



# WASHINGTON BUSINESS WOMAN (WBW)

Winter 2017



## President's Message

December 21, 2016

It is hard to believe that in just over a week we will be saying good bye to 2016 and hello to 2017.

I have been reflecting on the last year. There were many days that challenged me to step out of my comfort zone. I was told at this time last year I would see many losses. In some ways there were many. In reflection I have found that through the losses I have found a new freedom. No regrets from the past and looking forward to what 2017 will bring.

My hope for each one of you in our BPW family can look fondly on 2016 while being ready to start the New Year. May you be comfortable to step into your unique self while allowing yourself to step out of your comfort zone. Someone close to me suggested that people pick two to three words that they want to focus on for 2017. There will be time set aside at Winter Board to share these words. These words will inspire others while also allowing each one of us to be supportive in our individual 2017 journeys.

Cheers to a "HAPPY NEW YEAR".

Susan



## Table of Contents

<b>PRESIDENT'S MESSAGE</b> .....	<b>1</b>
<b>Call to Conference and Registration for Winter Board 2017</b> .....	<b>2</b>
<b>NOMINATIONS CHAIR MESSAGE</b> .....	<b>3</b>
<b>STATE CONFERENCE CHAIR MESSAGE</b> .....	<b>3</b>
<b>BPW/WA CALENDAR OF EVENTS –</b>	
<b>JANUARY 1, 2017- MAY 31, 2017</b> .....	<b>4</b>
<b>BYLAWS COMMITTEE REPORT BY KAY</b>	
<b>KAMPSEN, CHAIR</b> .....	<b>5</b>
<b>LOCAL BPW GROUPS SERVE THEIR</b>	
<b>COMMUNITIES</b> .....	<b>6</b>
<b>Renton BPW Donate Hygiene Handbags to</b>	
<b>Homeless Women</b> .....	<b>6</b>
<b>Republic BPW Community Project</b> .....	<b>6</b>
<b>BPW EARLY HISTORY</b> .....	<b>7</b>
<b>FEBRUARY IS FOUNDATION MONTH</b> .....	<b>8</b>



## Nominations Chair Message

Step *OUT* of your box and be a leader; BPW/WA needs you!

We are working hard to find qualified candidates for state office. Please let me know as soon as possible if you are interested in running for any of the positions currently open, President, Vice President, Recording Secretary, Treasurer, or Nominations Chair. I have the "Duties and Responsibilities" as well as the "Consent to Serve" forms for each position.

My goal is to present a complete slate of candidates to our membership at State Conference in Wenatchee in May. So come on, let's go *running* into 2017! We can do it!! Thank you.

Peggy Harris  
 BPW/WA Nominations Chair  
 425 255-7967  
 pdharris@comcast.net  
 425 255-7967

## State Conference Chair Message

As State Conference Chair, just a little "shout out" about saving the date for State Conference in Wenatchee, **May 19-21**.

We encourage anyone that can come over on Thursday afternoon, to take advantage of our riverfront walking trail, Pybus Market, quaint downtown shopping area, great downtown restaurants, and wine tasting. Our Wenatchee local is working on lining up great speakers & entertainment, so we hope all can attend. We also have plenty of room for exhibitors at our MarketPlace, so love to have members sign up as a vendor.

More to follow at winter board, BUT, do save the date, May 19-21!

Thank you, Debbie Feist,  
 State Conference Chair.



**Vickie Bergquist Ins Agcy Inc**  
 Vickie Bergquist LUTCF, Agent  
 22760 Marine View Drive S  
 vickie@vickieinsurance.com  
 Bus: 206-878-4050



State Farm, Bloomington, IL  
 1211999



**Wilma J. Eads**  
 5169 E. Hillcrest Dr.  
 Port Orchard, WA  
 98366  
 jacke@wavecable.com  
 360-871-2445

Mark 12:30 




Lisa Dreyer has over 25 years experience representing buyers and sellers in Washington. Proven results with professional, personal service.

Lisa Dreyer, GRI, ABR, SRES  
 Managing Broker  
 lisadreyer@remax.net  
 253-381-7683

Working with seniors to meet their housing needs requires an expert understanding of their lifestyle and financial needs, and the SRES® designation means that a Realtor® has that understanding. "Whether they are buying, selling relocating or refinancing, seniors can be confident that a Realtor® designated SRES® will be able to help them every step of the way."



One of Lisa's senior clients that needed to sell her house quickly wrote: "She took over and directed the whole process - I was still in rehab for my hip and couldn't drive until a month or two later. She personally took me to different appointments, helped solve some maintenance problems at our home, and then shepherded us through the signing and closing processes. We found she was a very skilled negotiator when it was necessary to make sure the closing was on time and as planned." - Luanne Green

## BPW/WA Calendar of Events – January 1, 2017- May 31, 2017

### 2017

January 1	<b>Happy New Year!</b>
January	<b>LOCALS:</b> Identify Young Careerist (YC) Candidates in your area. <b>LOCALS:</b> Review and report <b>MEMBERSHIP</b> goals and results to State Membership Chair, <b>Rosalind Vazquez, <a href="mailto:rosalindvazquez@hotmail.com">rosalindvazquez@hotmail.com</a></b> .
January 3	<b>LOCAL YC Chair Conference Call</b> with State YC Chair Lisa Fischer.
January 10	<b>LOCAL Executive Committee Officer's Conference Call</b> with State President and/or VP.
January 15	<b>LOCAL</b> and <b>STATE DEADLINE:</b> Proposed State Bylaws changes deadline to the State President and Bylaws Chair, <b>Kay Bradley Kampsen, <a href="mailto:kbk.bpw@hotmail.com">kbk.bpw@hotmail.com</a></b> .
February	<b>Foundation and Black History Month</b> <b>LOCAL Treasurers:</b> Send State Foundation donations to WSBPW Treasurer. <b>LOCAL Treasurers:</b> Send BPW National Foundation donations to: BPW Foundation, c/o Wells Fargo, P.O. Box 759189, Baltimore, MD 21275 -9189. <b>LOCALS:</b> Prep your YC candidates for their speak-off next month.
February 7	<b>LOCAL YC Chair Conference Call</b> with State YC Chair Lisa Fischer.
<b>February 11</b>	<b>WINTER BOARD – “Stepping OUT! Personally”</b> Host TBD. Location at the Northshore Golf and Country Club, Tacoma WA.
February 12	<b>LOCAL: Young Careerist Workshop</b> Event for Candidates and Members.
February 14	<b>LOCAL Executive Committee Officer's Conference Call</b> with State President and/or VP.
February 17	<b>LOCAL</b> and <b>STATE DEADLINE:</b> Nominations for State Officers and Nominations Chair: Send to Nominations Chair, <b>Peggy Harris, <a href="mailto:pdharris@comcast.net">pdharris@comcast.net</a></b> .
February 28	<b>LOCAL DEADLINE:</b> Last day to turn in Local Bylaws changes for review/approval by Bylaws Chair, <b>Kay Bradley Kampsen, <a href="mailto:kbk.bpw@hotmail.com">kbk.bpw@hotmail.com</a></b> for the 2016/17 BPW year at State Conference.
March	<b>Women's History Month</b> <b>LOCAL:</b> YC Speak-off during Local monthly meeting. Contact Lisa Fischer with winner's info at <b><a href="mailto:lisajfischer@comcast.net">lisajfischer@comcast.net</a></b> . <b>LOCAL:</b> Nominations Chair starts looking for candidates for next year's Local officers.
March 7	<b>LOCAL YC Chair Conference Call</b> with State YC Chair Lisa Fischer.
March 14	<b>LOCAL Executive Committee Officer's Conference Call</b> with State President and/or VP.
March 19	<b>Call to Conference</b> - State Conference Invitation and “Stepping OUT! Professionally.” Hosted by Wenatchee at Wenatchee WA.
March 31	<b>LOCALS:</b> WSBPW Foundation requests a total of all Local Organization scholarships funds; those administered by WSBPWF, the local, or another scholarship-awarding organization. For additional info contact <b>Margaret Way at <a href="mailto:mway2go@aol.com">mway2go@aol.com</a></b> .
April	<b>LOCALS:</b> Elect your new Local Officers for 2017/18.
April 1	<b>LOCALS:</b> Send bios of deceased members to State Memorials Chair, <b>Nancy Sorensen, <a href="mailto:nancysoren@aol.com">nancysoren@aol.com</a></b> .
April 3	<b>LOCALS:</b> Young Careerist Applications are due to Lisa Fischer, YC Chair. <b>LOCAL</b> and <b>STATE DEADLINE:</b> State Officers, Chairs, and Local Presidents - All articles, ads, and reports to the WBW Magazine Editor <b>Barbara Luddon at <a href="mailto:barbluddon@q.com">barbluddon@q.com</a></b> .
April 11	<b>LOCAL Executive Committee Officer's Conference Call</b> with State President and/or VP.
April 12	<b>Equal Pay Day in 2016</b> (Last year, 2015, Equal Pay Day was April 25 <sup>th</sup> . It has improved!)
May	<b>Military Appreciation Month</b> <b>LOCALS:</b> Have your Local officers, this year's and next year's, attend the State Conference and any important committee chairs for retrospection, introduction, and planning for the new BPW year. <b>LOCALS:</b> Installation of New Officers for 2017/18 by an Evergreen or Past Local President.
May 9	<b>LOCAL Executive Committee Officer's Conference Call</b> with State President and/or VP.
<b>May 19-21</b>	<b>STATE CONFERENCE - “Stepping OUT! Professionally”</b> Hosted by Wenatchee at the Convention Center Coast Hotel in Wenatchee WA.

## Bylaws Committee Report by Kay Kampsen, Chair

It is hard to believe that 2016 is almost over and that we are just a couple of months away from Winter Board 2017. The deadline for any recommendations to the Bylaws committee must be received by January 15, 2017, as prescribed in Article XXIV Amendments.

The Bylaws committee continues to meet monthly working diligently on the revision of the governing documents of BPW/WA: bylaws, standing rules, and policies and procedures, of BPW/WA.

The committee is made up of members whose tenure in BPW is twenty-five plus years and members with tenure under ten years. During our discussions we have found that the perspectives of longer-term and shorter-term members is not always the same. It was also eye-opening to realize that some of our bylaws continue that originated from the 'model state bylaws' set forth by BPW/USA. There was a revision of the BPW/WA governing documents after the merger of BPW/USA into the BPW FOUNDATION on July 1, 2009. Amendments have been made nearly every year and we now find that some of these directives should be in a different document than where originally adopted. We are in the process of sorting out the 'is this a bylaw, standing rule, or a policy or procedure'.

To assist us in determining where everything should be we have been using the following guidelines. This list is parliamentary special education presentation on Bylaws given by Paul L. McClintock, PRP.

Hierarchy of laws/rules governing a non-profit organization:

- Revised Code of Washington [RCW 24.03] (RCW)
- Articles of Incorporation
- Bylaws [includes parliamentary authority of RONR]
- Special Rules of Order [Policies]
- Standing Rules [Procedures]
- Custom (Not a rule: If a custom doesn't follow bylaws, etc., either change the custom or the rule/bylaw)
- Proviso (Until a date or condition is completed (i.e., time at which items become effective. Ex: Dues change will become effective on June 01, 2016.)

A presentation of some proposed changes to the bylaws will be made at the Winter Board meeting in February.

Hope to see you there. Your input is important to us.

Bylaws Committee:

Kay Bradley Kampsen, Chair

Milly Lewendon

Judy Johnson-Keyt

Loren Lee

Bonnie O'Leary



## Local BPW Groups Serve Their Communities

### Renton BPW Donate Hygiene Handbags to Homeless Women

Renton BPW members felt a need to create Personal Hygiene Handbags as many homeless women do not have access to these types of products, but they struggled with an avenue to distribute these bags. They wanted to serve those who were under-served as homelessness is not just a large city problem but affects those of smaller communities as well. They decided to partner with the Coalition of Small Police Agencies and Chief J.Kiblinger of the Black Diamond Police Dept. to distribute these handbags. Who else would know those homeless women in each community but the local police departments?

Renton BPW is proud that they were able to give the Coalition 39 handbags filled with personal care products. Not all bags are the same, but each of them hold a variety of products to make life just a little more humane for those who need it so much.

They also collected a huge amount of stuffed animals that were given to the Fire Chief of the Port of Seattle.



Renton BPW members with Personal Hygiene Handbags that they prepared for distribution to homeless women in their community.

### Republic BPW Community Project

Each year, as a service effort to their community, the Republic BPW adopts several families who need additional support for the Christmas holidays. This year (2016), they had 7 families request assistance. Armed with clothing sizes information for children ranging in ages from toddler to teen and mom and dad, the BPW members went to work, shopping and wrapping numerous gifts, included books and toys and household items. When it was all said and done, it took three SUVs to deliver the tubs to the two local schools where they would be turned over to the participating families! This event not only supports the families who receive the gifts, but also their local retailers, as BPW members buy many of their gifts in Republic.

Following the mega-gift wrapping session, members enjoyed a lovely holiday meal and a lively gift-exchange.



Republic BPW members wrapping gifts



Republic BPW filled tub with gifts for 1 needy family

## BPW Early History

*At Fall Board, Margaret Way shared the early history of BPW with those in attendance, explaining that her plan for this year was to share the history in thirds... Fall Board, Winter Board and Annual State Conference in May. The portion she covered at Fall Board is shared below.*

It is Nov, 1916... Woodrow Wilson has just won his second term as President of the United States by a very slim margin. Wilson had maintained a neutral foreign policy in respect to World War I, which had broken out in July 1914. Wilson continues to refuse to support a constitutional amendment guaranteeing women's suffrage.

For all his protestations of neutrality, Wilson was unable to forestall the entry of the United States into World War I and asked Congress for a declaration of war on April 2, 1917. The US immediately began the work of switching from a civilian to a wartime economy. It was not until then that the National leadership realized that there was no unified means to mobilize this country's woman in the event of an emergency. The Secretary of War, Newton Baker, sent out an urgent call to make womanpower available for the war effort.

The government found that women were organized into religious or cultural and fraternal groups, but not as an overall business and professional group. Therefore, the War Work Council was established by the War Department to further the war efforts of women. It was guided principally by the Executives of the Young Women's Christian Association better known as the (YWCA) and financed through an allocation of \$65,000 from the government war funds.

The council gathered information about trained women in all areas and reported its findings to the War Department. Some women's groups were already organized along professional lines, but these were locally formed and had no communication with each other. Two leading women from each state east of the Rockies were invited by the Council to meet in New York City, May 11 -12th, 1918 for a two day conference to set up a definite plan. Think about this. It's 1918, nationwide transportation was still in its infancy and women traveling alone was still rare. This did not deter the women who attended this meeting.

The first outline of this organization which, was the true forerunner of BPW, was drawn up on a small scrap of brown paper at a meeting in the Ann Fulton

Cafeteria in New York City. There were 100 women in attendance.

A committee was formed to be known as the National Business Women's Committee. It was made up of 25 key women from among the delegates of this initial meeting. They called for an immediate survey of the Pacific Coast, (since only one delegate from that area had been in attendance) and called for an Executive Secretary who could give her entire time to further the interests of this new organization. They choose Lena Madesin Philips, the new secretary of the National Board of the YWCA. Lena was an independent young woman from Kentucky with a thirst for knowledge. She had always wanted to step outside of the normal gender based roles. Womens equality was one of her main goals.

Before Miss Philips could begin her work, however, the Armistice was signed and the Governments leaders felt that there were no longer any war requirement needs. However, those women who had made the trip to New York would not be denied. What a good idea: a broad based organization of women from all training, professions and disciplines. The work must continue.

The National Business Women's Committee divided the country into five districts and named an organizer for each. By March of 1919 the committee was ready to recommend the establishment of State Federations and to call for a meeting of delegates from the States to a national convention to be held in St Louis, MO in July 1919.

The response was much greater than anticipated. All but three states sent representatives to St Louis and 212 delegates were registered. The total attendance was about 400, much too large for the meeting facilities which had been provided at the Statler Hotel. Remember, it is July, 1919 in St Louis.

It was hot. There was no air conditioning and no microphones to make speeches easier. The heat wrinkled those linen suits and high-necked blouses. However the women were embarked on a mission which could not be discouraged nor denied.

By the third day, the delegates had accepted the organizations new name, The National Federation of Business and Professional Women's Clubs, adopted its constitution and elected its first national president, Gail Laughlin, a California attorney. The Federations treasury consisted of \$15,000 remaining from the funds of the Women's War Council.

There was much interest in the founding of this new organization. Good Housekeeping Magazine wrote:

“From the heart of this group, the future of America looks very fair indeed. The newly born Federation of Business and Professional Women has a glorious future... The weight of its influence will be felt in the coming elections. Politicians are watching it even at its birth. They see the handwriting on the wall, and know that women’s day has dawned.”

Remember, it was not until 1920, when the 19<sup>th</sup> Amendment was passed giving women the opportunity nation wide to vote for the first time.

The roaring 20’s were swift and hectic. Women began to be liberated from traditional roles and the country took note. With the rise of modern corporations, millions of white collar jobs opened up for young women and many of those women now had a high school diploma for the first time.

By the time of the second national convention, which was held in St Paul, MN in 1920, great progress was reported. There were 372 delegates and a total of about 500 attendees. The convention program emphasized better training and education for women and resulted in a plan for close cooperation with business schools of all types.

Scholarships to 300 business schools were initiated by local clubs and state federations during the early years. Members worked hard to encourage girls to complete their high school education and set up opportunities for young women to secure additional vocational education. Every urban school was encouraged to adopt a rural school. Vocational luncheons at national conventions began in order that women with similar jobs could share experiences and problems. Clearly this was the beginning of today’s networking.

## February is Foundation Month

The Business and Professional Women’s Foundation was formally organized in February 1956 by the National Federation of Business and Professional Women’s Clubs and was hailed as the first exempt Foundation and research center devoted exclusively to the interests and advancement of workingwomen. BPW Foundation was incorporated under the laws of the District of Columbia on February 27, 1956.

BPW Foundation was granted a tentative exemption under 501(c)(3) from the Internal Revenue Service and would be entitled to permanent exemption by operating in accordance with the representation in the application.

The Spencer House at 2012 Massachusetts Avenue, NW, Washington, DC, was purchased by

BPW Foundation for \$150,000 for National Headquarters. This served as the BPW national headquarters for many years.

Each year BPW members were encouraged to observe February as Foundation month by having programs about the Foundation and financially supporting the Foundation with their donations. Will your LO celebrate the BPW Foundation in February?

BPW Foundation merged with Business and Professional Women/USA (BPW/USA) on July 1, 2009, ensuring that the two organizations advocacy and support for working women and families will continue. This merged organization represents nearly 150 years of supporting working women and their families.

The Washington State BPW Federation was the first state federation to sign a license agreement with the merged organization, and is a “Legacy Partner” with the (national) BPW Foundation. Legacy Partners are organizations that support the Business and Professional Women’s Foundation’s mission and goals and through signing a license agreement can use the BPW brand, BPW Signature Programs, trademarks, or copyrighted materials to enhance their work in support of working women.

You can impact the lives of working women and their families nationwide. Consider a donation to Business and Professional Women’s Foundation. BPW Foundation is a 501(c)(3) research and education charitable organization. Corporate partnerships, grants and individual philanthropic donations are welcome. Combined Federal Campaign (CFC) number 10506.

[www.bpwfoundation.org](http://www.bpwfoundation.org) • 202-293-1100 • [foundation@bpwfoundation.org](mailto:foundation@bpwfoundation.org)

