPW experience. What will you share?

For a full description of the ID Program, please go to the Members Resource Center at the BPW/Florida website (www.bpwfl.org). Or contact BPW/FL ID Committee Chair Lily Alcott (contact information also found on the website).

Tribute Committee

We hope that you don't lose any of your members, but if you do, please submit the Tribute form found on the BPW/FL website (www.bpwfl.org) to me.

Gerry Neece, BPW/FL Tribute Committee Chair

Top Ten Recommendations for Employers




To Support Women Veterans in the Workplace

- Promote a positive attitude and appreciation toward military service.
- Employers and workplaces should understand the unique skills and knowledge that women veterans possess. Determine how to tap into these skill sets and how to transfer them to benefit your organization.
- Create a partnership with nonprofit, veteran and/or community organizations to conduct and utilize evidence-based research and share lessons learned.
- Educate the HR department, management and workplace about how to successfully provide access to employees with disabilities.
- Provide access to existing leadership and targeted skills training programs within your organization.
- Increase awareness among all employees, not only leadership, about the importance and value of veterans in your workplace.
- Encourage and practice networking and mentoring for all employees throughout your organization.
- Offer career counseling or planning services and provide clear avenues and guidelines for career advancement.
- Ensure that HR professionals are knowledgeable about and understand veteran benefits and services. Know where to find veteran resources and support services.
- Understand that many workplace challenges experienced by women veterans are shared by all working women including work-life balance. Have programs that allow for flexibility in the workplace- be innovative.

For more information, visit www.bpwfoundation.org/WVIT.

Invitations
Trifolds
Menus
Postcards
Brochures
Letterheads
Note pads
Promotional Items
Graphics
Menus
Postcards
Brochures
Letterheads
Note pads
Promotional Items
Graphics
Menus
Postcards



Pinch Penny Press
Pinch Your Printing
and Promotional Pennies
at Pinch Penny Press
Phone 32PRINT
(727-327-7468)
2167 14th Circle N.
St. Petersburg, FL

Door hangers
Business Cards
Letterheads
Note pads
Promotional Items
Posters
Envelopes
Mailers
Bookmarks

Bookmarks
Booklets
Note pads
Postcards
Brochures
Letterheads
Note pads
Promotional Items
Graphics
Menus
Postcards
Brochures
Letterheads
Note pads
Promotional Items
Graphics
Menus
Postcards

Pinch Penny Press
Pinch Your Printing
and Promotional Pennies
at Pinch Penny Press
Phone 32PRINT
(727-327-7468)
2167 14th Circle N.
St. Petersburg, FL

Door hangers
Business Cards
Letterheads
Note pads
Promotional Items
Posters
Envelopes
Mailers
Bookmarks

Career Corner

Networking. That word was the catch word on everyone's lips in the late 80s – early 90s. Then with the flush of the economic boom in the mid-90s, the importance and the practice of networking went out of style – after all, business opportunities seemed to be there just for the taking. Today, the word is on everyone's lips again, but it has taken on several meanings.

□ Career Advancement Networking

Networks are absolutely critical for career advancement success today. Some companies are even helping their workers by developing “mentoring circles,” consisting of protégés and mentors alike. The circle is a place where people at all levels within a company can ask questions and exchange information confidentially. It's a particularly useful tool in businesses where few women and minorities are in senior positions.

□ Working the Room

The most commonly known form of networking is to attend an event and work the room – introducing yourself while reaching out to shake hands. It's not the easiest thing to do the first time or two. Most people have cold feet and bring a good buddy with them—please leave her to make her own way. Many people find themselves tongue-tied—please try the tried and true “newspaper rescue.” For example, “I saw in the paper this morning that” – making sure the subject isn't politics or religion. While networking chatter is rarely profound, it doesn't have to be dull.

□ Networking to Build a Presence

A valuable career lesson is that to succeed, you can't sit behind a desk all day. You have to get out and meet people. Donating time to a community or charitable group is an excellent way to meet other like-minded professionals. Altruistic considerations aside, many of these contacts can lead to valuable exposure. Consider getting involved in local business organizations, such as the chamber of commerce. And the most obvious place to network is to do so within an industry association or professional organization like BPW.

□ Knowledge Sharing Networking

There is a new breed of executive, so new that a name was invented for them – the CLO, or Corporate Learning Officer. Their job? Encouraging employees to share knowledge, networking. The growth of information and the sheer size of some corporations (Coca Cola, Cigna, Hewlett-Packard, and Monsanto, to name a few) makes the task of networking difficult. But knowledge networking is the future and will determine profitability through strategic alliances and joint ventures. In fact, networking as a skill has earned a place on exams given to prospective employees, sometimes through role playing!

□ Netweaving

The newest form of networking that is being highly touted is called Netweaving. This is an altruistic “win/win” formula of relationship marketing in which the NetWeaver concentrates on WIIFY (What's In It For YOU?) rather than WIIFM (What's In It For ME?). NetWeaving creates outcomes and benefits far beyond the results of traditional networking that says “How can I take advantage of my network of friends, business associates, and centers of influence to generate more business for myself?” Instead it's about putting OTHER people together into win/win relationships, such as putting people with needs or problems together with a product or service, or acting as a resource provider for others.

□ Final Thoughts on Networking

Cast a wide net. Always stay in touch with your new contacts. Networking isn't necessarily easy. It takes time and effort. Furthermore, it isn't something you do in the early stages of your career and forget about. You should network at every opportunity, no matter how experienced you are at it.

Call it Networking or Netweaving, this practice will always be a key element you need to survive and thrive.

Networking is Critical for Success!



Roberta Says...

Handling a Main Motion in 8 Easy Steps...

1. A member rises and addresses the Chair
2. The Chair recognizes the Member
3. The member states the motion
4. Another member seconds the motion
5. The Chair states the motion
6. The members debate the motion
7. The Chair puts the question (motion) and the members vote
8. The Chair announces the result

By following these easy steps, no one is in doubt about what is being discussed.

Remember...

- The President handles *all* motions (NOT the nomination chair or a committee chair, but the LO President).
- When asked for a motion, state specifically the motion (NOT “So be it”).
- Depending on the sensitivity of the motion, a voice vote, show of hands, standing vote, roll call or a ballot can be taken.
- Abstention is NOT a vote either way. Abstentions should NOT be included in the minutes (unless there is a roll call vote, and then the abstaining member is only listed as “present”, not as “abstaining”).



Business and Professional Women/FL

**BPW / FL 2010 FALL CONFERENCE – Boca Raton, FL
WOMEN MEAN BUSINESS**

Saturday, October 16 to Sunday, October 17, 2010 (Rev. 9/3/10)
Renaissance Boca Raton Hotel, 2000 NW 19th Street, Boca Raton, FL 335431 Phone: 1-561-368-5252

CONFERENCE REGISTRATION FORM

Name: _____
 Address: _____
 City/Zip: _____
 Phone: (H) _____ (O) _____
 Cell: _____ Fax: _____
 Email: _____
 L O: _____ Dietary Restrictions: _____

BPW Members please select:

State Officer
 State Standing Committee Chair
 State Special Committee Chair
 Past State President
 LO President
 Member
 Member – **First Timer to Conference**
 Individual Development Candidate

Registration Options by October 1 Onsite Registration

BUSINESS CONFERENCE REGISTRATION <i>Required to attend the Business Session (Dress: Business Attire)</i>		
<u>BPW Members Only</u>	\$40	\$55
SATURDAY TICKETED EVENTS <i>(Please circle your choice)</i>		
Transformers Luncheon Only	\$45	\$55 (subject to availability)
Luncheon and Workshop	\$60	\$70 (subject to availability)
Workshop Only	\$25	\$35
<u>Indicate Luncheon Selection</u> _____ Chicken Caesar Salad _____ Trio Salad Sampler (Tuna, Chicken, Egg Salads)		
<u>Indicate Workshop Selection</u>		
IRS Business Topics _____	What Do I Do Next? _____	Invest In Yourself _____
Bunco Party Saturday Evening (includes dessert!)	\$20	\$30
SUNDAY MORNING BREAKFAST		
“Making Connections & Roundtable Discussions”	\$21	\$27 (subject to availability)

Payment Information

VISA, MasterCard: Amt. \$ _____ Credit card billing# _____ Name as it appears on card: _____ _____ Exp. Date: _____ 3 digit security code: _____ Signature: _____	Amount Enclosed: \$ _____ Please make checks payable to: BPW/FL 2010 Fall Conference Mail to: JoAnn Orr, Conference Treasurer 143 Bahama Drive, Duck Key, Florida 33050
--	---

**For further information or if you have questions, contact: Carole Tolomeo • 954-935-5476 •
[Email:cjtolomeo@aol.com](mailto:cjtolomeo@aol.com)**

Renaissance Hotel • 1-561-368-5252 • Please ask for the BPW/ FL rate of \$99 + tax per night (single, dble, triple or quad). Reduced rates are available only until September 15, 2010. Let the hotel know of special needs, e.g., room on ground floor.

REFUNDS will be considered only if received in writing by OCTOBER 5, 2010, contingent upon the conference having sufficient funds to cover all expenses. Administration fee of \$15.00 will be deducted.

If You Are Mailing This Form Close To The Deadline, Please Fax A Copy To 954-935-5476



Tentative Agenda

October 15-17, 2010 – Renaissance Hotel, Boca Raton, FL (Rev 9/3/10)

**Segments of this Conference will be in collaboration with the
Florida Atlantic University Women, Gender & Sexuality Studies Department**

Saturday, October 16, 2010, 8:30 a.m. – 11:30 a.m.

- Opening Business Session
Presentation of Colors, Welcome Remarks, First Timers Recognition, Bylaws Amendments;
Budget Review; Committee Reports.

Saturday, October 16, 2010, 12:00 p.m. – 1:30 p.m. (Business Attire)

- Transformers Luncheon (Women In Transition Program)
Moderated by Fawn Germer. Panelists: Honorable Anne Gannon, Dr. Sheila Barry-Oliver,
Lisa Armbrust.
- Special Luncheon Events in keeping with the theme *Women Mean Business*
Suit Drive – Please bring gently used women’s work attire, which will be presented to local
women’s assistance organizations.
Cupcake War featuring local bakers. Winners announced at conclusion of Workshops.

Saturday, October 16, 2010, 2:00 p.m. – 3:30 p.m.

- Breakout Workshops
 - *Navigating the Business Owner Channel*; Cherene Deem, Sr. Stakeholder Liaison Tax Specialist (Ft. Lauderdale, FL), Small Business and Self-Employed (SB/SE) Division, IRS. Includes some basic tips to help new business owners avoid potential problems.
 - *What Do I Do Next?*; Maureen D’elicio, owner MRD Consulting, and Midge Reichert, professor and owner of MTR Management Associates, LLC. Aligning your passion and skills to find employment in this job market.
 - *Successful Women Invest in Themselves*; Lisa Armbrust, Financial Advisor, Morgan Stanley Smith Barney. Examine the special needs of women investors.

Saturday, October 16, 2010, 8:00 p.m. – 10:00 p.m.

- Bunco Party! A fun, after dinner event for the whole family. Includes dessert, coffee, cash bar, and prizes. Have some fun; learn first hand how to conduct such an event as local fundraiser.

Sunday, October 17, 2010, 8:00 a.m. – 12:00 p.m.

- “Making Connections Breakfast”; Travel Attire; Ticketed Event
- Second Business Session
ID Speak-off, Conclusion of First Timers Recognition, Strategic Planning Update;
State Conference 2011 Promotion
- Special BPW/FL Education Foundation General Membership Meeting.

Conference Chair: Carole Tolomeo (e-mail: cjtolomeo@aol.com)

“Women MEAN Business “ Fall Conference Presenters

Transformer Luncheon

Fawn Germer, speaker and moderator, is the best-selling author of five books and one of the nation’s most sought-after leadership development speakers. Fawn brings to life the lessons learned in personal interviews with the hundreds of famous leaders she has interviewed for her books. She spent two decades digging up dirt as one of America’s grittiest local investigative reporters. You’d never imagine she would leave the journalistic cynicism behind to become one of America’s most revered leadership speakers, known for passing on unbridled optimism and hope to inspire people to act, rather than give up.

Many BPW members not only know Fawn but have been immortalized in the pages of her books – just check out the names listed in the acknowledgement section of “Mustang Sallies”, her second book. We were first introduced when she was the keynote speaker at our Fall 2002 Conference in Palm Coast. She was such a hit that she was invited back to speak at our 2003 State Conference in Key West.

Fawn has keynoted for Kraft, Coca-Cola, Ford Motor Co., 3M, Novartis, GSK, Motorola, Price Waterhouse Coopers, KPMG, Accenture and many other companies and organizations that want courageous and creative performance from their people.

Anne M. Gannon, panel member, is a graduate of FAU. She has a rich, distinguished and diverse record of public service in Florida. Anne served as Lobbyist for BPW/FL before she was elected to the Florida House of Representatives in 2000 (and reelected twice). Anne currently serves as the Constitutional Tax Collector, Palm Beach County, elected in 2006 with the goal of modernizing, streamlining and professionalizing the agency’s operations, systems and management processes. The Agency employs over 250 in the central office and six service centers throughout Palm Beach County. The transformational processes implemented by the Tax Collector have already resulted in national attention. Anne was invited by the prestigious Deming Research Institute to present at the organization’s 16th Annual International Deming Research Seminar in 2010.

Dr. Sheila Barry-Oliver, panel member, currently teaches online graduate management courses on a part-time basis for two different universities (University of Maryland University College and Trinity Washington University). Her career includes 24 years in management and information technology consulting, 4 years in corporate personnel and 11 years in academia. Her corporate years were spent with 4 different professional services organizations—in 3 different geographic areas.

Lisa Armbrust, panel member, is a single mother of two great football playing boys. She is proud to say she that she is on her fourth career and loving it. First was her career with IBM, followed by her own computer company, which she ultimately sold back to IBM. Lisa is now a Financial Advisor with Morgan Stanley Smith Barney.

Workshop Leaders

Cherene Deem is a Senior Stakeholder Liaison Tax Specialist with Communications, Liaison & Disclosure – Stakeholder Liaison Field Division, Internal Revenue Service. After attending the University of Texas in Austin, Texas, she began her IRS career in 1969 at the Austin Service Center. Since that time, she has held a variety of positions, including Collection Revenue Representative, Taxpayer Service Representative, Problem Resolution Specialist, Tax Auditor, Revenue Agent, Classification Return Specialist, and Senior Tax Specialist. In 2001, she started working for what is now titled Communications, Liaison & Disclosure, Stakeholder Liaison Field Division. This division is responsible for collaborating with tax professional organizations, small business groups, and industry associations to provide tax education and information for their members.

Maureen D’Elicio, is passionate about two things: helping small businesses succeed and guiding the people who can make that happen: owners and employees. And, she is a BPW member. With an intuitive understanding of people and their needs, she ensures and develops a safe environment for each client, where constructive discussion of their business and its problems can take place. Offering options and solutions from the standpoint of someone who has encountered and resolved similar obstacles, she provides a practical and insightful approach to business and relationships. Having owned four successful businesses for 20+ years and partnered in three start ups, she is uniquely positioned to help people find their best work styles and roles. She also serves as a facilitator for “think tank” entrepreneur peer groups

Midge Reichert, MS, PHR, is also a ‘transformer’ as she changed her career from director of a family crisis prevention program to Human Resources as a recruiter for a leading staffing agency in New York City’s financial district. After a move to South Florida, Midge earned her Master of Science in Human Resource Development at Palm Beach Atlantic University, where she now is an adjunct teacher and Northwood University. Her courses include Management, Sociology, Organizational Behavior & Leadership Development, Group Dynamics, Cultural Diversity, and Women in American Culture. Midge, owner of MTR Management Associates, LLC, specializes in training and consulting to create and facilitate workshops in HR Management Essentials, Workplace Diversity, Sales Training, Career Planning, Systems Thinking Integration, Writing Job Descriptions and the use of personality assessments for team building and performance management.

Lisa Armbrust is a Financial Advisor with Morgan Stanley Smith Barney. Her work ethic is to work with clients to help them better understand their choices and assess their risk so that they both can sleep better at night. Lisa is a graduate of the University of Connecticut with a joint degree in Women’s Studies from Yale. Additionally, she earned a Masters in International Management from Thunderbird in Glendale, AZ.

“Women MEAN Business” Conference Sponsorships

BPW/FL & Florida Atlantic University Women, Gender & Sexuality Studies

Exclusive Luncheon Sponsor, Saturday, October 16, 2010.....\$3,000

Introduce Fawn Germer, luncheon motivational keynote speaker and panel moderator. Fawn Germer changes lives as one of the nation's premier leadership speakers and the best-selling author of five books, one of which was an Oprah pick. She will lead a panel discussion of three women who have transformed their skills to meet today's market place. Panel members are Honorable Anne Gannon, Dr. Sheila Barry-Oliver and Lisa Armbrust.

- Company executive will give brief remarks to 100 business and professional women during the luncheon and introduce the speaker.
- Four complementary tickets for the luncheon and workshops.
- One ticket to the Champagne Reception, Friday, October 15th, at The Arthur & Mata Jaffe Center for Book Arts Wimberly Library.
- Company listed as exclusive sponsor in all media releases.
- Full page advertisement in the luncheon/workshop program.

Exclusive Professional Development Workshops Sponsor, Saturday, October 16, 2010.....\$750

As the exclusive sponsor, your company will sponsor one of three professional workshops: Navigating the Business Owner Channel; What Do I Do Next?; Successful Women Invest in Themselves.

- Company executive will give brief remarks to 100 business and professional women during the lunch session and serve as the workshop moderator.
- Two complimentary tickets for the luncheon and workshops.
- Company listed as exclusive sponsor in all media releases.
- Half page advertisement in the luncheon /workshop program.

Non-Exclusive Professional Development Workshops Sponsor, Saturday, October 16, 2010.....\$500

As the non-exclusive sponsor, your company will sponsor one of three professional workshops: Navigating the Business Owner Channel; What Do I Do Next?; Successful Women Invest in Themselves.

- Company executive will give brief remarks to 100 business and professional women during the lunch session and serve as the workshop moderator.
- One complimentary ticket for the luncheon.
- Company listed as a supporting sponsor in all media releases.
- Quarter page advertisement in the luncheon/workshop program.

Exclusive “Cupcake War” Sponsor OR Exclusive Suit Drive Sponsor\$500

As the exclusive sponsor, your company will sponsor a cup cake war between local bakers. The tasting will take place at the luncheon with the winner announced at the conclusion of the workshops. The luncheon will also feature a Suit Drive. Participants will be asked to bring gently used women's work attire, which will then be presented to local women's support groups.

- Company executive will give brief remarks to 100 business and professional women during the luncheon and introduce the contestants.
- Two complimentary tickets for the luncheon.
- Company listed as exclusive sponsor in all media releases.
- Quarter page advertisement in the luncheon /workshop program.

**TO INQUIRE ABOUT OTHER SPONSORSHIP OPPORTUNITIES, CONTACT
LISA ARMBRUST (561-620-5015) or SUE A. BANKS (561-309-1772)**

www.bpwfl.org

www.bpwfoundation.org

www.fau.edu



Business and Professional Women/FL

Women MEAN Business Luncheon, Workshops, and Fall Conference Oct 15-17, 2010 Exhibitor and Advertising Form Renaissance Boca Raton Hotel * 2000 NW 19th St * Boca Raton, FL 33431

Name _____ BPW member yes / no

Business Name _____ LO _____

Type of Business _____

Address _____ Daytime Phone _____

City/state/zip _____ Evening Phone _____

Women Mean Business Luncheon/Workshop Sponsor Agreement

I want to **SPONSOR** (function) _____
 I agree that my advertising artwork for the Transformers Luncheon Workshop program will be submitted by September 15, 2010.

Sign _____ **Date** _____

Amount enclosed _____

Advertising Rates for BPW/FL Business Conference Program (due by September 15, 2010)

<u>Size</u>	<u>Cost</u>	<u>Dimensions</u>
Back Cover	\$150	7.25" w x 10" h
Full Page Ad	\$100	7.25" w x 9.75" h
Half Page Ad	\$ 60	7.25" w x 4.75" h
Quarter Page Ad	\$ 40	3.5" w x 4.57" h
Business Card	\$ 25	3.5" w x 2.5" h

Specs: Artwork must be provided in camera-ready format or digitally in .jpg, or .pdf format.
 E-mail artwork in those file formats to sabsanks@earthlink.net, or submit on disc/cd. Black/white ads

Check payable to: BPW/FL
 Send completed form and check to, Carole Tolomeo, Conference Chair,
 3150 Holiday Springs Blvd, Bldg *8, #111, Margate, FL 33063

If you have any **questions** or special needs, please feel free to **contact**:

RE: **BPW/FL LUNCHEON/WORSHOPS:**
 Lisa Armbrust 561-620-5000 **OR** Sue Banks 561-776-6349 or email sabanks@earthlink.net

RE: **BPW/FL Business Conference** Program Ads:
 Carole Tolomeo 954-752-0576 or email cjtolomeo@aol.com

National Business Women's Week®

October 18-22, 2010

History of NBWW

The concept of National Business Women's Week® originated with Emma Dot Partridge, Executive Secretary of the National Federation of Business and Professional Women's Clubs from 1924 to 1927. The first annual observance of NBWW was held April 15-22, 1928, when National President Lena Madessin Phillips opened the week with a nationally broadcast speech. She stated that the purpose of the week was "to focus public attention upon a better business woman for a better business world." From this early effort, NBWW has grown into a nationwide salute to all workingwomen. The program for the first observance of NBWW included: *Legislative Day* devoted to national, state and local legislation of interest to women; *Education Day* devoted to emphasizing the need for equitable educational opportunities; *Club Rally Day* for prospective new members; *Community Day* honoring leaders in the community; and *Goodwill Day* devoted to working with other women's organizations.

In 1938, NBWW was moved to the third full week of October. U.S. President Herbert Hoover was the first president to issue a letter recognizing NBWW and the contributions and achievements of workingwomen.

The celebration of National Business Women's Week® has helped to promote leadership roles for women and to increase opportunities for their advancement professionally and personally.

Women in Charge

NBWW is a great opportunity to recognize and highlight the progress women have made as business owners and entrepreneurs. Today there are 7.2 million majority-owned, privately-held, women-owned businesses in the United States. These firms employ 7.3 million people and generate \$1.1 trillion in sales. Only twenty years ago it was still legal to require a woman to have a male co-signer before receiving a business loan.

Activities

National Business Women's Week® provides an opportunity to call attention to women entrepreneurs, facilitate discussions on the needs of working women, share information about successful workplace policies, and raise awareness of the resources available for working women in their communities.

Woman and Employer of the Year Awards

NBWW is a prime opportunity to offer recognition to women of achievement and employers that promote quality work policies for women and families in your community. An award presentation during a NBWW luncheon, dinner banquet or other special event is an excellent vehicle for calling attention to the outstanding contributions women make to business and their communities as a whole.

Organizing a Women and/or Employer of the Year Award

- Establish criteria for eligibility and selection.
- Draft a letter to solicit nominations and send to supporters, local businesses, community leaders and women's organizations.
- Plan your publicity and promotion.

- Select a panel of judges.
- Send out a news release to the media naming the judges, their position in the community, the purpose of the award, and the dates of the event or announcement.
- Send a letter of recognition to the selected firm or woman, citing and commending their efforts on behalf of workingwomen.

Working Women Day of Action

Organize a public forum, roundtable or workshop on issues of concern to working women. Relevant issues include equal pay, work-life balance, retirement security, health care reform, women veterans, the multi-generational workforce or women in the green economy. Encourage attendees to use BPW Foundation's Advocacy Center to write policymakers and ask them to support policies and programs that promote equity for all working women and successful workplaces for both employers and employees.

www.bpwfoundation.org/advocate

Women Joining Forces® Programming

Educate your community on the successes and challenges of women veterans and the work that BPW Foundation is doing to assist them.

Proclamations

The governor, mayor or city council, upon request, can issue a proclamation announcing National Business Women's Week® in your state or local community. To obtain a proclamation send a letter describing National Business Women's Week® and information on the person or organization making the request to the relevant public official.

For more detailed suggestions, go to <http://www.bpwfoundation.org/files/public/2010NBWWActivityGuide.pdf>

“Nothing strengthens the judgment and quickens the conscience like individual responsibility.”
Elizabeth Cady Stanton

Financial Planning for Women

Women are no longer just a powerful force in today's economy. It is estimated over 60% of the nation's wealth is controlled by women. Some may have inherited wealth and may or may not be employed. Some are corporate executives, entrepreneurs or middle management. They may be single, married or divorced. They may or may not have children. A woman's financial situation is often unique, and an individual approach to financial planning is essential. However, areas of common concern do exist.

Many women work outside the home. If so, they may have income tax problems, especially if they face higher taxes because they are single and unable to file a joint return. To address these problems, women should consider the following areas: the role of tax-advantaged investments to reduce their tax burden; the taxation and treatment of executive perks from their employer; the effect of age-related tax and Social Security provisions; and the tax problems of a small business including choice of organization, the selection of a retirement plan and the taxes upon disposition of their business interest.

Closely related to income tax planning for women is investment planning. Investment selection and asset allocation involve much more than tax considerations. There are various questions women

should consider. Do investment objectives line up with financial resources and needs? Is the investment advice they are receiving objective, reliable and in line with their goals, time horizon and risk tolerance? Will a trust help with their investment planning? Women who are too busy or unable to oversee the day-to-day management of their investments should consider a trust. A trust may provide the comfort that comes with knowing that financial affairs will be properly handled in all eventualities.

Estate planning, like tax and investment planning, depends on individual circumstances. Whether a woman has built her own estate through work investments, or a business, or whether a woman has inherited a husband's estate is irrelevant. What matters is that she is aware of the estate planning options that are available. Unmarried or widowed, a single woman might use lifetime gifts to reduce her estate tax burden by using the gift tax annual exclusion and lifetime unified credit. Trusts may also be useful in a program of lifetime gifts, particularly where minor children or grandchildren are involved. Estate plan coordination, charitable contributions and life insurance can also be extremely important toward achieving estate planning goals.

For those women working for a large employer or inheriting their spouse's re-

tirement plan, they will frequently be faced with decisions affecting retirement benefits. Those decisions may have a significant impact on their financial situation the remainder of their life. Critical questions may arise such as: which of the several distribution options provided by an employer's qualified retirement plan is best; will their retirement nest egg be adequate to maintain their present lifestyle; and what benefits will they be entitled to from Social Security, Medicare, and employer-sponsored plans?

No two women are alike nor are the financial predicaments in which women are likely to find themselves. As anyone can see, there are a variety of issues, problems and solutions to consider. Adopting a systematic and individualized approach with the aid of financial planning professionals can help to address and solve these problems while achieving a woman's investment, retirement and estate planning goals.

This material was prepared by Raymond James for use by Tish Wold, Certified Financial Planner, Founder, Belleair Wealth Strategies, an Independent Firm. Securities offered through Raymond James Financial Services, Inc. Member FINRA/SIPC. Tish can be reached at tish.wold@raymondjames.com or 727-451-3440. Tish is a member of Tampa Bay BPW.

Gifts to Give All Year Long

1. Smile.
2. Give someone a shoulder to lean on.
3. Give someone a pat on the back.
4. Say "thank you."
5. Don't wait for a reason to give someone a kiss.
6. Or a hug.
7. Whistle when you're feeling down.
8. Rub a sore back.
9. Tell her how nice she looks.
10. Tell him how nice he looks.
11. Say "good morning" even if it isn't.
12. Drive within the speed limit.
13. Mail a letter to your grandmother or granddaughter.
14. Call on an old friend.
15. Wash the dishes when it isn't your turn.
16. Empty the trash when it isn't your turn.
17. Ignore a rude remark.
18. Laugh when the joke's on you.
19. Help a friend move.
20. Or clean.
21. Make the coffee at the office.
22. Make some cookies to dunk in it.
23. Clip coupons for your mother.
24. Thank the cook for dinner.
25. Give him/her a squeeze for dessert.
26. Take your mother to lunch.
27. Buy the wine he likes.
28. Buy the cheese she likes.
29. Say something nice instead.
30. Forgive an old grudge.
31. Talk to someone who's lonely.

Local Organization News

BPW Englewood/Venice

50th Anniversary Celebration

On October 23rd, BPW Englewood/ Venice will celebrate our 50th Anniversary. An invitation is extended to all past presidents and BPW/FL officers, board, committee chairs and LO members. There will be a buffet dinner and DJ for music and dancing and a little about the history of our LO. We hope you can join us. RSVP by October 9th, pay online at www.bpwev.org or send checks made payable to BPWEV, P.O. Box 611, Englewood, FL 34295-0611. For questions, please contact Irene Slattery at 941-460-7005.

90th Anniversary Celebration Women's Right to Vote

Four members of BPW Englewood/ Venice attended the 90th Anniversary Celebration For Women's Equity on August 21st at the Polo Grill Ballroom, Lakewood Ranch. Guest speaker was Susan B. Anthony portrayed by actress Barbara Rowe. World renowned Dr. Eugenie Clark made introductions to the 400 attendees present.



Left to Right: President Syd Gibson, 2nd VP Morina Chmielak, member Caroline Zucker and Corresponding Secretary Kathi Cellura.

Wine Tasting November 5th

The next major event for Englewood will be our annual Wine Tasting on November 5th at the Venice Centre Mall. This is a major fundraiser for us and benefits our local scholarships as well as the Education Foundation of BPW/Florida. Tickets may be purchased on the web site at www.bpwev.org.

BPW/North Lake

BPW/North Lake will be holding a "Ghost Walk" on Friday, October 15, 2010. We will begin our adventure at 7:00 p.m. at the Mount Dora Chamber of Commerce, 341 Alexander Street, Mount Dora, with wine, cheeses and hors d'oeuvres. We will continue with a magical parlor show presented by The Historical Society and end with small groups being guided through some of the historically haunted houses of Mount Dora. Tickets are \$20 each and all proceeds will go to our Scholarship opportunities. Contact Shirley Grantham (Shirley.grantham@fmbmd.com) for tickets and information. Hope to see you there!

BPW/North Sarasota

BPW/North Sarasota will sponsor its Fifth Annual H'attitude Scholarship Luncheon and Hat Show on Saturday, March 26, 2011. The luncheon will be held at Fête Catering and Ballroom, 10670 Boardwalk Loop, Lakewood Ranch, Florida, and will begin at 11:30 a.m. A silent auction will also be held.

BPW/North Sarasota will also recognize their 2010 Women of the Year, women who have made tremendous contributions in the Sarasota community. Keynote speaker will be Valerie Powell-Stafford, Chief Operating Officer at Doctors Hospital of Sarasota. Powell-Stafford comes to Doctors Hospital from Community Hospital of New Port Richey, where she served as assistant administrator and previously worked at the H. Lee Moffitt Cancer Center in Tampa. She is a past president of the American College of Healthcare Executives, West Florida Chapter.

The luncheon is the LO's major fundraiser for scholarships which are presented each year to graduating high school seniors, women who have returned college to pursue a degree or those seeking a change in vocation. BPW/North Sarasota has presented thousands of dollars in scholarships over the years. Tickets are \$40 per person. Women are encouraged to wear hats. For additional information and to receive an invitation, contact Cynthia Howard at 941-351-8155 or cshoward1@verizon.net. Michelle Holland is LO President. Visit the website at www.bpwsarasota.org.



BPW/N. Sarasota Ladies Donning Their Hats

More Local Organization News

Tampa Bay BPW

On the evening of Thursday, October 21st, a group of professionals in the Tampa area will gather for Tampa Bay BPW's Annual Networking Night. This event consistently draws more than 100 busy professional men and women for an evening of networking as well as bidding on fantastic auction items.

Tampa Bay BPW's Networking Night serves three different purposes.

- First, Networking Night provides an opportunity for busy professionals to come together to meet and greet each other, share ideas, and learn more about one another.
- Second, Networking Night provides the Tampa Bay BPW the opportunity to honor our "Outstanding Woman of the Year." This year's honoree is Judy Lisi, President and CEO, David A Straz, Jr. Center for the Performing Arts. Come to hear more about Ms. Lisi's outstanding work in our Bay area community.
- Third, Networking Night serves as the primary fundraiser for the Tampa BPW Foundation. The Tampa BPW Foundation has been serving the women of the Tampa Bay area since 1991, by providing more than \$107,000 in scholarships for women in addition to more than \$9,000 to support the BPW Scholarship Houses on Florida university campuses.

How can you get involved? Plan to join us! We welcome BPW members from across Florida! We publish a Networking Night Directory, so if you want to join us, please let us know ahead of time! You can find more information on this fantastic event on our website at www.tampabaybpw.org/SpecialEventsII.html.

If you have questions, please do not hesitate to contact our Networking Night Coordinator, and BPW/FL President Elect, Bobbie Jean Williams at Karavita739@yahoo.com or 813-963-6832.

BPW/Tallahassee

The BPW/Tallahassee board of directors held our annual retreat in August at Secretary Cathy Hopkins' beach house in Lanark. We had a full day of growth and development that resulted in a strong, cohesive board ready to lead our 80+ members through what will be not only another great year, but our fifth anniversary year.

Ten board members arrived Saturday morning and began our day with team building activities led by Laura Reeves, BPW member and owner of Common Sense Practice (www.common sensepractice.com). Laura facilitated activities that helped us get to know ourselves and each other better. We began the day by agreeing to a set of rules to live by for the day, which guaranteed respect and equality for everyone at the retreat. Laura helped us focus on learning styles, personality traits, and communication techniques. We were able to use this knowledge as we moved into the business portion of the retreat.

We had a fabulous catered lunch by Laura Williams, BPW member and caterer extraordinaire. The afternoon was filled with intensive training by Immediate Past President Christy Crump. Christy took the board through a history of BPW/Tallahassee including the original vision held by the 13 charter members. Christy then went through the bylaws explaining what each officer and committee chair is responsible for. The officers and committee chairs were each given their portion of the Policy & Procedure Manual to update.

We finished the retreat with an executive committee meeting on the dock—aren't you jealous?—where we elected a new vice president, Laura Reeves. Everyone went to dinner at a local seafood restaurant, where we enjoyed scrumptious Pan-handle seafood in support of our local fishing industry and economy.

Some members ended the night by staying over for a "big girls" sleepover. Here is what some board members had to say about our retreat:

"I've been itching to get trained in my new job as I had a tough act to follow! Our training was personal and served to bond as well as fill in a lot of the gaps. I needed the consensus of my board, and to understand their working styles. I know we will work more cohesively together from this point forward. What an amazing group of women!"

~Deanna A. Mims, Tallahassee LO President 2010-11

"I am so gratified to be a part of this organization. Through our LO I am in touch with dynamic women in our community. They are energetic, caring, involved, and nurturing to each other and have created an environment where each woman's potential can be realized. We are truly a sisterhood that make a difference in many lives."

~Laura Reeves, Tallahassee Vice President and Program Development Chair



BPW/Tallahassee President Deanna Mims and Treasurer Necia Little after executive committee meeting on the dock.



President-elect Marcy Collins and Secretary/Parliamentarian Cathy Hopkins walking back to beach house after meeting on the dock



Legislative Chair Jenny Abdelnour and Community Service Chair Melanie Murdock enjoy a laugh in the kitchen during lunch

Commissions for Women

According to the National Association of Commissions for Women (NACW), there are approximately 220 state, county and municipal commissions for women, located in the United States and its territories. Today, there are 23 states without active commissions; in 2003, this number was just 5.

How did these commissions start and what are they doing? The most important proposals for commissions on the status of women emerged out of the conflict over the Equal Rights Amendment (ERA). As early as 1947 the U.S. Women's Bureau proposed a commission to study the economic, civil, social, and political status of U.S. women in an effort to counter growing support for the amendment. The commission's task was to support policies or legislation that prohibited sex discrimination but permitted differentiation on "reasonable" grounds, thereby preserving special labor legislation for women. The bill generated little support in Congress.

Similar concerns about the ERA led the U.S. Women's Bureau to persuade President John F. Kennedy to establish the President's Commission on the Status of Women (1961-63). Chaired by Eleanor Roosevelt, the 26-member commission helped to form a compromise on the ERA and jump-start the issue of women's status to national prominence. Its 1963 report recommended that each state form a similar commission. The commission's most enduring contribution was its role in helping to launch the contemporary feminist movement.

The National Organization for Women (NOW) was formed in June 1966. Its origination was a result of frustration experienced by women while attending the Third National Conference of Commissions on the Status of Women in Washington, D.C. It had been three years since the Commission's reported findings of women being discriminated against in virtually every aspect of life. However, the 1966 Conference delegates were prohibited by the administration's rules for the conference from even passing resolu-

tions recommending that the Equal Opportunity Commission (EEOC) enforce its legal mandate to end sex discrimination. NOW is still one of the most active organizations for women. And, the states' commissions have evolved.

Today, these commissions are advocates for equality and justice for women and serve their communities in a variety of ways depending on the resources available. Many maintain shelters for the abused, others have tutorial programs for teens and illiterate adults, testify before their legislators on issues that impact women and their families, and disseminate information to their constituency. Each commission functions independently, but depends on NACW to provide national leadership and focus on their collective concerns. Member Commissions for Women, through NACW, keep the needs of women in the forefront of laws, policies, and practices, and promote the status of women.

The commissions in Florida are as follows:

- **City of North Miami Beach Commission on the Status of Women**
17011 N.E. 19th Avenue
North Miami Beach, FL 33162
Phone: (305) 948-2986
Fax: (305) 787-6036
Raabia Liladrie, Chair
Email: rliladrie@med.miami.edu
Web: www.citynmb.com
- **Florida Commission on the Status of Women**
Office of the Attorney General
The Capitol, PL-01
Tallahassee, FL 32399-1050
Phone: (850) 414-3300
Fax: (850) 921-4131
Mona Jain, M.D., Ph.D., Chair
Email: drs.jain@yahoo.com
Web: www.fcswn.net

- **Jacksonville Mayor's Commission on the Status of Women**

117 W. Duval Street, Suite 210
Jacksonville, FL 32202
Phone: (904) 630-3410
Fax: (904) 630-8214
Sandra Hull-Richardson, Mayor's Liaison
Email: shull@coj.net
Web:

www.coj.net/Departments/Advisory+Boards+and+Commissions

- **Miami Gardens Commission for Women**

1515 NW 167th Street
Miami Gardens, FL 33169
Phone: (305) 622-8000 x 2760
Fax: (305) 622-8001
Carolyn Nelson-Goedert, Chair
Email: cynelgoe@aol.com
Email: Lodom@miamigardens-fl.gov
Web: www.miamigardens-fl.gov

- **Miami-Dade County Commission for Women**

111 N.W. 1st Street, Suite 660
Miami, FL 33128
Phone: (305) 375-4967
Fax: (305) 375-5715
Carmen Elias-Levenson, Chair
Email: carmenepa@bellsouth.gov
Email: morilla@miamidade.gov
Web: www.miamidade.gov/cfw

- **Okaloosa County Commission on the Status of Women**

P.O. Box 681, Niceville, FL 32588
Phone: (850) 837-0207
Lois Hoyt, Chair
Email: lahoyt@cox.net
Web: www.occsw.org

Note: excerpted from www.nacw.org and www.womenscalendar.org.

**ELIZABETH J. KNOWLES
GRETTA P. BELLAS**

200 Central Avenue
Suite 220
St. Petersburg, Florida 33701
727-824-8700
Toll Free 866-447-2225
Fax 727-822-3423
eknowles@sabaltrust.com
gbellas@sabaltrust.com
www.sabaltrust.com



**Sabal Trust
Company**
Investment Management
IRA & Trust Services

Let us forget not

By Mary Giddens

In 1918 America was at war. Men left civilian jobs to serve their country and were replaced by women. It turned out the nation was unprepared for the influx of women into the workplace. Men had labor unions and employment organizations to locate and train men workers, but there were no such vehicles for women. The U.S. Government recognized the need for a national group to identify women's available skills and experience; the Women's War Council, financed through a federal grant, was established to organize the resources of professional women. The Young Women's Christian Association (YWCA) was then asked to explore the feasibility of organizing the nation's business and professional women. The YWCA sent women across the country to survey working women, encouraging them to organize themselves and select delegates to meet at a convention to be held in St. Louis, Missouri, in July 1919. It was at that meeting that the National Federation of Business and Professional Women was founded.

The organizer for the Southeastern Region arrived in Jacksonville in April 1919 where she started her whirlwind tour of Florida. She contacted business and professional women throughout the state and issued a call to a meeting to be held in Atlantic Beach, FL, June 6-7, 1919 to organize a Florida Federation of Business and Professional Women. Women representing ten communities gathered in Atlantic Beach and adopted a constitution and bylaws, elected officers and selected delegates to attend the July convention in St. Louis. **BPW/FL has the distinction of being organized prior to the National Federation of BPW and can claim seniority of approximately one month!**

The first years of BPW/FL were spent gaining members and changing the organization to meet the growing demands of its membership. The state dues were 15 cents per member and membership was open to individuals as well as club

members since there were many communities without organized clubs. Among the subjects discussed at the first convention was proposed legislation to make the University of Florida co-educational. Then in 1919 when the Women's Suffrage Amendment was submitted to the Florida Legislature, a Gainesville BPW member was in Tallahassee lobbying for ratification.

Through the years, three major issues have shaped BPW's legislative agenda: elimination of sex discrimination in employment, the principle of equal pay, and the need for a comprehensive equal rights amendment. As we celebrate the 90th anniversary of women's right to vote, let us be mindful that our view of the world is from atop the shoulders of BPW sisters whose courage and conviction leave us a legacy of heroic dimensions.



Women celebrate passage of the 19th Amendment granting them the right to vote: August 26, 1920.



"Well behaved women rarely make history"—as true in 2010 as 1920.

Save the Date:

BPW/North Sarasota's
H'attitude Scholarship Luncheon
and Hat Show



Saturday, March 26, 2011
11:30 a.m.

Fête Catering and Ballroom
10670 Boardwalk Loop
Lakewood Ranch, FL 34202
\$40.00 per person

For a formal invitation, email your address to:
cshoward1@verizon.net

Education Foundation News

Carolyn Wiggins, President

The Education Foundation of the Florida Federation of Business and Professional Women's Clubs, Inc., a 501(c)(3) tax-exempt non-profit organization, was established in 1965 by the members of the BPW/FL.

The Education Foundation board met on August 28th to discuss things to come. Come to Fall Conference in October to hear the exciting news about our future.

We are even trying to see about having an open house at our FAU BPW Scholarship House. Wouldn't it be fun to meet all of the young women in the house and see first hand where and for what our money is going.

To find out more about the Education Foundation, go to www.educationfoundationbpwfl.org.



Southern Scholarship Foundation

This fall, Southern Scholarship Foundation welcomed 412 students home to its scholarship houses at Florida State, the University of Florida, Florida A&M and Florida Gulf Coast University. This includes the 21 new and returning young women of the BPW Scholarship House on the FSU campus.

The bright young women living in the BPW House hail from 13 different counties in the State of Florida and are majoring in everything from Biology and Accounting to Nursing and Sports Management.

Guests are always welcome at the FSU campus of Southern Scholarship Foundation. If you have the occasion to be in Tallahassee for business or even game day, please stop by to tour the house and meet the staff and residents.

Also, the staff at Southern Scholarship Foundation is available for club meeting programs and would love to share more about how club members can recruit local students for the scholarship program or provide support for the BPW Scholarship House.

To learn more or to download an application, please visit www.southern scholarship.org or contact Courtney Stombeck at 850-222-3833.

PLEDGE YOUR SUPPORT FOR THE EDUCATION FOUNDATION

Yes, I want to become a member of the "120 CLUB" \$10 per month for 5 years.

\$ _____ per MONTH for _____ YEARS.

A one-time contribution of \$ _____. (checks applicable)

Name: _____

Company: _____

Address: _____

City, State: _____ Zip: _____

Phone: _____

E-Mail: _____

EDUCATION FOUNDATION Automatic Credit Card Billing Authorization Form

If you would like to enjoy the convenience of automatic billing, simply complete the Credit Card Information section below and sign the form. All requested information is required. Upon approval, we will automatically bill your credit card for the amount indicated and your total charges will appear on your monthly credit card statement. You may cancel this automatic billing authorization at any time by contacting us.

Payment Method

Bill my Credit Card: Visa MC

Card #: _____

Exp. Date: _____ 3 Digit Code (back of card): _____

Name on Card: _____

Signature: _____

Payment Information

I authorize THE EDUCATION FOUNDATION to automatically bill the card listed ABOVE as specified until I provide written cancellation.

Start billing on: ___/___/___ End billing on: ___/___/___

Please make checks payable to: Education Foundation BPW FL
Mail To: Kathy Hardesty • 795 Torchwood Drive • Deland, FL 32774

The Education Foundation of the Florida Federation of Business and Professional Women's Clubs, Inc. is a 501 (c)(3) non-profit corporation under the Internal Revenue Code. A copy of the official registration and financial information may be obtained from the Division of Consumer Services by calling toll free 1-800-435-7352 within the state of Florida or on line at www.MyFlorida.com. Registration does not imply endorsement, approval or recommendations by the state. FEI Number is 23-7354087. The Education Foundation solicits 100% of its contributions.

Registration & Payment can be completed on line at
www.educationfoundationbpwfl.org



Business and
Professional
Women/FL

3150 Holiday Springs Boulevard
Building 8, #111
Margate, FL 33063

BPW Florida's Mission

*To achieve equity for all women in the workplace
through advocacy, education and information.*



BPW Foundation's Mission

*To empower working women to achieve their full potential
and to partner with employers to build successful workplaces
through education, research, knowledge and policy.*