



WASHINGTON STATE  
BUSINESS AND PROFESSIONAL WOMEN

WASHINGTON BUSINESS WOMAN (WBW)

Spring 2020

President's Message



I write this message during a very difficult time in all of our lives, dealing with the International COVID 19 crisis. Please follow the National Guidelines to self-isolate, and be safe.

I want to thank again, the 100 year celebration committee. It was a great event! It was so wonderful to see the smiles and the memories shared from some of our older members with each other, and to look at, and hear the history of those who came before us. We are truly blessed to be a part of this Organization.

Our Gold 100 year Celebration pins have arrived and we will make sure those are distributed. Thank you Judi Brown and

Tacoma Trophy for your assistance on this!

We have a full team and are ready to start another year. It is unfortunate, but vital, that we follow the National regulations and cancel our event. We will keep you posted on plans for installation of our new officers and how we will carry out business.

GOD Bless and Stay Safe

Judy



To All BPW Members,

**Due to the Corona virus national emergency and governmental guidelines, we are cancelling the State Conference on May 2-3. We want to keep you and your families safe and follow social distancing regulations. We will update you with an alternative**

**plan once one is established.**

Thank you for your understanding. Stay well.

BPW/WA Executive Committee

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## Call to Conference

### Welcome to Historic Bastyr University



The BPW/WA Exec Committee is proud to present to you Bastyr University which is located in the heart of Saint Edward State Park and Grotto in Kenmore with forested hiking trails and access to Lake Washington. The university



was originally a seminary with classrooms, a beautiful chapel with wood paneling and outstanding acoustics (bottom picture), a dining commons (pictured below), an outside pond with turtles, holistic gardens (pictured right) and dormitory rooms. So are you ready to go back to school/college?



Bastyr is a science-based natural medicine university and has some special requirements that we as members need to meet. Please do not wear any perfume, essential oils. 2- No alcohol, no smoking, or using marijuana. 3- No availability of the Internet. 4- If we loose or fail to turn in the door key, a charge of \$25 will occur. 5- No open flames, fog machines, and other common sense issues.

Sleeping accommodations are dormitory style with per person cost for two to a room. If you wish your own room, you must pay for 2 people. Bathrooms for women and men are dormitory style with privacy curtains for changing rooms adjacent to walk-in curtained showers. The main meeting room will be held in a classroom with all their AV equipment for disposal.

Saturday night will be held in a lounge style room and a bar (donations gratefully accepted). Except for Saturday night, all meals are buffet style in the Dining Commons (pictured above) and very reasonable.



Note there will not be a Martket Place Expo this year due to lack of space and security for vendor wares.

We look forward to this new venue with good food, education, renewal of friendships, and fun. The Registration Form is in this issue of the WBW.



## BPW/WA Officer Candidates for 2020-2021

### Peggy Harris – Candidate for PRESIDENT



My qualifications for BPW/WA President are as follows:

- Member of BPW/WA since December of 2012, I currently serve as the State Vice President and previously served as the State Corresponding Secretary, State Nominations Chair, and State Recording Secretary.
- Served a year each on the BPW/WA Legislative Committee and Bylaws Committee, and a PAC member for 3 years.
- Served 2 years as President of the Renton Local. Prior to that I was the Local's Secretary and Treasurer.

➤ Graduated from the University of Washington with a BA in English and a member of Sigma Kappa Sorority.

➤ Worked for nearly 40 years in both the corporate world as a Buyer for Frederick and Nelson, and the non-profit field as the Director of Volunteers for Seattle Humane. In 1992, during my ten years with the agency, I was the President of DOVIA of King County (Directors of Volunteers in Agencies), and served on their Board of Directors in 1993. For five years, I was the Office Manager of a tax accounting firm specializing in small businesses.

➤ Currently retired and traveling worldwide with my husband, who is a retired 30-year Boeing employee and an elite, world champion international slowpitch softball player.

My platform will be "*Living a Legacy.*" With that in mind, it is *imperative* that we increase our membership. As your President, I will do everything in my power to see that we sustain and grow BPW/WA so that it survives and thrives well beyond its Centennial Year.

Thank you for your consideration; I ask for *your* support.



### Patty Slagle – Candidate for VICE PRESIDENT



Patty Slagle has been a member of Business and Professional Women since 1989, and is affiliated with the Republic Local. A Pharmacist by trade, she and her husband own and operate the Republic Drug Store, and Patty also serves as the pharmacist at Ferry County Hospital.

Within BPW, she has held a variety of positions from all of the Executive Committee officers at the local level and the State BPW Recording Secretary.

In addition to BPW, Patty enjoys playing in the outdoors and hanging with her family.

**POSITION OPEN – Candidate for RECORDING SECRETARY**

If you are interested in the Recording Secretary Position, please contact Patty Slagle, Nominations Chair, at [rpslagle@rcabletv.com](mailto:rpslagle@rcabletv.com) as soon as possible.

**Diane Lam – Candidate for TREASURER**



It has been my pleasure serving BPW WA as State Treasurer from 2018 to 2020. I would be honored to be in the State Treasurer position again in 2020-2021.

I have served as Campus Treasurer for four years and as South West Seattle BPW President in 2012-2013. I am an Audit Chair for WA BPW Foundation and was an Audit Chair for BPW WA in 2014-2015.

I graduated from San Jose State University in Accounting and earned my MPA degree from Seattle University. With over 30 years of professional accounting experience and as a CPA, I am currently working for UW Medicine and Abacus Tax.

Thank you for the opportunity to contribute and to celebrate Women’s Suffrage 100 year legacy and the upcoming 100 year anniversary of BPW/WA!

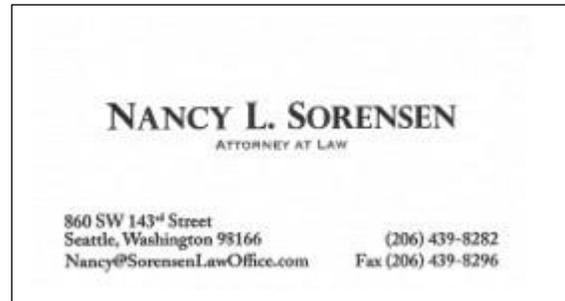
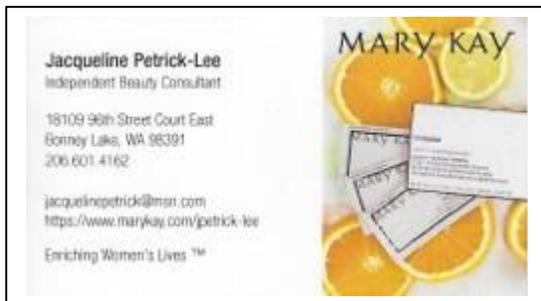
**Jacqueline Petrick-Lee – Candidate for NOMINATIONS CHAIR**



I am very excited to run for Nominations Chair for BPW/WA 2020-2021. It will be an honor and a privilege to serve the organization in this capacity. I love the rich history of our association and appreciate our 100 years of existence.

I currently serve as your liaison for the State and the Foundation. I have served on the state level as President, Vice President, Recording Secretary (elected), Legislative Chair and Membership Chair. I have served the BPW/WA Foundation as its Chair.

I am an active member of SW Seattle BPW and have held numerous elected and committee chairs at that level. I have been a member of this great organization for many years





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## A Message from the Bylaws Chair

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As we consider changing our bylaws, remember that our bylaws are not written in concrete and may be changed as needed. Over the years we have continued to change the bylaws and will continue to do so as it serves our members.

Over the past many years as a member of BPW, I have often heard that members do not want to sit through the business that we have at State Conference twice. What a number of members don't realize is that they do not have to attend either the Pre-Conference Board nor the Post-Conference Board Meetings unless they are on board of directors. Of course, we all want to know what is happening and to have input. Here is a review of BPW State Meetings.

Currently we have a Fall Board Meeting, who needs to attend? The Executive Committee: president, vice president, recording secretary and treasurer (4 officers). The immediate Past State President (1). The Standing Committees: Bylaws, Finance, IT (Internet Technology), Individual Development, Legislation, Membership, Speakers, Young Careerist, (8 standing committees). Representatives from each local organization, currently six (6). The member-at-large representative (1). Total number on the board of directors: 22. These members of the board are responsible for the actions that we engage in throughout the fiscal year (June 1<sup>st</sup>-May 31<sup>st</sup>). The members approve the actions recommended by the Board. So, here is a view of the BPW year.

**FALL BOARD:** Activities and events planning for the coming year. The goals and proposed activities by the board need to be proposed and approved by the members. This would include upcoming activities, review and approval of budgets, etc.

**PRE-CONFERENCE BOARD OF DIRECTORS:** Review of the business to come before the members at the annual meeting. This involves review of our financials, adoption of an annual budget, reports of the members of the board. Only members of the board review the business, the board has the authority to move forward the business. Proposed changes often come from the committees in the form of a recommendation or suggestions. Recommendations must be voted upon by the board as to whether the proposed action will be presented to the conference body or not. Suggestions from board members usually do not require a vote. Again, only members of the board vote. All members may attend the board meeting, while they do not vote, they may enter into discussion, once all board members have spoken.

**ANNUAL CONFERENCE:** This meeting is for all members and everyone votes. Business considered will be the business as approved from the Pre-Conference Board of Directors. Formulate a state legislative platform to be adopted at the post conference Board of Directors meeting. Review of the proposed budget. New business may be introduced. Election of new officers, awards, speakers and other activities.

**POST-CONFERENCE BOARD OF DIRECTORS:** Approval of the standing, special committees and appointments. Approval of the budget(s) and calendar of activities for the coming year. Appointment of the audit committee. Only members of the board may vote, but all members may enter into conversation once all board members have had the opportunity to speak.

Currently with our membership numbers being lower, the current board represents over 30% of the members. This is too large of a percentage and we are finding the same individuals are doing the work and the need to change that is imperative to the future of our federation. Changing the bylaws will change some of the stress and the challenge of restructuring how we do things will be charged to a new board – smaller and more efficient. We still need individuals to fill committees so that we may continue to promote and encourage all members in the opportunities that we have available to us as members of BPW/WA. As we look to the future, we may look at membership events for recruiting new members, a stronger lobby day presence. We must change what we have been doing, it is not working. What is the answer? It is up to you! Each of us have ideas and together we can make a difference.

*By Milly Lewendon, Bylaws Chair*



**PROPOSED AMENDMENTS TO BPW/WA STATE BYLAWS**

*Humans are allergic to change,  
They love to say "We've always done it this way."  
That is why I have a clock on my wall that runs counter-clockwise."*

Grace Hopper



**ARTICLE XXI AMENDMENTS**

Section 5. An amendment properly presented to the board of directors, but not approved for presentation to the conference body, may be brought to the conference floor by a majority vote. Such a proposed amendment shall be submitted in writing to the recording secretary at the beginning of the first business meeting and shall be read to the conference body before the close of the first business meeting. If consideration of the amendment by the conference body is approved, it shall be appended to the call of the next conference. Section 6. Proposed amendments shall require a two-thirds (2/3) vote for adoption.

**AMENDMENT 1. ARTICLE XIV – BOARD OF DIRECTORS**

**Section 1.**

CURRENT WORDING	IF ADOPTED WILL READ
The board of directors shall consist of the elected officers, the immediate past president, <b>chairs of standing committees (or duly authorized representative)</b> , local organization presidents (or duly authorized representative), and the Member-At-Large Representative.	The board of directors shall consist of the elected officers, the immediate past president, local organization presidents (or duly authorized representatives), the bylaws and finance committee chairs and the member-at-large representative.

**GENERAL RATIONALE FOR THIS AMENDMENT:** As our membership has decreased it is becoming increasingly difficult to fill the needed positions. Currently the board of directors contains 20 members. By reducing the board of directors, the ability to hold meetings would be easier and avoid expensive locations. This would reduce the board of directors by 6 members for a total of 14 members:

- 4 elected officers
- 1 immediate past president
- 6 local organizations presidents (or authorized representative)
- 2 committee chairs
- 1 member at large representative
- 14 total

SUBMITTED BY: Bylaws Committee.



**AMENDMENT 2: ARTICLE XIV – BOARD OF DIRECTORS**

CURRENT WORDING	IF ADOPTED WILL READ
Insert and Add	Section 3. The member-at-large will be elected by majority vote of the members-at-large in attendance.

**GENERAL RATIONALE FOR THIS AMENDMENT:** We currently have six (6) members-at-large members and this will allow representation at the board of directors’ meetings. Section 3. would be inserted, and all other subsequent sections would be renumbered.

SUBMITTED BY: Bylaws Committee.

**AMENDMENT 3. ARTICLE XIV – BOARD OF DIRECTORS**

**Section 4.** Meetings of the board of directors shall be held:

CURRENT WORDING	IF ADOPTED WILL READ
A. Immediately preceding and following the annual conference.	NO CHANGE
B. September/October each year (Fall Board).	<b>B. Quarterly Meetings. Member may meet in a physical location, or via telephone or video conferencing with at least one in person meeting.</b>
C. When called by the president with the approval of the executive committee or when called by sixty percent (60%) of the board to include at least two (2) elected officers.	<b>C. Special Meeting. The board of directors may call a special meeting of the federation, provided notice of the meeting and its purpose is sent to all members at least thirty (30) days prior to the meeting date and to include two (2) elected officers.</b>
D. Notice of all meetings must designate time, place, and purpose of the meeting and be given at least sixty (60) days in advance of the date for which the meeting is called.	D. Notice of all meetings must designate time, place, and purpose of the meeting and be given at least <b>forty-five (45) days</b> in advance of the date for which the meeting is called.
Add	E. A majority of the voting members shall constitute a quorum for a meeting of the board of directors to include two (2) elected officers.
Add	F. A vote of the board of directors may be taken by mail or electronically at the written request of the president. Such a vote shall have the force and effect of a vote taken at a meeting.
Add	G. Minutes of all meetings may be distributed electronically and will be posted on the website in the members only section.
	H. Report all activities at any state meeting.

**GENERAL RATIONALE FOR THIS AMENDMENT:** It has become increasing difficult to find meeting locations for the current board. Weather conditions also may hamper board meetings. If approved the new Board of Directors may still choose to have meetings in person, but this amendment would also provide for meetings via telephone or video conferencing. Two of the board of director meetings are held in conjunction with the state conference – Pre-Conference and Post Conference. Item C. changes the authority to the board of directors and allows for a shorter notification in the event there is unusual or critical situation that all members need to be aware of.

SUBMITTED BY: Bylaws Committee.



**AMENDMENT 4: ARTICLE XX STATE CONFERENCE**

CURRENT WORDING	IF ADOPTED WILL READ
ARTICLE XX STATE CONFERENCE	ARTICLE XX STATE MEETINGS

**GENERAL RATIONALE FOR THIS AMENDMENT:** All criteria for State Conference remains as is currently, but the change to change the name of Article XX State Conference to State Meetings is designed to add the criteria for a Mid-Year meeting. By eliminating the Fall Board Meeting and making it a meeting where all attend, no business is necessary and for the purpose of fulfilling our mission statement (see below).

**ARTICLE II MISSION:**  
The mission of this federation shall be to achieve equity for all women through advocacy, education and information.

The mid-year meeting could be called a membership, or an educational meeting and provide the opportunity to communicate, recruit, connect and collaborate with other women and the current members for the sharing of information.

SUBMITTED BY: Bylaws Committee

**AMENDMENT 5: ARTICLE XXI MID-YEAR MEETING  
Section 1.**

CURRENT WORDING	IF ADOPTED WILL READ
<b>ADD Section 7. The federation shall hold a Mid-Year Meeting</b>	A. The mid-year meeting place and date will be determined by the executive committee with the approval of the board of directors.
	B. Notice of the mid-year meeting will be sent to all members at least 45 days before the meeting.
	C. No business of the federation will be conducted at the mid-year meeting, except by the board of directors at its meeting, unless a concurrent special meeting of the federation has been called by the executive committee.
	D. The purpose of the mid-year meeting will be to fulfill the mission statement (Article II as above).
	E. A mid-year meeting will be held in the months of September, October or November.

**AMENDMENT 6. ARTICLE XV – EXECUTIVE COMMITTEE  
Section 1.**

CURRENT WORDING	IF ADOPTED WILL READ
The elected officers shall constitute the executive committee. The parliamentarian shall attend meetings without a vote.	The parliamentarian will attend meetings of the executive committee and board of directors in an advisory capacity.

**GENERAL RATIONALE FOR THIS AMENDMENT:** The change authorizes the parliamentarian to attend the executive committee and board of director meetings. This is an appointed position and is currently not part of the board of directors, but it is advisable for the parliamentarian to be part of this meeting. The indication of as an advisory capacity clearly allows for discussion but does not include voting.

SUBMITTED BY: Bylaws Committee.





## Another Successful Lobby Day



Lobby Day January 27, 2020 in Olympia was very enlightening and worthwhile. BPW/WA joined AAUW in the morning with fascinating political speakers on various topics, discussion on upcoming legislation, a report by AAUW's lobby representative and lunch. Did you know that Washington State's tax structure is heavily skewed toward the wealthy? For example, lower income families pay 27%, middle class families pay 11%, and wealthy families only pay 3%. A gross inequity that needs to be rectified.

In the afternoon we joined with AAUW and visited Senator Patty Kuderer and her staff to relate our concerns and hopes for the coming legislative year. (Our legislative representatives are always eager to hear from their constituents to give them direction and focus of the many issues they deal with.) Then we went and sat in a health care committee session for almost an hour and watched our government in action. Of course, we also toured the capital building

and sat in the senate gallery and listened to discussions.

We hope you can join us next year in January 2021 for another great lobby day. Those in attendance this year were (left to right) Diane Lam, Sylvia Valine, Peggy Harris, Judy Johnson-Keyt and (in the front) Judi Brown.

*By Sylvia Valine, PAC Chair*

## Important Announcement from YWCA



Dear Table Captains, Guests, and Supporters of YWCA,

As our region grapples with the impacts of COVID-19, [our organization has been fortunate enough to continue providing critical services for our community.](#) We appreciate the dedication and flexibility of our staff and supporters as we all adjust to this situation.

In order to help protect public health, **the 2020 Seattle Inspire Luncheon has been rescheduled for Thursday, September 10.** The event will still be at the Westin Seattle, with keynote speaker Valerie Jarrett.

We are deeply grateful to the partners and sponsors who have supported us through these changes, and excited to see you later this year!



## A Republic BPW Member Shares Memories to Celebrate Our 100<sup>th</sup> Anniversary

The Business and Professional Women of Washington State (BPW/WA) is one of the oldest women's professional organizations in the state. The Republic BPW Club is part of this great organization, and it joined in the celebration of its 100<sup>th</sup> anniversary on February 22, 2020.

BPW empowers women intellectually and professionally via speakers, a young careerist program, an individual development program, networking, legislative awareness about women and family issues, mentorships, and long-lasting friendships throughout the state.

The women of Republic's BPW Club partake in all of the above listed programs and over the years have exceeded their own expectations in many of them.

Probably the most important issue ever taken on by our local BPW Club was during World War II when Republic found itself without an operating hospital. The whole story is way too long for this article, but just let us say that through fast-thinking, clever timing, and professional mind-setting, the ladies succeeded in getting the right people to the right place at the right time, and the hospital was able to obtain the necessary Doctor to open its doors once again.

Another important issue that needed the assistance from a local BPW Club to succeed, was the hard work to create a library for the town of Republic. Again, Republic BPW Club was successful, and the library became a fixture in town.

For many years, BPW hosted the annual Memorial Day Dinner, serving a great "home-made" dinner to those who traveled from out-of-town to come decorate graves and attend Memorial Services at local cemeteries. At that time, there were no local restaurants open on Memorial Day, so the dinner was always well-attended. It also gave everybody a place to meet and visit with those from out of-town. The dinners only stopped when the law about servicing "home-made" food to the public for sale was enforced.

One year there was a local woman, with children, who left an abusive home, took on

several jobs to pay the bills, and also started taking local college courses to better herself. The Club took her under its wing and helped financially with purchasing necessary books, etc., mentoring her and giving her encouragement when needed, and helping with gas funds when she graduated from the local college and continued her education in Colville. From there, she proceeded on to graduate from Gonzaga and later in her life, you could find her teaching college at Baylor University in Texas.

Back in the late 1980's and early 1990's the local ladies found time for fun and offered the community to join them, when they sponsored a formal Valentine's Day Dance. It was held in the common area room of the old grade school building, and it was decorated with a false crepe paper ceiling, huge hearts on the walls and tables decorated with hearts and candies. Light refreshments and non-alcoholic drinks were served. There was a live band, who traveled from Spokane, and played old-time dance music. The dress attire was "formal" with the ladies in long dresses and the men in suits, or at least sports coats with dress pants. A good time was had by all!

For many years now, the local ladies have helped make Christmas a little brighter for many local families when they are given ages and sizes, and interests of the children, and proceed to purchase the necessary and wanted items for each family. The ladies gather together and place the wrapped presents in each family's tote box and then sit down and enjoy a yummy Holiday dinner and an evening of fun and cheer.

As first stated above, BPW creates long lasting friendships and any local member, when asked, will firmly affirm that statement.

Personally, I have enjoyed BPW more than any other organization that I have ever belonged to. When I first joined BPW in 1962, I was working for the newly elected Prosecuting Attorney of Ferry County, Paul B. Hutton. Our office was in the basement of the Courthouse, so I became familiar with the Auditor, Superior Court Clerk, etc. One noon, when I was eating lunch at the Republic Hotel and Café, Adeline (Joey) Schreiber, Auditor, and Gladly April, recently retired Superior Court Clerk, approached me and invited me to a BPW meeting. I was a little bit scared, because I was only 22 years old and these were "old" ladies to me. But, I agreed to go to a meeting. At the same they invited me, they also invited the



newly elected Superior Court Clerk, Katherine Singer from Danville. Katherine wasn't too much older than I, and new to all this meeting stuff, so we hit it off just fine. Over the months, we regularly attended the meetings and it became very evident, that you went by the rules that had been set down years ago, and you didn't vary one inch. Every time we would suggest doing something new or different, we got shot down immediately. You couldn't even suggest changing the flavor of the brandy that was put in the Christmas Cheer Punch every year. It didn't take long before both Katherine and I decided that we didn't need to belong to the "old" ladies' club anymore.

It wasn't until the late 1960's or early 1970's that I was again asked to join BPW. I was working for Ferry County Title and Escrow, Dick and Norma Perry were the owners, and there was a big recruitment meeting held at Marion Dammon's house on Curlew Lake. I remember her house was full of ladies that night, and everybody was so nice and gracious, and it seemed like the right time to join up again. I've been a member ever since. I remember shortly after I joined the club, I went to Spokane to a Lilac City Club meeting, and there I met Bea McElroy, the queen of BPW. She, and red-headed Katherine Taft, an attorney at the time and later a Judge, were the ones that made that Club run like a charm. After the meeting, all the ladies met in the cocktail lounge and when I walked in, Bea invited me right over to her table, so there I went, and when the waiter came to take our orders, Bea said, "I'll have a scotch on the rocks, and make it a double." I knew right then I was in the right group! I've been here ever since!

In my earlier news article, I mentioned the Valentine's Dance that BPW sponsored every year for the community. Since it was held at the school, we couldn't have liquor, so every once in a while, the men would go out to somebody's car, and they'd all have a swig out of a bottle or two, and then go back into the dance. Once year, there was more ice than usual, and the cars were all parked right on main street, south of Anderson's Grocery store. My Dad, my husband and Bob Fields, the town barber at the time, went out to Bob's car for a drink. My Dad and my husband were standing at the back of the car with the trunk lid up, and Bob handed them a bottle and walked around to the side of the car and completely disappeared. He had slipped on the ice and went clear under the car. They had quite a time getting him out and

upright and cleaned up enough to go back into the dance. Later, when we found out what had happened, it gave everybody a good laugh.

Over the years of belonging to BPW, I have held every office, more than once, except Treasurer. I never wanted to be the Treasurer of any organization because I didn't want the responsibility of working with somebody else's money. As it turned out, for 17 years at the PUD I worked as the Treasurer (and the Secretary to the Board and Mgr. and anybody else that needed a Secretary that day), with 1 and then 2 million dollars of other people's money and could account for every single penny, every single day. Those were good days, too.

BPW has been wonderful for me. It helped me grow professionally. It gave me the confidence to meet any issue, good or bad, head-on and it gave me the ability to learn how to work through tough issues so that everybody came out thinking they were winners. It has awarded me with friendships that I have enjoyed for years and years. And one last thing, now that I am one of those "old" ladies, I made myself promise years ago that when a new, young member comes up with a bright new idea to do something or change the way something had been done in the past, I would sit quietly back and let the rest of the group of ladies decide whether or not to do it.

Thank you BPW for all you have done for me over all these years! And the next time we all end up in a cocktail lounge together, I'm buying the first round of drinks! And we'll say a toast to "Bea."

*Written by Bobbie Weller, Republic BPW*

