

THE ACHIEVER

Tennessee Business & Professional Women

Message From Your President

Lee Ann Gaddis



When I started to fulfill my promise to be State President again, I knew the difficulty I would have. However, with the difficulty and sadness come times of happiness and joy. There are times when I sit down and have thoughts about how I would lead this organization. I began to see images that makes me feel I am on the path that we as a whole need to travel toward a better, more known organization. One image is of arms wide open. Embracing the present and our fellow members. Holding out my

hands, the left toward the past bringing them with me so they won't be forgotten and my right hand toward the future making sure we are on the right path. The next image is one I have often seen throughout my time in BPW/TN. The image is of a pillar. I am a pillar in the foundation of this organization as so many before me. We, together, hold up our vision, mission, and work that we do for women. A simple pillar holding the legacy for the future members to be able to continue the work we started but have not yet finished. I am never done. My work is continuous as is my Executive Committee's. We strive to help and work toward advancement of our local organization in the world.

Before we head toward Interim Board, BPW/TN local organizations will be celebrating National Business Women's Week. A celebration of women in business and how far we have come in making the world better. Heading toward Interim Board, you will find information and announcements throughout this Achiever.

In this my final thoughts I want to stress something that needs to be made clear. All members attending the Interim Board of Directors meeting will behave as the Professional Women you are and I know you to be. All of us bring knowledge and experience with us to these meetings so I must stress that so we do not experience past regressions that at times became bad memories and cause a drop in attendance.

"We meet each other face to face without self-pity and prejudice".

Please come and enjoy this time with me. I will welcome you with open arms and a smile for you, as always.

Lee Ann Gaddis,
BPW/TN State President

CHANGES TO STATE EXECUTIVE COMMITTEE

Important Update:

Ann Heigel, Resignation

Carol Turpen, Interim State Treasurer

Due to Ann's illness, she formally resigned. The Executive Committee has appointed Carol Turpen as Interim State Treasurer. Ann and her family asked for State President Lee Ann Gaddis to come and secure all paperwork that belonged to BPWTN. It was then that Ann formally resigned with Geraldine Wallick bearing witness.

A committee was formed of State President Lee Ann Gaddis, 1st VP Martha Ervin, Beth Bates State Parliamentarian/Volunteer Attorney, and State Treasurer Carol Turpen. They have the task of organizing the records that were in Ann's possession. Please send all membership dues to Carol Turpen.

If anyone has sent anything to Ann that pertains to BPWTN or Rockwood BPW since July 1st, 2019 (such as dues, bills, etc) Immediately contact Lee Ann Gaddis or Carol Turpen. Ann is unable to remember or tell what was paid or not therefore we are relying on papers we received but be advised some are missing.

Thank you for your time,

Lee Ann Gaddis

BPW/TN State President '19-'20

Rockwood BPW President '19-'20 2015-20

BPW/TN Past State President

(865)250-8149



Ann Heigel

Past State President and Former State Treasurer



Carol Turpen, Interim State Treasurer

**Due to the recent circumstances
Please DO NOT mail anything to our
Business address in Nashville.**

**Mail items such as dues or new member
information to Carol Turpen or Lee Ann
Gaddis. Their information has been sent
to the local Presidents and treasurers.**

LOCAL HIGHLIGHT: MEMPHIS AREA

Who are your 2019-2020 officers?

Martha Ervin, President

Cheryl Yarbrough, Vice President

Carol Turpen, Secretary/Treasurer

What are you doing to drive membership in your area?

We are planning a couple of in person networking events, one during National Business Women's Week and another in the Spring 2020.



What is the average number of members in attendance at your monthly meetings?

Our current membership is at 7 and we typically have 3 to 4 people at our monthly meetings which are online.

Are you planning any fun activities for this year?

Since we are so small and our meetings are online, we take whatever opportunities to attend assorted events around town whenever possible. The weekend of September 21st three of us participated in the Four Points Expo held at the Agricenter in Memphis, Tennessee. The expo was a holistic life event for those seeking a healthier way of living. Several women business owners participated at the event promoting their businesses and educating the public on the services and/or products they offer. As a group we took the opportunity to share information about Business and Professional Women of Tennessee.

What fundraisers and civic activities does your local participate in?

Currently, our fundraising consists of encouraging local members, family, friends, colleagues, etc... to contribute to the Tennessee Business and Professional Women Education and Scholarship: A Fund of West Tennessee Healthcare (WTH) Foundation.

What are your goals for your local chapter this year?

For the 2019-2020 year, the group's goal is to work with the individual development models and see if we how we can adapt the teachings to an online product.



CONGRATULATIONS ZULFAT SUARA!

Zulfat Suara, a Past State President of BPW/ TN, was elected to Nashville's Metro Council. She was elected to fill one of 5 At- Large seats. Zulfat ran on a platform of making Nashville more affordable and equitable. She wants to advocate for smart transit solutions, prioritize public education, and aim for accountability and transparency in the Metro government.

You can learn more and follow Zulfat at zulfatsuara.com!

PAST STATE PRESIDENT: SHARON TAYLOR- CARRILLO

Written by Samantha Price

Why did you join BPW?

I joined BPW because my mother told me it would be a great organization to be a part of. I would be able to meet women in the community where I had just moved and it would be a good way for me to become involved and to other areas such as Political Issues and Professional and Personal Development.

What years were you State President? 2007-08 and 2017-18

What were your goals for your term?

The goals I set while I served as State President was to attend each local and show a state presence. Also to raise awareness of women's issues and the wage gap in the area, and the state and last to increase membership



What advice would you offer to the current or future State Presidents?

My advice to future State Presidents would be to always be open to change. Just because things have always been done a certain way in the past does not mean it is the best way for things to be done in the future. We must be able to adapt to the changing times.

What do you do now? (Career, Retired, hobbies, local organization officer, etc.)

I am a volunteer for several organizations and I serve on several Boards in the Franklin and Bowling Green community and I also work at Burkes Outlet. I enjoy AARP, BPW, Girl Scouts, the African American Heritage Center, the Simpson County Homemakers, the Red Cross, the Women's Missionary Union, The Bowling Green Area Micro, Computer Users Group and the TN Women's Theatre Project. I am a member of Calvary Baptist Church, where I sing in the choir, teach the preschool Wednesday evening class and I prepare the Wednesday evening meal for 40+ children and youth.

How long have you been a member of BPW? I have been a BPW member Since 1987, 32 years.

What local organization are you a member of?

I am currently the Secretary/Treasurer of the Music City BPW and the BPW TN Region II Director. I also belong to the Franklin KY BPW where I serve as the Executive Assistant and the newsletter editor.

What would you like to see for the future of TN BPW? I would like to see younger members involved

Growing membership continues to be a focus- Do you have any suggestions or ideas of how to help?

Everyone is so very busy these days. We need to focus on the needs of the members and how we can better accommodate them so that they will make an effort to accommodate BPW.



National Business Women's Week

October 20th-26th

PURPOSE

Business and Professional Women's celebrates National Business Women's Week (NBWW) to honor the contributions of working women and employers who support working women during the third week in October. This serves as an opportunity to highlight the progress women have made as professionals, business owners, and entrepreneurs.

National Business Women's Week provides BPW with an opportunity to facilitate discussions on the needs of working women, share information about successful workplace policies, and raise awareness of the resources available for working women in their communities. For more information, you can check out the article in September's issue of *The Achiever*.

Ways to Celebrate

How can your local celebrate National Business Women's Week

- **"Woman of the Year / Woman of Achievement"**
 - Many local organizations present a "Woman of Achievement" and/ or a "Woman of the Year" Award. This is a great opportunity to offer recognition to local women of achievement in the community or within the local BPW.
- **Businesses Promoting Women**
 - This is an excellent time to honor local employers for their recognition of the importance of women in the workplace and their promotion of quality work place policies for women and families.
- **Membership Drive**
 - Design a week of activities to enhance membership. When planning special events for the week, be sure to invite potential members and/or corporate sponsors. Distribute BPW brochures, magazines and other materials. Be sure to have a guest book or guest sign-in sheet and follow up with invitations to appropriate meetings and other events.
- **Displays and Exhibits**
 - An area branch or the main library offers an opportunity to display BPW material. The local organization can arrange for a bulletin board or other space for exhibiting information or announcements, including copies of citations for the
- **Local Proclamations**
 - The governor, mayor or city council, upon request, can issue a proclamation announcing "Professional Women's Week" in your state or local community. A call to the appropriate administrative office can put you in touch with the proper procedure for such requests in your community.
- For more ideas, please see September's issue.



NBWW Updates

Make sure to send us photos and news on what your local is doing to celebrate National Business Women's Week!

publication@bpwtn.org

Business and Professional Women of Tennessee

Official Call to Interim Board of Directors Meeting

To: State officers, regional directors, state committee chairs, local organization presidents, bylaws chair, and immediate past state president.

By authority vested in me as president of the BUSINESS & PROFESSIONAL WOMEN OF TENNESSEE, INC. (BPW/TN), and pursuant to vote of members of the board a meeting of the executive committee and the board of directors is hereby called for **November 2nd, 2019**. All activities are scheduled at the **Hampton Inn in Mt. Juliet, TN**.

The following items of business will be presented for consideration and action.

- Reports and recommendations from state officers, committee chairs, local organization presidents, and regional directors and district directors.
- Approval of appointment of additional committee members (executive committee only)
- Report of study committees (namely)
- Election of nominating committee
- Such other business as may properly come before the meeting to promote the work and effectiveness of BPW/TN
- The executive committee will meet at 10:30am CST on Saturday, November 2nd, 2019. (Committee chairs having recommendations are invited to attend this meeting to present their recommendations, in writing)
- The board of directors will convene at 2:00pm CST on Saturday, November 2nd, 2019. Thereafter, all meeting and functions will follow the official program, as adopted
- All members of BPW/TN may attend meetings of the board of directors and may discuss matters presented for action. However, the making of motions and voting are limited to the board of directors.
- Registration fee of **\$30.00** applies only to those who pre-register at least five days prior to the formal opening of the board meeting. Registration fee after that time shall be **\$35.00**.
- Non members attending only any one or or more stated meals shall not be required to pay a registration fee.
- A request for refund of paid pre-registration and stated meals may be approved only if made in writing to the president and the interim board chair by the person requesting refund, received no later than 72 hours prior to the first business meeting.
- Half of only the registration fee will be approved only if made in writing to the state president and received no later than 24 hours prior to the first business meeting.
- Registration fees are not transferable from one member to another unless the transfer occurs between members of the same Local Organization. Transfers within a Local Organization will be allowed without prior approval of the state president.

Amber Farley

Secretary

Lee Ann Gaddis

President

2019 INTERIM BOARD

Interim Board will take place on Saturday, November 2nd, 2019 at the Hampton Inn in Mt. Juliet, TN.

ROOM INFORMATION

- \$119.00 per night plus tax
- Deadline for hotel reservation is October 1st, 2019
- (615)553-5900

FRIDAY NOVEMBER 1ST

MEET and GREET

We will be having a small meet and greet for all members who are coming to town on Friday, November 1st starting at 7:00pm CST. We will meet in the hotel boardroom or breakfast are (location to be confirmed) and snacks will be provided.

SATURDAY NOVEMBER 2ND

BOD Meeting

- 10:30am CST - Executive Committee Meeting
- 12:00pm CST - Lunch
- 2:00pm CST - Board of Directors Meeting
- 1:00pm CST - Drop off Items for Silent Auction
- 1:30pm CST - Silent Auction will open
- 3:30pm CST - Silent Auction will close
- Time TBA - *We will have a dress down and hang out evening.*



Silent Auction

- Saturday's auction will be the usual auction of single items or small baskets.
- Starting Bids will start at \$5.
(Except for the Wreath used at the Women's Suffrage Event on August 24th.)
- If you bring a silent auction item(s), please attach a label or index card with your name, LO and brief description of the item. Any item not labeled will be donated for a door prize.



2019 Interim Board November 1-2, 2019

Hampton Inn & Suites- Mount Juliet
5001 Crossings Cir.
Mount Juliet, TN 37122
Phone: (615) 553-5900
Interim Board Chair: Amber Farley

Mail registration to: Samantha Price
Registration Chair – BPW/TN
2412 Circleview Dr
Johnson City, TN
Phone: (Cell) 423-291-1607
Email: Samantha.ashley06@gmail.com

Make checks payable to: BPW/TN Convention

Please type or print in black or blue ink.

Name: _____ Home Phone: _____

Address: _____ Office Phone: _____

City: _____ State: _____ Zip: _____

Local Organization: _____

Email: _____

First-timer to attend a BPW/TN Interim Board: _____

Please check the functions you plan to attend:

*The Meet & Greet is complimentary- but please indicate if you plan to attend.

	Before 10/20/2019	After 10/20/2019
REGISTRATION FEE	\$30.00 _____	\$35.00 _____
FRIDAY 7 PM- MEET & GREET * Snacks provided*	\$0.00 _____	\$0.00 _____
SATURDAY LUNCHEON A selection of soups and sandwiches	\$20.00 _____	\$25.00 _____
Visitor's Pass (Sat.-IB)	\$ 15.00 _____	\$20.00 _____

Guest Name: _____

TOTAL AMOUNT Enclosed \$ _____ \$ _____

State Officers, Regional Directors, Standing Committee Chairs, Parliamentarian, Immediate Past State President – SEND CHECK FOR NON-EXEMPT EVENTS ONLY

Dietary Restriction: If you have dietary, restrictions because of health please describe:

I AM REGISTERING AS:

- _____ State Officer
- _____ Regional Director
- _____ LO President (2019-2020)
- _____ Local President's Representative
- _____ Governance Chair
- _____ Past State President
- _____ Local Delegate (MOL or SOL)
- _____ Local Member (1-Day)
- _____ Parliamentarian
- _____ Sub/Special Committee Chair
- _____ Member-at-Large
- _____ Member-at-Large (1 Day)
- _____ Young Careerist – ALT
- _____ ID Participant
- _____ Local President (2018-19)
- _____ Visitor
- _____ Guest

***To receive a refund all cancellations must be made in writing or by email**

NO later than 48 hours before Interim Board.*



BPW/TN Interim Board 2019 Vendor Form

NAME: _____

ADDRESS: _____

PHONE: _____ EMAIL: _____

VENDOR PRICING

Member:

Full Table - \$35.00

1/2 Table - \$17.50

Non-Member:

Full Tables Only - \$85.00

(Includes a 1 year membership in BPW/TN)


****Members can only do 1/2 tables if they have another member to share the table with. Otherwise they will be charged FULL PRICE. Make sure to state that when filling out the form.***

MAKE CHECKS PAYABLE TO "BPW/TN"

Deadline for Payment: October 20th, 2019

Return this form:

BPW/TN
State President
Lee Ann Gaddis
1258 Joiner Hollow Road.
Rockwood, TN 37854



MENTORSHIP

Carol Turpen

Who can you mentor?

We all should ask this question to ourselves, especially since we are members of an organization that has proudly existed for 100 years, an organization that has much to offer to our future generations.

How has BPW been a mentor to you and how has it has empowered you in your work, social, and home life to become the woman you are today?

In so many different ways, we are mentors to each other, especially to a new member or potential new member, our friends, relatives, and co-workers. As mentors, we offer our wisdom, talents, and experiences (good and bad) as we have grown, not to mention the long lasting relationship shared over the years. Mentors take time to help someone who has ambitions, wants, and desires to be a better person, by which everyone benefits from that time given in kindness and love. As our Collect states, "oh lord let us be calm, gentle, and serene", always-speaking words that will make a difference not tear down. Be generous in encouraging words, thoughts, actions, and lending a helping hand, as to prepare this person for the future.

Please consider being that mentor to someone, making the difference and ensuring everyone is a winner.

MENTORSHIP AWARD

Nomination Forms Due April 30th, 2019

Nomination forms for the mentorship award can be found in both the July and August 2019 *Achievers*. Nominees must have been a member for a minimum of three years and be in good standing with the organization. Nomination forms and letters can be sent to Carol Turpen at cgturpen@crockett.net or mailed (please see form for address).

SCHOLARSHIP

Tennessee Business and Professional Women's Educational and Scholarship Fund

CRITERIA:

- Recipient must be female, a US citizen, 25 years of age or older, and pursuing a degree from an accredited institution or certificate.

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Selection considerations:

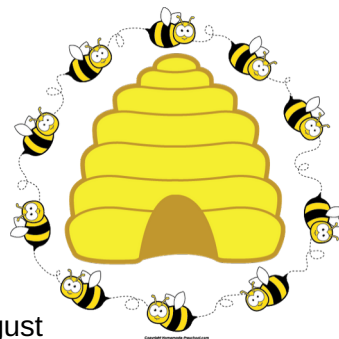
- Academics (20%), GPA, coursework rigor, educational records, quality of essay (e.g. writing skills, structure, grammar, spelling)
- Career objectives (25%)
- Responsibility/involvement (15%) paid employment/promotions, unpaid work, volunteer/community activities,
- Disadvantage (35%); financial disadvantage, situational hardships, ADA eligibility, overcome bad circumstances
- Special considerations (5%); completeness of application, Military Veteran

YOUR APPLICATION, RESUME, TRANSCRIPT AND ESSAY ARE DUE November 1, 2019, NO LATER THAN 12:00 NOON.

Applications can be found by visiting www.bpwtn.org

PLEASE SEND DOCUMENTS TO:

Beth Bates
35 Walnut Grove Cove
Jackson, TN. 38305



Business & Professional Women of Tennessee

2019-2020 Calendar of Events

October 4th, 2019	Tentative mailing date for October Achiever
October 18th, 2019	Deadline for Los to submit candidates for Nominating Committee to President (15 days prior)
October 18th, 2019	Deadline for Offer & Committee Reports for IB (to Lee Ann Gaddis)
October 20th, 2019	Deadline for submission of material for November Achiever
October 20-26th, 2019	National Business Women's Week
November 2nd, 2019	IB Executive Committee Meeting
November 2nd, 2019	Interim Board of Directors
November 3rd, 2019	Tentative mailing date for November Achiever
November 20th, 2019	Deadline for submission material for December newsletter
December 1st, 2019	Tentative mailing date for December Achiever
December 20th, 2019	Deadline for submission material for January newsletter
January 3, 2020	Tentative mailing date for January Achiever
January 20th, 2020	Deadline for submission material for February newsletter
February 3rd, 2020	Tentative mailing date for February Achiever
February 20th, 2020	Deadline for submission material for March newsletter
March 3rd, 2020	Tentative mailing date for March Achiever
March 2020	Day on the Hill
March 2020	Region I Meeting, Location TBA
March 2020	Region II Meeting, Location TBA
March 2020	Region III Meeting, Location TBA
March 31st, 2020	Equal Pay Day
April 1st, 2020	Deadline for submission of material for April newsletter (Candidates for Office)
April 10th, 2020	Deadline for nominations (State Officers, Regional Directors) to Nominations Chair. (60 days before the first business session of Convention).
April 10th, 2020	Deadline for submitting bylaws amendments tbc at BOD (60 days prior)
April 10th, 2020	Approve all committee appointments for upcoming year (60 days prior to Convention)
April 10th, 2020	Executive Committee approve convention budget
April 10th, 2020	Tentative mailing date for April Achiever
April 30th, 2020	Deadline for Membership numbers for awards
April 30th, 2020	Contributions to Foundation to qualify for awards
April 30th, 2020	Deadline for submission for Kaye Culbertson Mentoring Award to Mentoring Chair
May 1st, 2020	Deadline for submission material for May newsletter
May 4th, 2020	Early Registration Deadline for Convention
May 10th, 2020	Tentative mailing date for May Achiever (Convention Information)
May 15th, 2020	Deadline for LO officers information form to Pres-Elect, Treasurer, and Webmaster
May 15th, 2020	Deadline for President's Reports (award qualifications, officers) to President, 1st & 2nd VPs, and Legislative Chair at www.bpwtn.org .
May 15th, 2020	Reporting Foundation contributions to Carol Turpen
May 15th, 2020	Deadline for room reservations for Convention
May 15th, 2020	Deadline for all reports to State President for Convention
May 15th, 2020	Deadline for all reports to President-Elect for Post-Convention EC and BOD
June 4-6th, 2020	BPW/TN Convention



Local Fundraisers LOOKING TO ADVERTISE???

Does your local have a fundraiser coming up? Would you like to advertise it here in our monthly Achiever? You can send your information along with a photograph to publication@bpwtn.org and be featured in one of our upcoming issues!

ELIZABETHTON BPW

Currently Elizabethton has Butter Glazed and Cinnamon pecans from Schumer's for sale in addition to their cookbooks. Each bag is \$10 and can be ordered by contacting Elizabethton BPW President, Robin McKamey. Cookbooks can be ordered through Samantha Price at sap226@icloud.com and are \$12.00.

Elizabethton will be selling regular and candied pecans from Atwell again this fall. If you would like to put in a pre-order you can contact Amber Farley at amberfarley@hotmail.com. Prices have not been determined yet and will not be until after the harvest. More information to come in future issues.



**Business & Professional
Women of Tennessee, Inc.**
2817 West End Ave. Suite 126-122
Nashville, TN 37203

The Achiever ARTICLES

Past State Presidents

- Please make sure to send in your Past State President interview to Samantha Price so that we can feature you in the upcoming issues!

Local Presidents

- Please send your local photographs and information for the local highlight to Amber Farley. You each received an e-mail with the questions and information we are collecting. We want to make sure to feature a different local each month!

Business Women

- Do you own your own business? Would you like to be featured here for our organization to learn about what you do? Please e-mail Amber and Samantha at publication@bpwtn.org a head-shot, information about your business, your contact information, and any information/photos of your products/services and we will get you into an upcoming issue!



*Bee Empowered
with BPW*