



Business and  
Professional  
Women / TN

Tennessee  
Achiever

*Inside this issue:*

**Page 1**

Presidents Letter

**Page 2**

Convention  
Announcement

**Page 3**

Speaker Biographies

**Page 4**

Dates to Remember  
Officer Eligibility

**Page 5**

Dates to Remember  
Special Announcement

**Page 6**

BPW Candidate

**Page 7**

Dates to Remember  
Special  
Announcements

**Page 8**

Sterling Awards



***A Time To Reflect***

As the months, days, and minutes count down to the end of my Presidential year, I would like to take this time to reflect. First and foremost I would like to thank my officers and chairs this year. They were the main strength of this administration this year and without them I would have failed in my endeavors. To the members, I thank you for taking the time to speak with me and be supportive of me and my administration. I hoped we could bring awareness to our organization and show that BPW/TN is very much a mainstay in today's society.

A friend of mine this year asked, "In your experience is being BPW/TN State President worth it?" I would have to say I believe it is. I have grown in experience and faced many obstacles this year. I was able to overcome and successfully move our organization forward. With any leadership role there is some form of hardship, in any work environment you have the good, bad and at times the most difficult but the greatest was acknowledging those whose accomplishments outweighed mine in BPW/TN. Those small acts of kindness and showing the happiness for those so deserving of the honor we bestowed on them. I believe those were my accomplishments.

You should always make the effort to do the right thing even if it's hard. I truly try to do right and stick by my beliefs whether I am supported or not. Many times I have faced aversion to my decisions but I stand by what I did this year and will continue to until my last day as President.

I hope you will join me and others for our 97th State Convention this year in Pigeon Forge. As one of the last duties before adjourning the final meeting of Convention. I will install the new President and State Officers for 2016-2017. Let us all welcome the future administration and wish them well on their travels through their work at the State Level.

Lee Ann Gaddis,  
BPW/TN State President





## **97th Annual State Convention**

By the authority vested in me as president, I hereby call you to the 97th Annual State Convention of the BUSINESS & PROFESSIONAL WOMEN OF TENNESSEE, INC. (BPW/TN) to be held in June 2-4,

2016 with Region I as hostess and the Holiday Inn Pigeon Forge Hotel in Pigeon. Forge, TN as convention headquarters. Among the items of business to be considered are:

- Reports and recommendations from state officers, committee chairs, regional directors, and local organization presidents
- Election of officers for the ensuing year
- Discussion and adoption of Tennessee bylaws
- Discussion of matters of interest and policy of the Tennessee BPW/TN.
- Any and all business growing out of the above stated items, or resulting from actions of the board of directors, or falling within the jurisdiction of this body.

The executive committee composed of state officers and regional directors is called to meet in the President's Room on Thursday, June 2, 2016 at 7:30pm EDT.

The meeting of the board of directors composed of the executive committee, standing committee chairs, immediate past state president, parliamentarian, Governance chair, and local organization presidents is called to meet at 9:30am EDT on Friday, June 3, 2016 in Salon D of the hotel.

The meeting of the board of directors is open to all members who wish to attend, and any member has the privilege of discussion; however, voting is limited to members of the board. The meeting rooms in the Holiday Inn Pigeon Forge Hotel will be posted on the bulletin board. Recommendations of state officers and chairs should be presented to the president in writing not later than May 15th.

Eligibility to vote for officers:

All voting delegates must be registered and have paid the full registration fee prior to the second business meeting, Saturday, June 4, 2016. No one registering after the opening of the second business meeting or paying only the one-day registration fee will be permitted to vote in the election for new state officers.

Lee Ann Gaddis

*State President*

Carol Turpen

*State Secretary*



***Holly Hanson, Director  
Cumberland Business Incubator***

Holly Hanson is currently the Director of the Cumberland Business Incubator, a program of Roane State Community College.

Holly has worked in the Aerospace, Machine Tool and Cutting Tool industries holding positions of Manager of Purchasing, Manager of Project Management, Manager of IT, Engineering Manager, Automotive Business Unit Manager and President of Ingersoll GmbH, an international division of Ingersoll International.

Holly is one of the founders of the EIGERlab, a manufacturing and technology based incubator, and served as Executive Director of the SBA funded Women's Business Center EDGE within the EIGERlab. She served as Interim SBDC Director and Business and Professional Institute Director with Rock Valley College.

Holly is a serial entrepreneur having started 9 successful businesses. She is a Licensed Professional Business Coach, Certified Executive Coach and Certified Retirement Coach. She holds a Bachelor of Science in Mathematics and a Master of Science in Management; Lean Manufacturing certificate, Series 7 and Series 63 designations.

---

***Jamesena Walker, Special Agent FBI***

Jamesena Walker is a Special Agent with the Tennessee Bureau of Investigation and has been employed as such for 17 years. Agent Walker is currently assigned to investigate matters involving sex trafficking within the state of Tennessee, particularly the Upper East TN area.

Before investigating human trafficking crimes, she was assigned to the Joint Terrorism Task Force with the Federal Bureau of Investigation for 3 years SA Walker has a Bachelor of Science degree from Middle Tennessee State University in Criminal Justice and worked with the Murfreesboro Police Department for 2 ½ years before joining the TBI.



### ***Dates To Remember!***

Please be advised that Hotel Registration is due by May 4th. This only means that you cannot get our BPW/TN rate but you can still book rooms if available. May 15th is the final day for Convention Registration.

Foundation Contributions- All donations must be into Foundation by April 30th and information on contributions must be given to Foundation Chair, Geraldine Wallick by May 15th.

June 1st at 12pm EDT is the Final Day to select the meal choice for Saturday's Luncheon on June 4th.

Meal choice is Chicken Salad on Croissant or Tuna Salad on Croissant. However unless you specifically tell State President Lee Ann Gaddis you prefer Tuna Salad on a Croissant all members will be selected to receive the Chicken Salad on a Croissant. Note that this is the Hotel policy that we have all meal orders in, 72 hours before the Luncheon.

This also includes Saturday's one-day registration.

### ***Potential Officers for 2016-2017***

April 9th is deadline to submit your paperwork to the nomination committee. However, if you choose to be nominated from the floor at Convention on Friday, June 3rd, you still have to have the proper documentation to be considered. Which means that you have to be endorsed by your local with your LO President's and LO Secretary's signatures on the Candidates' Data Form you submit. Members at Large should submit a Data Form for Members at Large. Below is eligibility which includes Member-at-Large.

Eligibility for Office (page 50 of the Handbook)

#### **To be eligible for all state offices, a candidate must:**

1. Be in good standing;
2. Officially and publicly support the state legislative platform;
3. If a member of a local organization, have been a member of BPW/TN for at least two years as of the convention at which they are a candidate;
4. If a member at large have been a member of BPW/TN or the Tennessee Federation of Business and Professional Women as of the convention at which they are a candidate;
5. If a candidate for a line office—president, president-elect, 1st Vice President, 2nd Vice President—have been president of a local organization, current or past, in Tennessee.
6. Only members in good standing of a local organization may be candidates for Regional or District Directors.

(See Bylaws Article XII. Nominations)

Any candidate who is a member affiliated with a local organization or a member at large of BPW/TN in good standing shall be eligible for any standing, special or sub-committee chair or appointment.

***We still have jobs or positions available if you would like to volunteer and help at State Convention. Please contact State President Lee Ann Gaddis if you wish to volunteer. We can make a memorable Convention, if we all work together.***

## **Dates to Remember (continued)**

- April 9, 2016-Deadline for Nominations for State Officer's and Regional Directors to be sent to Nominations Chair Geraldine Wallick.
- Equal Pay is April 12, 2016
- Award Qualifications from 1st VP and 2nd VP need to be sent to State President by May 15, 2016.
- Deadline for all reports for State Convention is May 25, 2016. Sent to State President for packets.
- President's Report forms will be online by April 15th. Please note that they are due by May 15th. Each local organization needs to fill out this form not just for award criteria but for future contact information, as well as, for historical records.

The Facebook event page is <https://www.facebook.com/events/161253577586780/>.

Please share and invite others. We are stronger in numbers.

## **Special Announcements & News You Can Use**

If anyone has dietary restrictions for the Saturday Luncheon please contact President Lee Ann Gaddis before June 1st at 12pm EDT.

Please bring a Silent Auction item to Convention. There will be 2 Silent Auctions one on Friday and one on Saturday. You may pick either day to put your item in the Auction. Please note if the Silent Auction has closed for the day and you are not there to pick up and pay for your item. The bidding person above your name will have a chance to buy it. We have 2 local attractions so far that donated items to our Silent Auction and they will be in Friday's Auction.

Please bring a door prize to Convention. Door Prizes will be handed out after the Luncheon. I have the door prizes donated from IB and they will be given out too. Saturday's Luncheon will be in Salon A from 12pm-1pm. There will be no reserved tables we will mingle and be sociable with everyone.

The Awards and Installation will take place in Salon D (Business meeting room) at 1pm. Installation Ceremony will be conducted by President Lee Ann Gaddis

Please contact President Lee Ann Gaddis if you know of any BPW Members present or past) that have passed away this year. Please let me know if anyone will volunteer to hold the Memorial Service for these members.

ALL PROGRAM ADS, SPONSORSHIPS, AND EXHIBITORS FORMS MUST BE IN BY MAY 15th. Links to them are on the Convention page of the bpwn.org website.

President Report is online for Local Organization President to fill out. They need to be submitted by May 15th. These reports are not just for awards criteria but Membership and Historical Recordings.

## *Ann Hiegel For Treasurer*

P.O. Box 534 • Rockwood, TN 37854  
865-354- 0427 • hiegelma@comcast.net



The Rockwood Business and Professional Women's local organization presents Ann Hiegel as a candidate for the office of Treasurer of BPW/TN. She previously served the Tennessee Federation as Expansion Task Force 85-87; Foundation Chair 87-89; Area Coordinator; Region I Director; 2nd VP; 1st VP; President-elect; President 94-95; Convention Chair 97, 03, 09; Bylaws/Handbook Chair or Committee Member numerous times; Treasurer of PSP 95-96; Secretary of PSP 97- 2009; Convention Credentials Chair 06, and Convention Elections Chair 07; Region I Director 09-12; Dist. 2 Director 13-14. She has served Rockwood BPW in most of the executive offices, and as chair or member of many of the standing or special committees, serving her first term as LO president from 1982-1984.

Her community participation includes being a member of the choir of the First Presbyterian Church of Rockwood; and Treasurer and member of the steering committee of Rockwood Revitalization, a Tennessee Downtowns organization; former Board of Directors of Roane Choral Society.

Her reasons for seeking the office of Treasurer are a desire to promote BPW/TN as a viable and vibrant organization; to position the organization to continue to have influence to promote legislation or attitudes that benefit the working women of the state; to use the organizational and communication skills gained through forty years as a teacher of English and active participation in BPW/TN and BPW/USA to assist the organization in stabilizing and gaining membership and participation. Her many years experience as a state officer for many years and being involved in the finances of BPW/TN working with the Financial Oversight Task Force 92-95 and setting up the Convention/IB account in 94-95 when the organization transitioned from handling Convention and IB in the general account. She has extensive knowledge of the financial policies of BPW/TN and duties of treasurer. She has also served several terms as Rockwood BPW treasurer, 2015-16. She

has developed and maintains a Membership Roster and has assisted the LO treasurers in communicating the proscribed information and methods according to BPW/TN policies. She has been instrumental in reaching out to prospective and past Members at Large to encourage their membership. She has worked with the President to ensure that all members who do not have internet access receive their Achievers or other communications from BPW/TN.

Ann would appreciate your vote for her for Treasurer for the 2016-2017 year to continue her service to BPW/TN as it transitions into a membership organization that continues and builds on a long tradition of service to working women.

THE ONLY PERSON  
YOU ARE DESTINED  
TO BECOME IS  
THE PERSON YOU  
DECIDE TO BE.

*-Ralph Waldo Emerson*

## ***Sterling Awards Honor Outstanding Women***

Mark Twain once said, “If you tell the truth, you don’t have to remember anything.” So I’m writing the truth: Women make West Tennessee a great place to live, to work, and to visit.

The City of Jackson website clearly says: “Live, Work, Visit,” so I think Mayor Jerry Gist already knows what keeps his city running. And so do mayors across West Tennessee, and many other folks who nominated the women who are Sterling Award 2016 winners: 20 Most Influential Women in West Tennessee, and a special lady indeed, Doris Tanner, Outstanding Woman Military Veteran.

Seven years ago, Jackson Sun publisher Roy Heatherly and members of the Jackson Area Business and Professional Women met to discuss what we could do to honor women in West Tennessee who are outstanding in their fields. Now Frank Hay, the general manager of The Jackson Sun, is also working to make these awards a great success.

The consensus was to create the Sterling Awards: 20 Most Influential Women in West Tennessee. Since then, 20 women have been honored each year, chosen by a Board of Selectors from around 80 nominations annually. In March 2016, the judges voted for three days. It was not easy.

This year, we have created the first Outstanding Woman Military Veteran Award to honor women who have served their country. Our first winner, Doris Tanner, 97, was flying planes in World War II when some of us hadn’t been born yet. A University of Tennessee Knoxville graduate, Mrs. Tanner has taught children in Haywood County, then educated college students at University of Tennessee Martin. She’s an award- winning author, mother and grandmother, who would probably love to fly a plane today!

We are also establishing the first Sue Shelton White Award, honoring her posthumously this year. Sue White was president of Jackson Business and Professional Women from 1929-1931. She helped Tennessee become the Perfect 36 on Aug. 24, 1920 – the 36th state to ratify the Nineteenth Amendment, thus giving women the right to vote in America. In 1926, she was the city of Jackson’s first female attorney. Later, she was general counsel helping implement the Social Security Act. “Miss Sue,” as she was called, is a woman who changed America. The Sue Shelton White Award will be presented in 2017 to an outstanding female attorney in West Tennessee who is a community activist and has worked to create or change legislation to improve the lives of women and children in the state of Tennessee.

Soon the Sue Shelton White statue will stand on the City Hall Plaza surrounded by yellow roses, and West Tennessee women of honor, intelligence and determination to succeed will be immortalized on bronze plaques around it.

This year, our winners include a gospel singer who has toured Europe, an architect who chaired the Blue Suede Dinner, a general contractor who works to revitalize Jackson’s city scape, a news editor whose writing saved a woman’s life, educators who changed our children’s lives, someone who works to defeat criminals, the only woman serving on the Tennessee Court of Appeals, an equine therapy director, heroines who aid the elderly, a café director who feeds the homeless, a CEO leading the only woman-owned pewter company in the country. And that’s just a start. It takes pages to tell you about these Sterling women. You’ll be able to find their bios soon on our new website: [jacksonareabpw.com](http://jacksonareabpw.com).

The winners were outstanding in these categories: government and public service; small business/entrepreneur; business and technology; service (community/non-profit); education; labor/manufacturing; healthcare, legal and other fields. Throughout West Tennessee, women strive to help their communities become better places to live and to work without expectation that their names will be remembered or their abilities and skills valued and celebrated.



At the first Sterling Award meeting, we agreed it is important that this award be tied to Equal Pay Day, the day that symbolizes how far into 2016 women must work to earn what men earned in 2015. Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. So the Sterling Awards reception is held on Equal Pay Day.

We have awarded women who are not financially wealthy and those who are. Wealth of action is what defines Sterling Award winners. They may have a 20-page resume or 10 heart-felt letters of support. But these are women who have always gone above and beyond to help others.

They serve on boards across their cities that set policies for everything from centers to aid the homeless, to the arts, to education policies in schools, to decisions that affect healthcare and to legislation statewide.

These women also create companies, hire other women – and men – and have led our state to be ranked 17th in the nation in women business owners and 4th in the Southeast states, according to research by the Tennessee Economic Council on Women. I could close by quoting a famous woman on inspirational women, but I think I'll share this quote from my mother, Sallie Spangler Armstrong, a librarian and pianist, who graduated from Lambuth and was from Humboldt, Tenn. She was a gracious woman, who taught me how to live as a child. She

said, "You can do anything you want to do. Just get up and do it."

These Sterling Award winners must have known my mother.



Jacque Hillman is a past president of Jackson Area Business and Professional Women and past president of Business and Professional Women of Tennessee. She serves as director of the Sterling Awards. She's a senior partner of The Hill Helen Group publishing company and the owner/designer of Reconfigured Art Jewelry.