

**LOUISIANA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUB, INC.
HISTORY 1999-2000**

(Recreation – original document missing)

**President – Doris Sanders
President Elect – Alice Barrios
First Vice President – Dot Horton
Second Vice President – Rhonda Melder
Corresponding Secretary – Camille Moran
Recording Sectary – Linda Burns
Treasurer – Anne Storms
Chair of the Nominations – Diane Tusa
Auditor – Pat Moses**

**PRESIDENT'S THEME
"Celebrating a New Millennium"**

EVENT DATES

**Post Convention Board Meeting – June 13, 1999 at the Players Island
Casino Hotel, Lake Charles, Louisiana
Mid Year Board Meeting – November 13, 1999 at the Holiday Inn, Alexandria, LA
79th State Conference – June 2-4, 2000 at the Holidome, Monroe, LA**

BOARD MEMBERS

**Parliamentarian – Glenda Prechac
Pelican Editor – Iona Myers
Immediate Past President – Antoinette Gardner
Past State President 2 yr – Corvette Kowalski
Past State President 3 yr – Dolly Ruggiero**

STANDING COMMITTEE CHAIRS

**Finance – Camille Moran
Foundation – Wanda Ishmael
Public Relations – Danielle Gaspard
Young Careerist – Antoinette Gardner
Bylaws, P & P – Corvette Kowalski**

SPECIAL COMMITTEE CHAIRS/TASK FORCE APPOINTMENTS

**Agnes Morris Ed Loan – Robbie P. (Melder) Hill
Mid Year Board – Marie Eddlemon
Rules and Resolution – Pat Moses
Nike Award – Pat Hedges**

**Long Range Planning – PE
Chair District Directors – PE
Issues Management – 1st VP
Membership – 2nd VP
Legislation/National Leg Platform – 1st VP
State Convention 2000 Chairs – Janis Guyton
Individual Development – Wanda Ishmael
National Business Women’s Week – Corvette Kowalski
Historian – Anne Storms
Chaplain – Lois Ferguson**

DISTRICT OFFICERS

Southeast:

Director –Dot Horton

Southwest Central:

Co - Director – Camille Moran and Pat Moses

Northwest/Northeast:

Director – Antoinette Gardner

LOCAL ORGANIZATION PRESIDENTS

Southeast District

**Bogalusa – See Magee
Donaldsonville – Wendy Perniciaro
Jefferson Parish – Harriett Haworth
Lafitte – Mary Graham-Smith
New Orleans – Cynthia Edwards
St Bernard – Tracey Petruccelli
Slidell – Debbie Simmons
Westside of Gretna – Karen LaChute
West St Tammany – Patti Mayeux**

Southwest/Central District

**Alexandria – Marie Lawrence
Crowley – vacant
DeRidder – Donna Milan
Lake Charles – Eva Boudier
Natchitoches – Alice Barrios
Oakdale – Robbie Melder Hill**

Northwest/Northeast

**Bastrop – vacant
Monroe/West Monroe – Janis Williams-Guyton
Ruston – Elenora Cawthorn
Shreveport-Bossier – Antoinette Gardner**

Mid Year Board Agenda:

During the business of this meeting National Business Women’s Week Chair, Cory Kowalski presented to President Sanders a Proclamation honoring NBWW signed by then Governor Foster. The Proclamation was used by several LO’s for publicity during their October week activities.

Attendance at this meeting was a total of 30 members from Donaldsonville, Jefferson Parish, Slidell, and St. Bernard, West St. Tammany, Alexandria, Lake Charles, Natchitoches, Oakdale and Monroe/West Monroe.

NIKE Statues for our future recipients was address. SW/C District agreed to purchase the mold and model of the NIKE Statue Winged Victory so a supply would be available in the future. All costs to be borne by the district, motion passed.

Speaker Dinah Laurich, a Metropolitan Public Affairs Specialist with the Social Security Administration in Baton Rouge was the guest speaker for the luncheon.

President’s Mid Year Report is attached to this history file.

State Conference 2000:

President Sander's report is attached to this history file. Attending the state conference representing BPW/USA was Carolyn Grady, National Treasurer her report is attached.

The State Conference attendance was 59 members and 15 guests for a total of 74 participants. The Membership Report as of March 31, 2000 was 242 members paid. Of the 17 Local Organizations we have, 12 equalized during this membership year.

National Conference Chair Cory Kowalski has begun to receive information for BPW/USA on the 2002 National Conference. Assignments, programs, vendors, publicity, etc is anticipated shortly and more will kick off at the July 2000 National Conference in St. Paul, MN.

Due to a failure to receive nominations for the NIKE, this most prestigious State Award was not issued for 2000.

Southeast Direct Co-Chairs for State Conference 2001 Dot Horton and Patti Mayeux gave an update and call to conference for next year in Covington, LA.

Memorials were held for the following BPW Members: Verda Baker PSP, DeRidder; Ada Mae B. Lopez, St. Bernard; Dr. LaJuana Lee, Lake Charles; Marie Pierce, Lake Charles; Juanita Davis McAllister, Lake Charles; Gwen Johansen, Westside of Gretna; Helen Norris, Lake Charles and Robbie Melder Hill, Oakdale. They will be missed.

End//

Attachments

**BPW/LA Mid Year Board of Directors Meeting
November 13, 1999, Alexandria, LA
Report by BPW/LA President Doris Sanders**

On Friday, November 12, at 4:00 p.m. I received the call that all Presidents dread, the speaker had canceled. I had spoken with her two days before and all was fine. Then on Friday, she called to say she had a head cold and could not fly. Cindy Hounsell, who was to be the speaker, did get us a replacement speaker. Dinah Laurich with the Baton Rouge Social Security office did a great job. She distributed a vast amount of information in print and answered many of our questions. We also received information Cindy Hounsell sent.

The Agenda for the Mid Year Board of Directors meeting, that I had worked on all week, was suddenly in need of revision. The board book had gotten too big to fit on a disk, so I did not have it with me, nor was I going home after work. When the time came to accept the program, there were many changes to approve. I was really worried at the beginning, but everything turned out fine! The world did not stop rotating.

Thirty women attended the meeting, the same number as last year. That was not good, but at least it wasn't smaller. Many of the faithful attendees were not able to come because of conflicts. Glenda Prechac and Iona Myers were both out, so I appointed Corvette Kowalski as Parliamentarian.

There are two items of business that we will see again at state convention: (1) the decision to develop a scholarship program by piggy-backing on National's plan, and (2) a Bylaws change to allow the Treasurer, Auditor and Chair of the Nominating Committee to hold office for more than two consecutive one-year terms.

The Board decided not to hold a Mardi Gras Breakfast but to concentrate on items to raffle. It was hard to man the ticket booth and still get to attend leadership workshops and the profit was not large enough for the amount of work that goes into the event. Raffle items can be carried around with you from workshop to workshop.

The site and date of the 2001 State Convention were decided. It will be held in Covington, co-hosted by Slidell and West St. Tammany. The dates selected were June 7-10. Details of the 2000 State Convention were also given.

President Elect Alice Barrios is asking you to consider running for office or chairing a committee next year. Nomination forms can be obtained from Chair Dee Dee Tusa.

The silent auction netted us \$157.50. A decision was made by the Executive Committee to suggest that the \$100 Cash Raffle was postponed until State Convention since only \$50 had been raised at the time the Executive Committee meeting took place.

I forgot to include St. Bernard President Tracy Petruccelli's report in the Board Book, so I am distributing it with this report. I got the report early and then when others came in at the last minute in my haste to get everything done, I overlooked her report.

I was very proud of an article I was allowed to submit to the *Cenla Focus* journal. Publisher Willie Harp contacted our office because my supervisor was to write an article for the City of Natchitoches. During one encounter with Mr. Harp, I mentioned I was on my way to our local BPW meeting. He offered to let me submit an article on Mid Year Board. Then, after the printing took place, he brought me plenty of copies so everyone present at Mid Year Board could have one! It was a shame that the article showcased Cindy Hounsell and she was no longer speaking. I think he will let us submit another article for the January-February issue. I am constantly telling Danielle that you never know when the important contacts are going to be made, so do not over look even the smaller opportunities.

Announcement: Equal Pay Day 2000 will be on May 11, 2000.
The BPW/USA web site has been upgraded. The Legislative Update has many pages of good information.

BPW/LA President's Report
by 1999-2000 President Doris Sanders

I look to the end of my year as State President with mixed feelings of relief and regret. It has been a very rewarding year. I want to thank all of the 1999-2000 officers, committee chairs, special committee chairs, past state presidents, members and mentors for all your support, encouragement and assistance. I will miss some of the components of the president's task. I definitely will miss the pride of being the current state president. I was proud to be introduced as Louisiana's Business and Professional Women State President. It is because of the members that this year has been a success, thank you.

It has been a busy year, starting with National Convention in Rochester, New York, then the Fall District meetings, Mid Year Board, Spring District meetings, Legislation Day and now State Convention. I wish it was feasible for the current President to attend at least one meeting of each Local Organization. I would have liked to have been able to visit and get to know each member.

Hopefully, we can continue the growth in membership into the coming year. This is so important to the health of our organization on all levels. I challenged you at the beginning of the year to increase membership and you worked hard all year.

In order for our state organization to remain strong we are going to have to figure out how to get members to attend the functions and how to convince other members to step forward and run for state officers or chairs. We need new members to hold the positions in order to bring in fresh ideas and energy. The officers who serve over and over get tired and need time to regenerate. Keeping BPW/LA strong takes all of us working as a team.

It is a well known fact that you get out of anything in accordance to what you put into it. So be sure to take part in all the convention workshops, special events and business session. Through becoming involved you gain ownership of the convention and will return home with a better understanding of the subjects presented. Also, when a speaker has a large audience the speaker will do a better presentation. The speakers give of their time and talents, so let's let them know they are appreciated. Take the time to go by and thank the speakers, judges, our national representative, visitors, etc. for joining with us during this important weekend.

I will be focusing my energy this coming year on editing the *Pelican* and improving the web page, two important means of communication for the organization. Please help me my sending in your reports and membership lists in a timely manner. This year we had late mailings because information was not sent to the editor before the deadline. Let's improve on this!

REPORT BY NATIONAL REPRESENTATIVE CAROLYN GRADY

"Before I begin, I just want to let you know, Cory, that I will answer your questions at the end of my presentation. Good morning, BPW LA. As I said late yesterday, it's such an honor for me to be here with you for your eighty-first annual convention. I have been looking forward to coming to this area-to your meeting and traveling to your wonderful state as I've never really been to the South. Yesterday I saw my first magnolia tree with blossoms on it. Alice was driving and she almost slammed into something when I said, 'Oh my God, there's a magnolia tree!' I was really excited about it. I want to thank Doris and her executive team --and of course Linda Dreier for taking care of me--Monroe/West Monroe members for making my room so lovely--and also to the rest of you for making me feel part of your group this weekend. As I told you last night my number one job this weekend is to be able meet you and hear stories of your activities, your career stories, and to also answer questions--curiosities about what we're doing, how it being a national officer. Please let me know your questions, I don't want you to go away this weekend saying, 'You know, I should have asked Carolyn about that.'

I bring greetings to you from BPW/USA President Bobbie Robinson and the other members of the executive team, as well as our CEO Gail Schaeffer and the staff associates in our national office in Washington, D.C. I don't know if many of you know serving as a national rep at various state conventions you are given a prepared text to present. You are able to fill in what you want and customize it. When the text was prepared the situation at BPW national headquarters in Washington was a little bit different than it is today so what I would like to do today is tell you a little bit about that and go into some of the other items that I wanted to talk to you about. I think its important for me to cover this and then proceed to the rest of my presentation. What I'm referring to is some recent developments that had culminated on May 16th concerning a significant downsizing of BPW staff at the national office. We went from (and I'll get into why we did that) 35 approved staff positions, which is spread out through the two organizations we have--which is the Federation and the Foundation--and we cut that down to 15 employees and 4 independent contractors, as well as out-sourcing of the whole finance department. The reason for the staff cuts comes from hard financial facts, which is my responsibility. These are relating from deficient spending over the past few years by the Federation and most recently by the Foundation. This investment spending allowed us to spend money on various projects that should eventually turn a profit but things weren't happening quickly enough and we needed to put the brakes on. As a result, we had to make some very tough and ugly business decisions had to be made that resulted in cuts in programs as well as cuts in staff. We lost some good people that are dedicated to our organization but we had no choice. So we are at a time of rebuilding and I believe for the better--just like a Thunderbird coming up from the ashes--that's what BPW/USA will be. We are replacing positions of staff members who decided not to take our offer. We are going forward--trimmer and more efficient. I'm asking for your patience because this just happened about, well less than a month ago and for your understanding when you contacting the national office. they are under a lot of changes--resulted in a lot of changes--and it's critical that we have your support for us to make sure that this happens successfully. I'm going to move on from that but I'm going to offer a time for questions, so be thinking of any questions you might have and of course I'll answer Cory's question about Foundation.

Aside from these major financial issues this year, BPW has had some very exciting things happen and I need to tell you about them as well. I have put together for you and its been distributed a handout about my presentation. I hope you will find it useful and bring it back to your local organizations. So sit back, relax, and listen to the good things I have to say. It really has been a good year for BPW, both in internally and on the public policy front. Nationally our public policy activities have been driven by our number one goal in our strategic plan which reads, 'BPW/USA will be a visible leader and advocate for economic equity issues and formidable force within business, government, and the women's community. For the past year we have continued to champion the cause of fair pay. In October BPW released its first ever national poll. The findings of the poll showed overwhelmingly bi-partisan recognition of wage discrimination in America. The poll found that nearly 70% of likely voters in the year 2000 election will be women and minorities are paid less for doing the same work as their male white counterparts. This was nothing new for us--we already knew that. It was nice to have that documented. You know, our ally in this cause and the lead sponsor in the Fair Pay Act is Senator Tom Harkin, from Iowa, who spoke at our Policy and Action Conference in February in Washington, D.C. and he expressed his appreciation to BPW in spearheading this bill. BPW members attending this conference, and I know LA BPW had several, made personal visits with to their representatives on Capitol Hill. They reinforced our message on pay equity and its real concern for working women and their families and that now is the time to take steps to close that wage gap. Speaking of wage gap, does anyone know what May 11th was? That's right, it was Equal Pay Day. BPW working in partnership with our coalition members with the national committee on equal pay equity was once again sponsoring this highly visible grass roots event and working with groups throughout the country to shine the light on pay inequity with its efforts. BPW is a leader on this issue responsible for organizing hundreds of local events. Did any of you hold a BPW Equal Pay Day Event? All right--I'd love to hear some conversation about that and share some information with you on that. Our national office had a red-letter day for Pay Equity Day as well. Did anyone catch CEO Gail Schaeffer on the national cable network, America's Voices the evening before? Great. She did a wonderful job debating the issue of pay equity with an economist from the Economic Policy Institute. The actual day then started with a White House rose garden press conference event. There Senator Tom Harkin touted the Fair Pay Act and singled out BPW/USA for our leadership and persistence in the gender gap issue. Then President Clinton spoke on the issue and his support of 'the pay check fairness act'. He announced that the has new initiatives in the budget for strengthening EEOC enforcement and capability regarding gender and wage discrimination under the Equal Pay Act and education

training funds to get more women into non-traditional fields such as science and technology. Also speaking at the press conference was Senator Dianne Feinstein, congressional members Eleanor Holmes Norton, Louisa Delorio, and Labor Secretary Alexis Herman. Later in the day an even more exciting breakthrough announcement was made by Senator Jeffers, a Republican from Vermont who chairs a key Senate committee covering labor issues with whom BPW has been working for a long time. He announced he would hold hearings on gender wage discrimination on June 8, 2000. This is a major breakthrough for many reasons. This will be the first congressional hearing in decades on gender wage disparity. Senator Jeffery is the first senator, Republican senator, to get out in front of this issue. BPW is working with him on drafting a bill which will incrementally advance this issue. We believe he will sponsor our bill, through contact with these hearings, and with majority sponsorship it's obviously a good prospect of it ultimately passing. BPW is also a member of the National Council of Women's Organizations and has a seat on a special task force on social security, which is working specifically to strengthen the social security system for women. On March 30th, we participated in a press conference at the National Press Club, where we released our report on recommendations for social security legislative improvements. In your discussion with your friends, colleagues, and neighbors use our checklist of key points by which we measure the various reform proposals. Where can you get a copy of that? Get a copy by logging onto BPW's new and improved website, which many of you have hopefully already gone online to and maybe even found where the checklist is. Did any of you happen to catch the New Hampshire Presidential Debate aired on Lifetime TV in February? Well, if you did, you would have caught CEO Gail Schaeffer on air live posing a question to presidential candidate Gary Bauer on social security reform. Did you know that the President by presidential appointment that BPW is a member of the National Women's Business Council. It was created to advise the President and Congress on issues affecting women entrepreneurs. Through the council we are working to maximize Small Business Administration's loans for women entrepreneurs, expand access to government computer contracts for women-owned businesses (of which we only get 2% of), and to provide greater access to capital for women in all markets-from start-up to high tech entrepreneurs. recently the council initiated a project called 'Springboard 2000' which is the first ever venture capital forum for women who own high tech businesses in Silicon Valley. This project successfully linked women entrepreneurs to investors who can help launch or grow their business. It was so successful that they are planning additional Springboard events in Boston, Washington, D.C., and New York. Our front line role of the Women's Business Council enabled BPW to participate in a White House Conference on the new information technology economy. In addition to President Clinton, Al Greenspan, and several cabinet members, participants included Bill Gates. It was interesting that Bill Gates and Gail Schaeffer got together and talked about the scholarship program for the Foundation. This was just a mere sampling of activities that BPW/USA is involved in to move forward on our legislative agenda. Another way we have to move our agenda forward is to elect representatives that support our issues and legislative platform. Since this is the year 2000, we have the critical elections for President and Congress, we are asking each one of you to get into the political arena-make BPW's voice heard on behalf of critical issues affecting women and their families. We also need to energize all of our members to contribute to the BPW PAC. This allows us to support the candidates who support our legislative agenda. BPW members have had a record supporting the BPW PAC and with your help we can make this the strongest year ever and a real force in electing progressive candidates to office.

You know, the fact that we can accomplish our legislative agenda is due to our membership, which brings us to the second goal of our plan, BPW/USA will have a broad base membership that includes the socio-economic, occupational, age, cultural diversity of the workplace. You know, we have to reach out and be pro-active about retaining and recruiting our members. Don't allow BPW to be the best kept secret in LA for working women. Brag about the value that membership has brought to your life. Share it with others everywhere you go, whether it's in the line at the bank, at the PTA meeting, or over lunch with your fellow employees. I don't have to remind you that these conferences used to be much larger. We have been experiencing a decline across the country, in membership, for several years. We need of us to personally make a commitment to bring in new members and retaining those that we have. This means that we have to be inclusive, not just looking for members among women that we already know or who are just like us-in our age, ethnicity, or even outlook. Recruiting broadly. It also means welcoming potential members when they attend, making them feel welcome, making them feel at home as part of your group and not overwhelming them immediately with a lot of membership assignments. Frankly, it also means adjusting to different kinds of participation-for different folks and different needs. I believe we have neglected maximizing the member at large category, which I believe to be a missed opportunity. You and I have all come up through BPW through the local organization and we still value that experience but we must face the fact that its not for everyone in today's world. We must be willing to present different membership alternatives for different women's needs. Many career women today simply do not join an organization where they must attend local meetings. They are juggling careers and family demands. They are stressed out and cannot find the time to do the laundry, much less attend a regular meeting. However, many of them if informed of BPW's advocacy, scholarships, and all the other great things we do for working women would love to support our organization as a member at large. We must stop seeing the member at large as somehow being a competition to our locals. It is a type of participation that brings in a new member and the due's dollars we so desperately need but also compliments the work we do on the local level. In an effort to find a way to recruit a member at large I have recommended to the executive committee and the finance committee that we need to a state level dues component to member at large structure. Hopefully this proposal will come forward next year and state federations will be encouraged to recruit members at large, because they will get a piece of the dues action as well. Working women, regardless of how they join, must be joining BPW/USA as a wise investment in their future and it's up to us to make it happen-whether it is a local, state, or national level, we need to provide year-round networking opportunities (skill building, educational opportunities, financial and business services, and technology training). These are the tools working women need to be able to get--so get out there, be a part of BPW's national sales team, Commit yourself to recruiting members to revitalize this wonderful organization.

I'm excited to report that BPW /USA has been investing in the future by developing a new tool that you can utilize for your membership recruitment efforts. One is our new image, exemplified by our new logo. I put in your package a logo sheet, that hopefully you will use to cut and paste onto your local newsletters and LO handouts. We launched the new logo for a new century, not for five years, but for the long haul in an effort to establish a grand identity. The new logo embodies a sharper, modern, more contemporary look. It is graphically sharp, it's simple, and we are working with state federations and local organizations for its use at every level of BPW. We need one unified image if we are ever to visually achieve the visibility and identity we need. One logo for one organization-both Federation and Foundation-at all levels, national, state, and local. Many of you, hopefully, are already using the new logo and you can go right on the web site and download it for your own use, as well as using the sheet I gave you there. Please let us know how we can help you-what tools you'll need to incorporate the new logo/image into your mail outs and such. Each one of you should have got a copy of the new member booklets. Did you? No? Well, it seems they weren't handed out. I have about 25 of them here with

me and you can order them from BPW Supply. The number 3 goal of our strategic plan reads 'BPW/USA will be a catalyst for empowering its members to fulfill their professional and personal potential'. We have some powerful tools for women that BPW needs to strengthen and promote. Our Young Careerist Program and the Individual Development Program are excellent opportunities to build confident and performance skills that help women advance in their goals. We should be hosting workshop opportunities to make these available to members and non-members alike. We know the experience bonds them to BPW forever and brings home the value of membership in a very direct way. How many here have participated in the Individual Development or the YC Program? Would you agree with me that they bonded you to BPW forever? Absolutely, so I encourage you to go back and re-work those programs and find out how you can make them more successful here in LA. As you heard earlier today BPW/USA announced, about a month ago, that we are bringing back competition at National Conference for both of these programs beginning this year in St. Paul. And speaking of National Conference, how many of you have ever attended a National Conference? That must have bonded you to BPW as well. I know you will all agree with me that attending a National Conference opens your eyes to the real magnitude of what BPW is all about. It's a time when you can gain valuable leadership training, have an opportunity to contribute to BPW's strategic decision making, and network with over a thousand business women from around the country. This year be inspired by keynote speaker Miya Angelo, and discover the next business trends from noted business whiz Susie Ortig. Come visit me in my neck of the woods. I hope to see you all in St. Paul.

Our fourth strategic goal is directed to the positioning of BPW as a valuable expert resource. It reads, 'BPW/USA will be recognized as the premiere resource for education, research, and information on workplace equity issues. We have developed some excellent programs that you can use in your local and state meetings. To provide substantial programs and offer resources to members and non-members alike we have launched a new program called 'Working Family Values'. Anybody hear about that one? Our BPW Foundation has created this workshop in partnership with the Working Family's Group. This is another turn key program, with video and manual addressing that challenges of the working family-balancing work and family. This is a great tool for stimulating thoughtful dialogue in your community with women and employers. Other programs such as 'American Discuss Social Security' and our workshop addressing 'Clinical Depression' are also available for your use. How many of your locals have utilized these over the years? Well, it's good to see some. I hope you will talk it up. Were they successful for you? The kits are basically a turn key idea-they tell you step by step what to do and how to promote the workshop within your communities so you can have discussion on social security or clinical depression. We have a workshop north of me-in Green Bay, we joined up with the YWCA. We had over 500 women come. This is our third year that we've had it and it all started from the clinical depression workshop that we decided to do. It's been such a success. It's now a whole health thing as well as a money management and financial day. It has enabled us to touch the lives of the women within our community and start conversations with people. People hear about BPW. We're no longer the best kept secret in our area. I encourage you to take advantage of these programs that BPW/USA has spent money on and has put out for you. They are on contemporary issues, things that people want to hear about and I know you would love The Working Family's Values video and kit. It is a dynamite workshop. We've also developed a fantastic academic conference that has earned prestige and visibility for the BPW Foundation on cutting edge issues relating to work, family, and balance. Our academic family values conference was held in March in San Francisco and was in partnership with the University of California-Berkeley and the Sloan Foundation. We had over a dozen nations represented, with over 300 expert presentations. A spectacular success from a very modest beginning only three years ago, with less than twenty papers presented and a small attendance. This event has established BPW Foundation as a leader in the work right issues that are so pivotal to our mission. The publications '101 Facts' and 'A Research Guide for Women Entrepreneurs' (shows copies of the brochures) are available to you on the web site, as well as through the mail. These are useful tools we provide.

Speaking of fabulous resources, has anyone noticed the new look of our revamped magazine? You should already got your spring issue-I brought you a new copy to try to encourage you to come to St. Paul. BPW has developed a strategic plan that will highlight the potential for our magazine. We will continue to provide useful information to our members while showcasing BPW to a broader membership of working women. Now that we have upgraded the content, the graphic quality, and the frequency of BPW we are aggressively marketing it to more advertisers with the goal of the magazine to be self sustaining and to eventually be a member generator for BPW. That's good news for me as your National Treasurer.

Our strategic goal also embraces the internal workings of BPW in our fifth goal, which states, 'BPW/USA will foster communications upon its members, leaders, and staff strengthening their partnership and commitment to achieving the organizations mission and vision. The message here is communicate, communicate, and communicate. In addition to our updated magazine, this March we launched an upgraded web site and on May 5th we had more additions on line. What's our web site address? BPWUSA.org. Spread the word and keep checking it for changes, happening practically every day. Technology is transforming our world in ways that has revolutionized the workplace and BPW must maximize these changes as well. The internet is the future, don't get left behind. In today's mobile economy this is the medium of communication, especially for business and professional women and also for retirees. For the fastest growing demographic group getting on line this is a great opportunity for each of you individually as well as for our organization. I consider having access to the internet as critical today as having a telephone. Click on our web site and give us your e-mail address. This is very important so that you can receive our e-membership newsletter and other resources by e-mail. How many of you get the e-newsletter? Well, more of you could if you'd just click on our website and give us your e-mail address. Check on all the content we have for you to utilize. Your local newsletters will look so smart just by simply downloading some of the articles from the BPW web site. I do it all the time, in fact I am the editor for my local. They think I'm just a wonderful whiz by being able to provide them with all this information and all I'm doing is just cutting and pasting. BPW is transforming more and more into electronic distribution-material for locals organizations, states, individual members, and national leaders. This will save us enormous mailing and printing costs and also enable us to keep resources updated more efficiently. Our enhanced web site allows us to reach out more effectively to the public as well as to our members. In the member's only section, you'll be able to download the updated membership's resource guide, the call to action, by-laws, treasurer's guidelines, hot legislative action items, calendar events, our graphic logo, and much more. In fact things are being added daily. The web site is fully interactive-you can register as a new member on line, buy BPW supplies on line-with your credit card, register for the National Conference, make a contribution to BPW Foundation, and update your membership data. Eventually we'll also be able to interactively apply for a scholarship, renew your membership, and access congressional representatives by zip code-all by the click of a mouse. BPW has set a goal that all state and local organizations need to have a web presence by 2001. Increasingly women in the business world are using the new technology at a faster rate than men. Someone in your local organization is already on the web and you can tap her expertise to develop a web presence.

Our sixth and final strategic goal reads, 'BPW/USA will engage in strategic alliances that further its mission to achieve equity

for women in the workplace.' This relates to our building partnerships that will expand our reach and broaden our access. This past year BPW/USA began undertaking a series of training missions in China. The purpose of this mission is to give an opportunity to interested members in learning first hand about the opportunities and challenges engaging in joint ventures with China. Additionally members had the opportunity to meet with women leaders and better understand the role of women in both of our societies. The trade mission came at the invitation extended by the China Women's Association for Science and Technology. It's a two week trip organized by Lia International based in Seattle and Shanghai. The BPW members participated in the first trade mission in November had overwhelmingly called it one of the most valuable activities they had experienced in all their years with BPW.

Closer to home this past year we launched our partnership with Wyndham Hotels, the 'official' hotel for BPW. In addition to providing a member with discounts, this partnership also brought scholarships support for BPW Foundation, corporate affiliate members, and other dividends for BPW. We've also extended several member benefits, our new long term care insurance package provided by KBI has very attractive benefits for members and their families. I can speak the truth on that one because I'm an insurance agent. We added a discount for members at Royal Caribbean Cruise Lines and we have a potential of holding a national conference on a cruise ship as well. What an exciting national conference that will be! In addition we've launched a new MBNA BPW business credit card for members who are business owners. Another way BPW members can support our organization when doing their business. How many here have an MBNA business card? Well, hopefully if you ever get a call from them you will-no, I'm going to change that--please consider getting a MBNA BPW credit card. Every time you use it, no matter if you just pay off the balance or not, we get a little-few pennies every time you use it. So, I just tell members to get our credit card, because you'll be using someone's credit card anyway so it might as well be ours! So when you get a call from MBNA asking about the BPW credit card, please give them the time and think about applying for the card. These are just a sampling of the partnerships that benefit BPW in our mission and are revenue based. You too can expand such partner relationships at a local and state levels. You know when BPW was established we received \$3000.00 a year for our operating revenue from the Ameritech Corporation. Do you have any corporate sponsorships or relationships like that in LA? I recommend that you go out and find, seek out those sponsors-especially for your scholarships. There are corporations out there that want to give you money, you just have to let them know that their money is welcome. For example if you have a relationship with a high tech firm in your area, maybe an employer of a member, consider approaching them. They might be interested in giving scholarships through your scholarship foundation. That would be providing science and technology scholarships. They need a skilled work force to do their business and we can help them to find students that need the education/training. That's something they want to support.

You know I organized my report around our National Strategic Plan for one reason and that's because we need to share this plan with our organization at all levels. Our membership is the one line of BPW and we must engage all of them in our mission. This requires a clear and consistent understanding of what our goals are as an organization so that we can all head in the same direction. We are one organization and as a team we can meet the challenges and opportunities of a new century with a clear vision and a road map for getting there. We must work as a unified team, each contributing talent and energy so we can achieve our mission. Several years ago, our national leaders engaged in a strategic planning process to establish our vision, focus our mission, identify our goals, and set priorities for our program. Our vision for the future as embodied in our strategic plan (I have one for you here) needs to permeate everything we do at all levels of our organization. The Call to Action encourages all of you to take the same approach at local and state levels building a strategic plan as a foundation to guide our program. BPW needs us to let our light shine, no best kept secret, no closed door club, but a vital, dynamic inclusive, powerful organization that accomplishes great things for women-personally and professionally, individually and collectively. We are working to build a world for justice and opportunity for our daughters and our sons, as well, that are no longer people's dreams by the gender or other stereotypes. We have a tremendous heritage to this organization for women who struggled for suffrage, who founded this organization in 1919, whose efforts for 81 years have opened so many opportunities for us. They were truly visionaries. We, in this generation, have to have the same vision if we are to be worthy of that legacy. We need to have the same dedication to complete this unfinished agenda and accomplish equity for all working women. Given the talent and commitment I know each of you here have I expect great things for our future. "With this energy", as Susan B. Anthony said, "failure is impossible."

Now I'd like to open it up for questions and first I'll take the question that Cory asked about our BPW Foundation. As many of you know BPW Foundation is a separate organization for our federation. Our federation houses our memberships-that's who we pay our dues to. The Foundation is what we call a 501C3, non-profit organization so when you write a check for BPW Foundation (for scholarships or programs) that money is tax deductible, whereas your dues are not. We have some that are straddled between the two, and when I say straddled between the two for example CEO Gail Schaeffer-her responsibilities are straddled between the two. The same thing with the finance department-they take care of both sides-that sort of thing. Our development officer, which was Sandra Walters decided to leave our organization based on the new structure that we offered. It was just a parting of the ways, very amicable, unfortunate, but it did happen just like I told you before. The Foundation is still intact, no problem with the money-it's still all there, I guarantee it. I'm the treasurer I'd tell you if we had a problem that way. I'm excited to hear that you're looking at a way to develop a scholarship program. What that would do, that would give you designated reserve funds, funds that could never be used for anything but that, you (Foundation) couldn't go in there and say that we want to use those funds to send some people to California to do something. This is interesting that this has happened because we have our (Wisconsin) oldest, no-our second oldest local organization which is the Milwaukee BPW which unfortunately are deciding to disband. There is still some going back and forth but they've really struggled to stay alive. There's a lot of organizations in the area and they have a lot of competition. One of the things that they are fortunate with is that they have about \$25,000.00. Unfortunately, they don't have numbers but they do have money. I don't know if that a good thing or a bad thing. Anyway they wanted to establish a Foundation Scholarship Fund that would specifically go to women in the Milwaukee area. We are now in the same situation, we don't have a Foundation on the state level to handle that although we're trying to come up with that but we don't have it at this time. Their members want to make sure that money is secure and designated just for Milwaukee scholarship winners. We are in the same situation as you and we are working with Foundation on that. That's something that was not established, it's something new that Sandra was working on. You will be on the cutting edge. I will be happy to keep in touch with you about that so keep your money here until we hire a new development officer and we will be successful at that. Just know that you will be working with someone that is different.

We have several candidates for this position at this time and should reach a decision after national convention. Congratulations on putting together a Scholarship Fund and hopefully we can work together on that at Foundation.

Are there any other questions?

Alice Barrios-Natchitoches LO, President Elect asked about using the internet as a medium for BPW. There are several, right now it's all pretty preliminary, state federations that have taken on the task of developing/chartering a local organization on the internet. It's no different than when they tried to start a traditional organization but instead what they've done is that are setting up a internet local organization so they can meet on the internet. Isn't that neat? You never have to meet in person. What they're doing is they're attracting people that are going away, say they're in the military and still want to stay in touch with people here and know what's happening here. They want to support our mission. Michigan has spearheaded this and two other states (but I can't remember the two states), but Michigan is the big one. I'm sure that if your membership is interested in this get hold of Michigan at National Conference and they can tell you more about it. Again, as I talked about we need to start thinking about different ways that people are coming to us, no longer are we going to be able to stay in the traditional local organization-evening meeting/menu. It's still going to be out there but I don't believe that we can continue with this, that it will be successful. If we are going to build this organization up we must look at new time locals-breakfast locals. We need to look at all different things to become successful.

Jeanne Okamoto asked the number of the bill and the sponsor for the fair pay bill. I know the number and sponsor and will get it to you as soon as possible. Senator Thomas Harkens is the sponsor. He is from Iowa and there are about ten sponsors. The bill I referred to for Senator Jeffery is a bill that talks about retaliation of people talking about their pay. There's actually states that allow employers to put into their employee handbooks/policy/procedures that say that nobody can discuss their wages. Even though I'd want to tell you that I'm making \$10.00 an hour I can't tell you that because I could be retaliated against by my employer on a legal basis. What we have found working with Senator Jeffery is that he's receptive, that's part of the fair pay bill. A big bill has a lot of parts to it. Although they are not committed to the whole thing, they are willing to take a little piece of the pie. We're happy to have that. We figure that if we can get them on that then we can get them to start to work on the rest incrementally on the other parts. The hearings are going to be June 8th so I would ask you to tune in to your C-Span and also the web site to look as we move closer to that and hear what happens. The hearings will be on pay equity, across the board, but specifically he is endorsing a bill that talks about retaliation of employees on being able to publish their wages if they want to. I guess that's an issue that when you talk about pay equity-if you never know what your fellow workers make how do you know you're being discriminated against? I have some information in my room and I'll get it to you. You need to contact your national Representative and Senator and tell them to support this bill. Thank you again for allowing me to be here. I look forward to the remainder of my time with you. This evening's installation and so forth and the other wonderful things that are planned for next year. Congratulations on activities this year and I look forward to seeing many of you in St. Paul. I guarantee you'll be in New Orleans. I certainly will be back. Thank you.

AWARDS BANQUET

Friday, June 2, 2000

7:00 - 10:00 P.M.

"Celebrate a New Millennium"

The following awards were presented:

NATIONAL BUSINESS WOMEN'S WEEK

presented by Corvette Kowalski
Best Program

St. Bernard

PUBLIC RELATIONS

presented by Doris Sanders, due to
absence of Danielle Gaspard
Best Public Relations Program

St. Bernard

Best Coverage of Outstanding
Community Program
Best Press Book

Slidell
St. Bernard

FOUNDATION

presented by Wanda Ishmael
Gold Foundation LO Award

Jefferson

Silver Foundation LO Award

Donaldsonville

Individual Awards

FRIENDS

Alice Barrios
Ann Bruner
Lynn Doyle
Lois Ferguson
Patricia Gomez
Camille Moran
Wendy Perniciaro

Deborah Bauman
Eleanor Hawthorn
Cynthia Edwards
Alice Fraser
Martha Gremillion
Helen Norris
Anne Storms

FINANCIERS

Kelly Bessonnet
Dolly Ruggiero

Harriet Hawthorn
Doris Sanders

GOLDEN CIRCLE

Iona Myers

AMBASSADORS

Wanda Ishmael

LEGISLATION

presented by Dot Horton
Most Outstanding Legislative
Project or Program

St. Bernard

Recognition of LOs with
10% at Legislative Day

Donaldsonville
Slidell

Advocacy 2000 National
Legislation/Issues
Management

St. Bernard

MEMBERSHIP

due to the absence of Rhonda Meider,
these awards will be listed in the
Pelican/given out at Mid Year Board

YOUNG CAREERIST

presented by Antoinette Gardner

Lisa G. Bruhl
(St. Tammany)

Runner-up:
Cindy MeyerPoynot
(St. Bernard)

OUTSTANDING DISTRICT

presented by Alice Barrios

Southwest Central
District

PRESIDENT'S EXCELLENCE IN
LEADERSHIP AWARD

presented by President Doris Sanders

Tracy Petruccelli

MOST OUTSTANDING LOCAL
ORGANIZATION TRAVELING AWARD

presented by Doris Sanders

Slidell