

# THE ACHIEVER

*Business & Professional Women of Tennessee, INC.*



## Message From Your 1st Vice - President

*Martha Ervin*

As you know our in person convention has been postponed until August due to COVID-19. Our organization has been using electronic tools like FaceBook and Zoom Meeting to conduct our end of year activities as required in our by-laws.

What we've done so far:

- Used FaceBook and MailChimp to announce upcoming meetings and share information with the membership.
- Used Zoom Meeting to hold the Executive Committee, Board of Directors, and open the Convention meeting.
- Held some unofficial meetings to get members use to using Zoom.

We have had a few hiccups as we converted our in person meetings to an electronic platform. Members attending have been very supportive and willing to offer suggestions. We thank these members for joining in and participating. Their participation has made a huge difference in keeping our organization running during this stressful time.

We hope you can join us in June for the ByLaws and Election Zoom meetings. Meeting dates and access information is posted in the Meeting Schedule section.

If anyone needs help with Zoom, just send an email, text or phone call to one of the officers. We can always have an impromptu meeting to let people get the feel of it. Plus the impromptu meetings can be rather fun!

Martha Ervin  
1st Vice President  
BPW/TN 2019-2020

## 2020 Convention Program

President's Message

Regional Reports

Local President's Reports

2019 IB Income/Expense Report

Finance Committee Report

Membership Goals

Webmaster Report

Scholarship Fund / Aspiring

Leaders of Tomorrow

In-Person Convention

2020-2021 Budget





## Business & Professional Women of Tennessee Region I Report 2019-2020

Our August Meeting was a zoom meeting and we had 13 members attend. Rockwood President LeeAnn Gaddis gave her Presidents report, then Elizabethton President Robin McKamey gave her presidents report. Elizabethton member/Region I Director Michelle White gave an update on their Cookbook sales and also a description of the Wreath Laying Ceremony that they attended. Our State President, LeeAnn Gaddis, gave an update on state events and Elizabethton member, Samantha Price, gave an update on the Achiever. Our meeting ended and we went to the zoo.

Our March meeting was cancelled due to the Covid-19.

Thank You  
Region I Director  
Michelle White

## BPW/TN Region II Director 2019-2020 Report



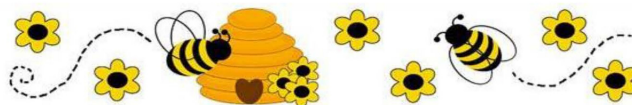
The Fall Region II Planning meeting was held on August 17<sup>th</sup>, 2019, via Zoom Conference Call. Updates from the state were shared, discussion of the Region II club plans for the year and confirmed the Spring meeting date and location.

The Spring Region II meeting was held on March 7<sup>th</sup>, 2020, at the Bavarian Bierhaus Restaurant in Nashville at the Opry Mills Mall. The Speaker was a BPW/TN Past State President and is currently a Metro Council Woman, Zulfat Suara.

She spoke on the challenges she has endured being a woman in office. Great networking and discussion about the future of Business and Professional Women in Middle Tennessee.

Sharon Taylor-Carrillo  
P.O. Box 70296,  
Nashville, TN 37207  
SharonLyrae@aol.com  
615-319-6531

Income/Expense Report:	
Beginning Balance	\$69.74
Income:	0.00
Expenses:	\$65.00
Spring Meeting (6) Door Prizes	\$30.00
Spring Meeting Speaker gift & meal	\$35.00
Ending Balance	\$ 4.74



## Region III Director's Report 2019-2020

The 2019 Region III Meeting was held on Aug. 20, 2019 at Chandelier Restaurant in downtown Jackson as part of the Sterling Award Winners social. About 75 winners attended the event from 11 a.m. to 1 p.m. at the five-star restaurant. First Citizens National Bank, Allegra Printing, Wanda Stanfill Art Studio, HillHelen Group Publishing, PCPaladins and Tennessee Correctional Services West were our business sponsors for the reception created by Chef Jennifer Dickerson.



Left to right, Jackie Utley, director of Woman of Achievement, winner Vicki Lake, and Jeff Wall, county commissioner.

Vicki Lake, director of West Tennessee Healthcare, who has written more than \$20 million in grants to help area non-profits, received the Woman of Achievement Award.

The Region III meeting began at 1 p.m. with about 18 members present from Jackson Area BPW, Memphis Area BPW, and Hardeman County BPW. Topics included membership in our West Tennessee organizations, focusing on our mission, and reaching out to younger potential members. We discussed reaching out to create an organization in Haywood County. We have had two previous Sterling winners who are interested in doing so. We will reach out again.

**Region III Organizations and Membership:** Hardeman County BPW 7, Jackson Area BPW 30, Memphis Area BPW 7, Paris BPW 6. **Total of 50 members current in West Tennessee.**

**During the meeting, we covered these topics:**

**Articles for Achiever due by 20<sup>th</sup> of each month. Achiever is posted online.**

Topics you would like to see included in the Achiever about your local.

### Wreath Ceremonies:

- **Sunday, Aug. 18, Sue Shelton White monument.** Jackson City Hall Plaza, 1:30 to 2:30 p.m.
- **Saturday, Aug. 24 Tennessee Woman Suffrage Monument,** Centennial Park in Nashville. BPWTN will lay yellow rose wreath. Local members are attending.

### Calendar Events:

Jackson Area BPW Downtown Ghosts Dinner Theater, Friday, Oct. 25.  
Equal Pay Day, Tuesday, March 31, 2020. Sterling Awards, Tuesday, March 31, 2020.  
Utilize [tnwomensuffrageheritageatrail.com](http://tnwomensuffrageheritageatrail.com). Speakers for your programs. Your events listed.  
**Law Day 2020 to Commemorate 100 Years of the 19th Amendment:** "Your Vote, Your Voice, Our Democracy: The 19th Amendment at 100."



Shown left to right: Martha Ervin, Mary Jo Middlebrooks, Beth Bates, Virginia Bates, Jackie Utley, Wanda Stanfill, Carol Turpen and Region III director, Jacque Hillman.

The 2020 Region III BPW/TN Meeting was held on March 14 from 11 a.m. to 1 p.m. at Baker Bros. BBQ, 215 W Main St., Jackson, TN 38301.

The focus of our meeting included: Trends in Social Media and BPW's response to challenges facing women in the workforce.

The 100th Anniversary Celebration of the Ratification of the Nineteenth Amendment will be held at Centennial Park in Nashville on Aug. 18, 2020. Details will go out to all members closer to the event.

Seven Jackson Area BPW members attended: Mary Jo Middlebrooks, Beth Bates, Virginia Bates, Jackie Utley, Wanda Stanfill, Carol Turpen, and Martha Ervin of Memphis Area BPW. Guest for the meeting was David Stanfill.

Respectfully submitted,

*Jacqueline Hillman*

Jacqueline Hillman  
Region III Director



Business and  
Professional  
Women/TN

# Local President's Report

Name of Local Organization	Chattanooga Business Women
Enter Meeting Location, Date and Time	None
Enter Member's Dues	None

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Charlotte Buchanan	<a href="mailto:RBuch49381@aol.com">RBuch49381@aol.com</a>
Vice President	none	
Secretary	none	
Treasurer	Treasa Newton	<a href="mailto:TLNewton@catt.com">TLNewton@catt.com</a>
Additional Officers not listed:		

## Officer Information (2020 – 2021)

Office	Name	eMail Address
President	Charlotte Buchanan	<a href="mailto:RBuch49381@aol.com">RBuch49381@aol.com</a>
Vice President	none	
Secretary		
Treasurer	Treasa Newton	<a href="mailto:TLNewton@catt.com">TLNewton@catt.com</a>
Additional Officers not listed:		

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer - 4
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

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## Programs Presented in the Past Year (2019-2020)

None

## Personal and Professional Development Programs (2019-2020)

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## Social Media Outreach (2019-2020)

Check All that Apply	Social Media	Please share links used
	FaceBook (Local's Page)	
	FaceBook (State's Page)	
	LinkedIn	
	Pinterest	
	Twitter	



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# Local President's Report

	Local's Website	
	Local's Newsletter	
	Other	

## Legislation Awards (2019-2020) Legislation/Day on the Hill (2019-2020)

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## Membership Awards (2019-2020)

(Membership awards based on the current year's membership as of April 30 compared to the April 30 membership of the previous year according to the state treasurer's records.)

## Membership Outreach Award (2019-2020)

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## Foundation Awards

The Foundation Awards are awarded according to the information submitted to the Foundation Chair. Contributions must be made to the Foundation by April 30, and all contributions must be reported to the Foundation Chair by May 15 to qualify for an award for an individual member or a Local Organization.

**Due Date for President's Report: May 15, 2020**

Charlotte Buchanan 29 Apr 2020

Submitted By

Date Submitted

[RBuch49381@aol.com](mailto:RBuch49381@aol.com) 615-495-5230

eMail Address of Submitter

Phone Number





Business and  
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# Local President's Report

Name of Local Organization	Elizabethton BPW
Enter Meeting Location, Date and Time	Elizabethton Location Varies, 2 <sup>nd</sup> Tuesday, 6pm
Enter Member's Dues	\$50 for state, we do not charge local dues.

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Robin McKamey	robinmckamey@gmail.com
Vice President	Amber Farley	amberfarley.bpw@gmail.com
Secretary	Joy Jarrett	joyljarrett@icloud.com
Treasurer	Kristi DeMoss	kdemoss@bankoftennessee.com
Additional Officers not listed:	Samantha Price	sap226@icloud.com (resigned in Jan 2020)

## Officer Information (2020 – 2021)

Office	Name	eMail Address
President	Amber Farley	amberfarley.bpw@gmail.com
Vice President	Michelle White (1 <sup>st</sup> )	michelle.white12@yahoo.com
Secretary	Joy Jarrett	joyljarrett@icloud.com
Treasurer	Kristi DeMoss	kdemoss@bankoftennessee.com
Additional Officers not listed:	Robin McKamey (2 <sup>nd</sup> VP)	robinmckamey@gmail.com

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

## Programs Presented in the Past Year (2019-2020)

In 2019-2020 Elizabethton focused on local, small female owned businesses. Speakers were brought in to talk about their business, how they got started, and what they were doing in the community. Holly Browder, founder and owner of Made in the Shady, spoke about what brought her to East Tennessee, how her business began, and the new business she had not announced yet. She also spoke about how her business is helping to feed children in America through the America Feeds program. Holly brought gifts from her shop for all members and gave a special BPW discount code so members could try her products. Another speaker Elizabethton brought in was Chasity Thompson, the founder of Building 520 and Project MOVE. Chasity is a local entrepreneur who helps other small female business owners in Elizabethton. Building 520 is a space that allows business owners the opportunity to sell their goods and connect with the local community. She also started Project MOVE came from the community effort to revitalize the spirit of supporting local business in Elizabethton, TN. Angie Odem was the last speaker brought in this year, she is the owner and founder of TLC. A women's resource center in Elizabethton, TN that helps provide expecting mothers with services. They also provide meals to children over the summer. Lastly, members attended an outing to support a female owned and ran local business "Into the Fire" where they enjoyed fellowship, created their own works of art, and supported the women who run the shop.

## Personal and Professional Development Programs (2019-2020)



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# Local President's Report

Members were invited and some attended the Wreath Ceremony laying at the Women's Monument site in Nashville.

Members were invited along with guests to attend our INTO THE FIRE event to promote and support local female owned businesses.

Members were invited and some attended the Johnson City: Then and Now exhibition at Reece Museum. This exhibit showcased the transition of Johnson City over the past 150 years. One member's photographic work was exhibited during this show as well.

Members were invited to attend the Shady Valley Cranberry Festival. This festival is held yearly to raise funds and provide scholarships to students who live in Shady Valley, TN. Members were able to meet with people from East Tennessee to connect and share what BPW is about while raising funds for our own scholarship fund.

## Social Media Outreach (2019-2020)

Check All that Apply	Social Media	Please share links used
X	FaceBook (Local's Page)	<a href="https://www.facebook.com/groups/elizabethtonbpw">www.facebook.com/groups/elizabethtonbpw</a>
X	FaceBook (State's Page)	<a href="https://www.facebook.com/groups/24944966583">www.facebook.com/groups/24944966583</a>
	LinkedIn	
	Pinterest	
	Twitter	
	Local's Website	
	Local's Newsletter	
X	Other	Events were shared through the state newsletter as well as FB pages. We also used the BPW Region I, BPW EC pages on FB.

## Legislation Awards (2019-2020)

### Legislation/Day on the Hill (2019-2020)

Elizabethton BPW voiced concerns to AWAKE regarding domestic violence offenders having access to firearms. AWAKE worked to put thru legislation which now prohibits offender to carry or possess firearms if they are convicted of a misdemeanor crime of domestic violence. Below is information regarding the Tennessee Law.

#### Firearm Prohibitions for Domestic Violence Misdemeanants

Tennessee prohibits the carrying or possession of a firearm by any person convicted of a misdemeanor crime of domestic violence, as defined in federal law, and who is still "subject to the disabilities of such a conviction."<sup>1</sup> **Federal law** prohibits the purchase and possession of firearms and ammunition by persons who have been convicted in any court of a misdemeanor crime of domestic violence.<sup>2</sup> Persons convicted of a domestic violence offenses are required to terminate possession of all firearms within 48 hours of the conviction by lawfully selling or transferring their firearms to a third party; such offenders must also file an affidavit with the court attesting that they relinquished all firearms, as required.<sup>3</sup>

#### Firearm Prohibitions for Persons Subject to Domestic Violence Restraining/Protective Orders

Tennessee law prohibits the carrying or possession of a firearm while subject to an order of protection "that fully complies with 18 U.S.C. § 922(g)(8)" (the federal law prohibiting firearm possession by an abuser subject to a protective order).<sup>4</sup>



# Local President's Report

The Tennessee law provides that persons obtaining a domestic violence order of protection may seek an order that prohibits a respondent from purchasing or possessing a firearm.<sup>5</sup> The Tennessee Administrative Office of the Courts was required to revise the petition for an order of protection to fully advise the respondent that:

- If the order of protection is granted in a manner that fully complies with 18 U.S.C. § 922(g)(8), the respondent is required to terminate physical possession of all firearms possessed by respondent by any lawful means, such as transfer to a third party who is not prohibited from possessing firearms, within 48 hours of the granting of the order;
- It is a criminal offense for a person subject to an order of protection that fully complies with 18 U.S.C. § 922(g)(8) to possess a firearm while that order is in effect; and
- The issuance of an order of protection may terminate, or at least suspend, the individual's ability to purchase or possess a firearm.<sup>6</sup>

In Tennessee, an order of protection must state, on its face:

- That the respondent is required to dispossess himself or herself, by any lawful means, of all firearms in his or her possession within 48 hours of the issuance of the order;
- That the respondent is prohibited from possessing a firearm for so long as the order of protection or any successive order of protection is in effect, and may re-assume possession of the dispossessed firearm at such time as the order expires or is otherwise no longer in effect; and
- Notice of the penalty for failing to comply with state laws regarding the possession of firearms when subject to an order of protection for domestic violence.<sup>7</sup>

The court must then order and instruct the respondent:

- To terminate the respondent's physical possession of the firearms in his or her possession by any lawful means, such as transferring possession to a third party who is not prohibited from possessing firearms, within 48 hours;
- To complete and return the affidavit of firearm dispossession form the court may provide the respondent or direct the respondent to the administrative office of the courts' web site; and
- That if the respondent possesses firearms as business inventory or that are registered under the National Firearms Act,<sup>8</sup> there are additional statutory provisions that may apply which the court must include in the content of its order.<sup>9</sup>

A temporary protective order must be issued by a court where, following an arrest for a crime involving domestic abuse, there is probable cause for the court to believe that the respondent used or displayed a "deadly weapon," which includes a firearm.<sup>10</sup>

Tennessee prohibits any person subject to an order of protection that fully complies with 18 U.S.C. § 922(g)(8) to knowingly fail to surrender or transfer all firearms the respondent possesses.<sup>11</sup>

## **Removal or Surrender of Firearms When Domestic Violence Protective Orders Are Issued**

Tennessee law requires an individual subject to a domestic violence protection order to surrender all firearms by, for example, transferring them to a third party who may lawfully possess firearms; such respondents must also file an affidavit with the court attesting that they relinquished all firearms, as required.<sup>12</sup>

## **Removal or Surrender of Firearms at the Scene of a Domestic Violence Incident**



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# Local President's Report

In Tennessee, law enforcement officers that have probable cause to believe a criminal offense involving domestic abuse against a victim has occurred must seize all firearms that the alleged abuser may have used or threatened to use in the commission of a domestic abuse crime.<sup>13</sup> During the arrest of an alleged abuser for a crime of domestic abuse against a victim, law enforcement officers may also seize any firearm in plain view of the officer or discovered pursuant to a consensual search if necessary for the protection of the officer or other persons.<sup>14</sup> If multiple weapons are seized, a prosecuting court has authority to confiscate only the weapon or weapons actually used or threatened to be used by the abuser to commit the crime.<sup>15</sup>

In addition our local President, Robin McKamey, also serves on the Elizabethton County Commission and brings awareness of local issues to the members of Elizabethton BPW.

## Membership Awards (2019-2020)

(Membership awards based on the current year's membership as of April 30 compared to the April 30 membership of the previous year according to the state treasurer's records.)

## Membership Outreach Award (2019-2020)

Cranberry Festival in Shady Valley, TN – BPW members ran a BPW booth where they met with attendees and talked about the organization as well as the scholarships that BPW provides.

Relay for Life – BPW members volunteered to run the silent auction booth and were able to talk with attendees about Elizabethton BPW.

Making Strides Against Breast Cancer – BPW members volunteered to run the store booth and were able to talk with attendees about Elizabethton BPW.

Appalachian Tails Adoption Events – Robin McKamey promotes our local BPW meetings and organization at her adoption events for Appalachian Tails.

Cloudland High School Awards Day – The local BPW scholarship was awarded during the senior awards day and members were able to tell the students and parents about the organization.

Elizabethton High School Awards Day – Elizabethton BPW has given Business awards to students at Elizabethton High School where they are able to promote the local organization.

## Foundation Awards

The Foundation Awards are awarded according to the information submitted to the Foundation Chair. Contributions must be made to the Foundation by April 30, and all contributions must be reported to the Foundation Chair by May 15 to qualify for an award for an individual member or a Local Organization.

**Due Date for President's Report: May 15, 2020**

Amber Farley and Robin McKamey  
Submitted By

May 14, 2020  
Date Submitted

amberfarley.bpw@gmail.com  
eMail Address of Submitter

423.946.9638  
Phone Number



Business and  
Professional  
Women/TN

# Local President's Report

Name of Local Organization	Jackson Area Business and Professional Women
Enter Meeting Location, Date and Time	First Monday monthly, 5:30 p.m., Logan's Roadhouse (teleconference for now). Except in July and September, when the meeting is the second Monday of the month.
Enter Member's Dues	\$90

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Jacque Hillman	jacquehillman@gmail.com
1 <sup>st</sup> Vice President	Wanda Stanfill	Wandastanfill.9@gmail.com
Secretary	Elaine Scott	elaine@pcpaladins.com
Treasurer	Dawn Mooney	dawn@pcpaladins.com
Additional Officers not listed: 2 <sup>nd</sup> vice-president	Stacy Miller	stacytcs@yahoo.com

## Officer Information (2020 – 2021)

Office	Name	eMail Address
President	Jan Bynum	jbynum@eplus.net
1 <sup>st</sup> Vice President		
Secretary	Sheila Arnold	swarnold@gmail.com
Treasurer	Dawn Mooney	dawn@pcpaladins.com
Additional Officers not listed: 2 <sup>nd</sup> Vice President	Ginger Terry	Gingerterry3@yahoo.com

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

### THE EQUAL RIGHTS AMENDMENT

Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

### Economic Equity

Ensure pay equity, equal educational and economic opportunities at all stages of life; and promote affordable, quality dependent care to help ensure economic self-sufficiency for women.

### Health

Ensure reproductive choice and full access to all reproductive health services and education; ensure funds for research into and protections for women's health care needs; and encourage the development of a national health care plan recognizing the special health care needs of women.

### Civil Rights

Ensure equal rights and remedies for women in all phases of their lives; support affirmative action; eliminate sexual harassment and violence against women.

Jackson Area BPW has worked to remain faithful to our legislative platform.

**Legislative chair Beth Bates offers this report:**

**March 11:** Mary Jo Middlebrooks and I joined Music City BPW for a Day on the Hill. We lobbied Rep. Johnny Shaw, Rep. Chris Holt and Sen. Ed Jackson about Insure TN. We attended a luncheon in honor of Council Woman Zulfat Suara.





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# Local President's Report

**March 31:** Virginia Bates and I attended a virtual celebration of Equal Pay Day with others from BPW Tennessee. I also emailed our federal senators in support of the Paycheck Fairness Act which has already passed the House. The data that I read indicated that the overall wage gap is 81.6 cents. It is worse for women of color. However, it is a lot better than the 53 cents or so when the Equal Pay Act was passed in 1963.

I also virtually lobbied for the state bill that would eliminate the collection of salary history when interviewing.

Note: The bill is still under consideration. The legislature convenes shortly.

**Jackson Area BPW President:** On each meeting agenda, we have an opportunity for the legislative chair to discuss any bills in Congress or the Tennessee General Assembly that relate to our legislative program. When we know that action is required, we send out emails to members discussing these bills and their potential good or bad effects. Sometimes we ask for them to sign petitions against or for a bill's passage or to contact their legislator. [More details below.](#)

**2<sup>nd</sup> vice-president Stacy Miller** keeps us apprised of any bills that she sees affecting women in domestic violence situations and/or any bills regarding criminal penalties and incarceration.

**Member Mary Jo Middlebrooks** has ably assisted Legislative Chair Beth Bates in following the ratification of the Equal Rights Amendment and in keeping our members updated on this process. We have kept emails flowing to our members on ERA.

## Programs Presented in the Past Year (2019-2020)

Please tell us a little about your programs presented during the past year, any special projects and/or accomplishments, and awards or recognition of the organization or its members.

### 2019 Programs

Jackson Area BPW speakers in 2019 focus on primary issues affecting women in the workforce and their families. Our summer and fall meetings were held at Panera Bread, but moved to Logan's Roadhouse in January. We are now holding Zoom meetings due to the pandemic.

**June 3: Economic Support for Entrepreneurs.** Sharon Taylor-McKinney, Founder and executive director of Transformations Economic & Community Development.

**100<sup>th</sup> Anniversary Profile:** Jacque Hillman, president. Sue Shelton White and Anna Politzer and listening in at the Jack Daniels Suite at The Hermitage Hotel.

**June 22: Safari Park** fun trip on Saturday. We rented the party bus and had a great time!

**July 8: "Financial Health."** Kaitlyn Freeman, Financial Advisor, Edward Jones, 54 Exeter Road, Suite C, Jackson.

**Aug. 5: "Personal Safety."** Janeice Frisbee, retired, BancorpSouth, kidnapped at home, forced to her bank and then shot. She speaks for TBI on her story.

**19<sup>th</sup> Amendment Ratification History Profile,** Jacque Hillman, president. Banks Turner of Gibson County, whose vote brought the 19<sup>th</sup> Amendment out of committee in 1920. Without his vote, the amendment would never have moved forward in the Tennessee General Assembly.

**Aug. 10: Sterling Social, Chandelier Restaurant.** Vicki Lake, director of West Tennessee Healthcare, receives Woman of Achievement Award. About 75 attended the event. Region III meeting was held afterward. We celebrate National Business Women's Week when we award the Woman of Achievement at the Sterling Social held in August. At the Sterling Social, winners and friends enjoy talking with women of similar interests and fascinating backgrounds.

**Sept. 9: "Self-Care."** Lori Tubbs, owner, Alternative Choices Counseling. Lori Tubbs-Douglas started her career in 1988 as a State Probation Officer, then began volunteering to help at-risk youth. She worked as a Crisis Clinician until January 2011 when she opened Alternative Choice Counseling Center in Humboldt.

**19<sup>th</sup> Amendment Ratification History Profile,** Jacque Hillman, president. The story of Joe Hanover of Memphis, who kept together the West Tennessee pro-suffrage votes in 1920. Hanover's family immigrated from Poland when he was young, and he couldn't understand why his mother couldn't vote in America.

**Oct. 7: "Word.Wine.Dine"** Sheila Arnold, director of the book talk event/dinner. Sterling Award winner 2019. Retired teacher, Jackson Madison County School System; part-time coordinator for the Writing Lab, University of Memphis Lambuth.



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# Local President's Report

## **Final plans: Downtown Ghosts Dinner Theater, Oct. 25.**

**Oct. 25: 12<sup>th</sup> Annual Downtown Ghosts Dinner Theater.** Baker's Rack. Sold out. Raised \$1,600 for the Margaret Faulkner Scholarship.

**Nov. 4: Awareness, Advocacy Suicide Prevention.** Tosha Gurley, TN Suicide Prevention Network.

**100<sup>th</sup> Anniversary History Profile:** Jacque Hillman, JABPW president. The Jewish women of Nashville who worked hard for suffrage.

**Dec. 2: Christmas Party, 6 to 10 p.m. at Samuel T. Bryant Distillery.** About 40 attended the party, including members' guests. 1331 Lower Brownsville Rd, Jackson. Catering by Gourmet Your Way. \$25 per person. Vice-president Stacy Miller did a great job planning and executing this event!

## **2020 Programs**

**Jan. 6: Sterling Awards Strategic Planning Session.** Nomination forms due by noon on Friday, Jan. 24. The Board of Selectors will choose winners on Sunday, Jan. 26. Winners will be notified Monday through Friday, Jan. 27-31. Ceremony set for March 31 at Jackson State Community College. Sterling Committee decides to create our own Sterling Awards magazine, sell the ads and print it. Estimated gross income at January meeting: Anywhere from \$8,000 to \$12,000. Working on partnership with WBBJ-TV.

**Other planning:** Celebration of the ratification of the 19th Amendment on Aug. 18, 1920, the annual Downtown Ghosts A-Walkin' Dinner Theater in October, the Region III meeting in March.

**Women Who Made History profile,** Jacque Hillman, president. The women to be honored on the Memphis Suffrage Monument.

**Feb. 3: Sterling Awards Strategic Planning Session.** Sterling Director Wanda Stanfill leads the meeting. Planning for the Sterling Awards at 6 p.m. March 31, 2020 at the Ned McWherter Center, Ayers Auditorium at Jackson State Community College. Winners of the 20 Most Influential Women in West Tennessee, the Sue Shelton White Award winner, and the Outstanding Woman Military Veteran have been notified.

**March 2:** Deborah Brasfield shares the fun shopping and art events held at On the Square Gallery and Gifts in Bolivar. Deborah Brasfield is a 2012 Sterling Award winner, an artist, entrepreneur and realtor. On the Square Gallery and Gifts features local artists, antiques, gifts ranging from home décor to jewelry, art classes upstairs, and occasional live music events.

**19th Amendment Ratification Celebration.** Jacque Hillman, president. August Woman Suffrage Art Exhibit/Contest at Jackson City Hall. The August 18, 2020 dedication of the Tennessee Woman Suffrage Monument in Nashville, including an all-women skydiving team.

**March 14:** Region III BPW/TN Meeting, 11 a.m. to 1 p.m., Baker Bros. BBQ, 215 W Main St., Jackson, TN 38301. Focus: Trends in Social Media. BPW's response to challenges facing women in the workforce.

**March 16: Sterling Awards Ceremony Postponed due to COVID-19 pandemic. Work on Sterling Awards Magazine continues.**

To acknowledge Equal Pay Day in April, the city and county mayors present us with a proclamation. Usually, we hold the Sterling Awards ceremony on Equal Pay Day, but not this year. That's OK. We want to come out on the other side of this national coronavirus emergency focused on the future.

**April 6: First Zoom meeting of officers and Sterling Committee.**

**May 4: Keith Davis, The LIFT yoga instructor, on stress relief and finding peace.** Election of officers. Report on Sterling Awards ceremony for Aug. 4, 6 p.m., at First Presbyterian Church. Report on Sterling Awards magazine: Gross income: \$14,000

## **Special projects**

### **The Sterling Awards**

Tennessee's daughter, Dolly Parton said it best, "If you don't like the road you're walking, start paving another one." That's exactly what Sterling Award recipients do. They see a need, they act. They have an idea, they build it. They want change; they make change happen.

Representing education, healthcare, industry, government, small business, nonprofit, and legal, Sterling Award recipients make their cities and communities a better place to live and thrive. They are creating change in real time while paving the road for future generations.



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# Local President's Report

Sterling Award recipients reflect the strength and tenacity of women who came before them and uphold the promise to our children to make the world better. These remarkable women lead by example and inspire.

Ten years ago, members of the Jackson Area Business and Professional Women created the Sterling Awards to honor women in West Tennessee who make a strong social difference in their communities and achieve excellence in their careers. Since 2010, 20 of the Most Influential Women of West Tennessee have been honored each year. Four years ago, the Sue Shelton White Award and the Outstanding Woman Military Veteran Award were added to this prestigious event.

The Sterling Awards ceremony is held every year on Equal Pay Day, the day that symbolizes how far into the 2020 women must work to earn what men earned in 2019. 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. Unfortunately, the Sterling Awards ceremony was postponed this year due to the coronavirus outbreak, but the names of the recipients were announced on March 31, Equal Pay Day, in keeping with tradition.

Sterling Award recipients are chosen by a Board of Selectors who review more than 80 nominations annually submitted from the community. The final decision on 20 recipients each year is never easy. The judges read hundreds of pages of applications, resumes, and referral letters citing leadership, awards, and volunteerism.

The Outstanding Woman Military Veteran Award honors women who have served our country. This year's recipient is Lenore Ventimiglia who volunteered for duty as a woman Marine in the United States Marine Corps during the Vietnam war. She now volunteers to mentor and improve the lives of veterans and active service members, especially the Forgotten Warriors, female active duty service members and female veterans.

The Sue Shelton White Award is presented to an outstanding female attorney for their work as a community activist who creates or changes legislation to improve the lives of women and children in Tennessee. Judge Christy Little will be honored with the 2020 Sue Shelton White Award for her work to create change and advocacy for children, especially children in need.

The Jackson Area Business and Professional Women publishes a Sterling Awards Magazine about each of the recipients. The Most Influential Women in the Sterling Awards Magazine are also outstanding in their personal life. We have singers and musicians, poets, writers, and artists. We have a marathon runner whose goal is to compete in triathlon and another who is a connoisseur of homemade rolls. Our Sterling recipients like to hike, fly fish, shoot rifles, drive large truck and off-road ATVs. They studied abroad, hitchhiked across Europe and traveled across the United States.

Since 1919, the Jackson Area Business and Professional Women organization helps women achieve equality in the workforce through legislative advocacy, education and information. The organization continues to uphold its mission through support of our members, friends, and community partners.

## Downtown Ghosts Dinner Theater

When Bishop Isaac Lane died at age 103, he left a legacy in Jackson for education that we respect even today. In 1882 Lane founded a Colored Methodist Episcopal Church (CME) school, which became Lane College. Lane, who grew up as a slave on the Cullen Lane plantation, understood the importance of education. The fourth bishop of the Colored (Christian) Methodist Episcopal Church, Isaac Lane's ghost visited at the Downtown Ghosts Dinner Theater Oct. 25.

"Bishop Lane's portrayal at the ghosts tour and dinner is a perfect addition this year," said Jacque Hillman, president of Jackson Area Business & Professional Women, which sponsors the tour as a scholarship fundraiser. "He was a lifelong advocate for education and guided many students to success in life."

The Downtown Ghosts Dinner Theater was held from 5:30 to 8:30 p.m. Friday, Oct. 25. A downtown Jackson event since 2007, the ghost tour begins in Riverside Cemetery at 5:30 p.m., then moves to the Baker's Rack for the dinner theater at 6 p.m.

Ghost tour director Christopher Stevens said his troupe of actors is excited about their roles portraying the history of Jackson.

Joining them is Beth Bates as Sue Shelton White, Tennessee suffragist. The history of St. Luke's Episcopal Church is also a part of the evening's stories.

"Since I was a kid, I've had a love of history and haunted happenings. Directing the ghost tour perfectly melds these two into a delightful experience. There's nothing quite like learning a bit of local history with your hair standing on end," Stevens said.

Most West Tennesseans don't know that Jackson's Mayor James O'Connor is probably the only city mayor who ever gave orders to shoot to kill anyone from Memphis or Shelby County who tried to come into Jackson. It was during the yellow fever epidemic of 1878-1879, and it was believed the sick people from Memphis would spread the disease.

Tour tickets were \$40 for the tour and dinner. Second vice-president Stacy Miller was in charge of the production and tickets. The event sold out. We are discussing adding another evening in October.

Since the creation of the ghost tour, the amount available for the Margaret Faulkner Scholarship has increased from \$250 to \$2,000.

## Margaret Faulkner Scholarship

JABPW works every year to help women meet their personal career goals. We give scholarships to women returning to college to better their educational level, increase their skills and/or change careers.

We finance our Margaret Faulkner Scholarship Fund with our Downtown Ghosts Dinner Theatre, held the last Friday in October. This has been such a huge success that we may add another evening for the event.

In 2019, Tonya Mutter won a \$2,000 scholarship. Tonya Mutter is a widowed mother rearing five children ages 12 through 22, working three jobs, and completing her degree at Jackson State Community College to become an occupational therapist.



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# Local President's Report

XX	FaceBook (State's Page)	<a href="https://www.facebook.com/groups/726412814182750/">https://www.facebook.com/groups/726412814182750/</a> <a href="https://www.facebook.com/groups/24944966583/">https://www.facebook.com/groups/24944966583/</a>
	LinkedIn	
	Pinterest	
	Twitter	
XX	Local's Website	<a href="http://Jacksonareabpw.com">Jacksonareabpw.com</a>
XX	Local's Newsletter	<a href="https://jacksonareabpw.com/newsletter/">https://jacksonareabpw.com/newsletter/</a>
	Other	

## Legislation Awards (2019-2020)

## Legislation/Day on the Hill (2019-2020)

Jackson Area BPW has worked to remain faithful to our legislative platform.

### **Legislative chair Beth Bates offers this report:**

**On March 11**, Legislative Chair Beth Bates and Mary Jo Middlebrooks joined Music City BPW for Day on the Hill. They lobbied Rep. Johnny Shaw, Rep. Chris Holt and Sen. Ed Jackson about Insure TN.

**March 31 Virtual Celebration of Equal Pay Day:** Beth Bates, our legislative chair, and Virginia Bates attended a virtual celebration of Equal Pay Day with others from BPW Tennessee. Bates emailed our federal senators in support of the Paycheck Fairness Act which has already passed the House. The overall wage gap is 81.6 cents. It is worse for women of color. However, it is a lot better than the 53 cents or so when the Equal Pay Act was passed in 1963.

Bates virtually lobbied for the state bill that would eliminate the collection of salary history when interviewing.

**Note: The bill did not pass yet.**

**Jackson Area BPW President:** On each meeting agenda, we have an opportunity for the legislative chair to discuss any bills in Congress or the Tennessee General Assembly that relate to our legislative program. When we know that action is required, we send out emails to members discussing these bills and their potential good or bad effects. Sometimes we ask for them to sign petitions against or for a bill's passage or to contact their legislator.

Here is an example: **A friend of mine is working hard to get legislation passed that would close the loophole in current legislation that enables stalkers to access guns. Closing this loophole would help prevent domestic violence-related injury and death, and thus I am writing to you in the hopes that you will give Senator Jackson a call at the number listed in the link below to urge his support.**

<http://www.capitol.tn.gov/senate/members/s27.html>

**2<sup>nd</sup> vice-president Stacy Miller** keeps us apprised of any bills that she sees affecting women in domestic violence situations and/or any bills regarding criminal penalties and incarceration.

**Member Mary Jo Middlebrooks** has ably assisted Legislative Chair Beth Bates in following the ratification of the Equal Rights Amendment and in keeping our members updated on this process. We have kept emails flowing to our members on ERA. **Email to members, Jan. 26, 2020:** [https://www.washingtonpost.com/local/virginia-politics/virginia-expected-to-finalize-passage-of-era-monday-setting-stage-for-legal-fight/2020/01/27/b178265c-4121-11ea-b503-2b077c436617\\_story.html](https://www.washingtonpost.com/local/virginia-politics/virginia-expected-to-finalize-passage-of-era-monday-setting-stage-for-legal-fight/2020/01/27/b178265c-4121-11ea-b503-2b077c436617_story.html)

### **Discrimination against LGBT**

Email on 2/21/2020: Legislator proposes library oversight panels to prevent drag queen story time events

<https://www.jacksonsun.com/story/news/2020/02/21/bill-targeting-age-inappropriate-content-sponsored-state-legislature-andy-holt/4829111002/>

Email to members, April 28, 2020: Topic

### **We the Women: The Unstoppable Women of the ERA Movement with Julie Suk**

Description: The Alice Paul Institute is excited to host author and professor Julie Chi-hye Suk for a dynamic conversation about the women who led the fight for the Equal Rights Amendment. In this virtual author talk held via Zoom, Suk will be talking about her forthcoming book, "We the Women: The Unstoppable Mothers of the Equal Rights Amendment." Register today to hear Suk share the incredible stories of the forgotten women lawmakers and lawyers who shaped the ERA over a century.

Suk is a frequent commentator in the media on legal issues affecting women, including "The New York Times," "The Washington Post," "Vox," and "CBS News." The U.S. House Judiciary Committee cited Suk's scholarly work on the ERA in its report supporting the removal of the ERA ratification deadline. A professor of sociology, political science, and liberal Studies at The Graduate Center of the City University of New York (CUNY), where she also serves as the academic dean overseeing



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In 2020, because of the marvelous support through the Sterling Awards magazine ads, we are awarding a scholarship to Heather Grewe of Beech Bluff, a single mother who is completing her juris doctorate. As a paralegal, Heather was pretty incensed when a male attorney once told her, "A woman's place is NOT in the courtroom, it's in the kitchen." She knew she'd finish law school or else. We have awarded her a \$2,000 scholarship. She will be honored at the Sterling Awards Ceremony on Aug. 4, 2020.

### United Way First Ladies Luncheon

Jackson Area BPW supports the United Way by sponsoring a table for \$400 at the annual luncheon. Our tablescapes focus on the history of BPW/TN and woman's suffrage. First vice-president Wanda Stanfill designs the tablescapes.

### City of Jackson website

Jackson Area BPW has been invited to submit a video and logo to run on the City of Jackson website as an example of a non-profit organization that is highly active in the community. This project is in progress, although slightly delayed due to furloughs of the city staff.

### Awards

Congratulations to Jackson Area BPW member, professional mediator and author, **Jocelyn Dan Wurzburg**! The Academy of Professional Family Mediators will present her the Family Mediation Lifetime Achievement Award at the 2019 APFM Conference in Boston. **The APFM Family Mediation Lifetime Achievement Award** is presented to a prominent professional family mediator and leader in the family mediation field whose extensive career demonstrates excellence in mediation and passion and dedication to family dispute resolution. The recipient also demonstrates outstanding personal qualities that mirror the highest levels of professional standards, including integrity, trustworthiness, and genuinely caring for others. Congratulations to **Ginger Terry**! She received the U.S. President's Volunteer Service Award for National and Community Service, with a special commitment to Environmental Stewardship. Congratulations to **Jackie Utley**, who won the TSDAR American Heritage Fiber Arts Knitting Award for her Woman Suffrage Themed Shawl in purple, gold and white!

## Personal and Professional Development Programs (2019-2020)

**June 3: Economic Support for Entrepreneurs. Sharon Taylor-McKinney.** Founder and executive director of Transformations Economic & Community Development.

**Aug. 10: Sterling Social, Chandelier Restaurant. Vicki Lake, director of West Tennessee Healthcare, receives Woman of Achievement Award.** About 75 attended the event. Region III meeting was held afterward. We celebrate National Business Women's Week when we award the Woman of Achievement at the Sterling Social held in August.

**March 14:** Region III BPW/TN Meeting, 11 a.m. to 1 p.m., Baker Bros. BBQ, 215 W Main St., Jackson, TN 38301. Focus: Trends in Social Media. BPW's response to challenges facing women in the workforce.

**March 16: Sterling Awards Ceremony Postponed due to COVID-19 pandemic.** Work on Sterling Awards Magazine continues. Sterling Awards, created in 2010, has honored 200 women to date, plus the Sue Shelton White Award winner since 2017, and the Outstanding Woman Military Veteran since 2017.

The Sterling Awards were established to be presented on Equal Pay Day, honoring women in many fields of endeavor who are outstanding for their community activism.

To acknowledge Equal Pay Day in April, the city and county mayors present us with a proclamation. Usually, we hold the Sterling Awards ceremony on Equal Pay Day, but not this year. We want to come out on the other side of this national coronavirus emergency focused on the future. We were given the proclamation, which is featured in our Sterling Awards magazine.

**Downtown Ghost Tour in October:** Benefits the Margaret Faulkner Scholarship.

## Social Media Outreach (2019-2020)

Social media is an important part of getting the message out for events within the communities. Please identify how local events were communicated to members and the community.

Check All that Apply	Social Media	Please share links used
XX	FaceBook (Local's Page)	<a href="https://www.facebook.com/groups/117528428802/">https://www.facebook.com/groups/117528428802/</a>





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# Local President's Report

the Graduate Center's interdisciplinary master's programs.

Julie's book, "We the Women: The Unstoppable Mothers of the Equal Rights Amendment" (forthcoming in August 2020) is available now for pre-order on Amazon: [www.amazon.com/exec/obidos/ASIN/1510755918](http://www.amazon.com/exec/obidos/ASIN/1510755918)

**Jacque Hillman recruited Sheila White Arnold, Jocelyn Wurzburg, and Linda Rizzuto for Jackson Area BPW. She recruited Katherine A. Gould for Memphis Area BPW.**

**Mary Jo Middlebrooks recruited Dixie Blackstock as a member for Jackson Area BPW.**

Jackson Area membership count is 30. A membership application and invoice has been sent to Linda Rizzuto and her payment is in progress; this would make 31.

## Membership Outreach Award (2019-2020)

President Jacque Hillman spoke at the Memphis DAR meeting in February at Colonial Park UMC on the ratification of the 19<sup>th</sup> Amendment, Sue Shelton White and her role as a suffragist and as a president of Jackson BPW from 1929-1931. The history of Tennessee Federation of Business Women was part of this discussion and its transformation to Business and Professional Women of Tennessee.

President Jacque Hillman also spoke at Jackson State Community College on March 5 on the ratification of the 19<sup>th</sup> Amendment, Sue Shelton White and her role as a suffragist and as a president of Jackson BPW from 1929-1931. The history of Tennessee Federation of Business Women was part of this discussion and its transformation to Business and Professional Women of Tennessee.

## Foundation Awards

The Foundation Awards are awarded according to the information submitted to the Foundation Chair. Contributions must be made to the Foundation by April 30, and all contributions must be reported to the Foundation Chair by May 15 to qualify for an award for an individual member or a Local Organization.

**Due Date for President's Report: May 15, 2020**

Jacque Hillman May 11, 2020

Submitted By

Date Submitted

[jacquehillman@gmail.com](mailto:jacquehillman@gmail.com)  
731-394-2894

eMail Address of Submitter

Phone Number



Business and  
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Women/TN

# Local President's Report

Name of Local Organization	Lawrence County BPW
Enter Meeting Location, Date and Time	3 <sup>rd</sup> Tuesday @ 6 pm
Enter Member's Dues	\$0 local - \$50 state

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Kimberly Anderson	
Vice President	NA	
Secretary	Thalia Young	thaliay@yahoo.com
Treasurer	Tressy Hart	Tressy.hart@gmail.com
Additional Officers not listed:	NA	

## Officer Information (2020 – 2021)

Office	Name	eMail Address
President	Melissa Voss	Vossgardener@gmail.com
Vice President	NA	
Secretary	Kimberly Anderson	
Treasurer	Charity Beecham	cbeecham03@gmail.com
Additional Officers not listed:		

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

### Programs Presented in the Past Year (2019-2020)

In June, we gave a scholarship to a high school senior entering college. She will be getting an undergraduate degree at UT and then transferring to another college to become an undertaker. We gave her an additional small scholarship in December when she came to our Christmas party to give us an update on her college life. In September at the Lawrence County State Fair, we held our 21<sup>st</sup> annual cutest baby contest. Then in November, we hosted a cookie decorating class as a fundraiser for the scholarship fund. We also began work on getting a bridge in the county named after an influential woman from Lawrence County's past. The county has agreed and once the weather is warmer, there will be an official dedication ceremony which we hope to make part of our birthday party during this year. December was our Christmas party and we played some games – including Dirty Santa. January and February we began working on the AP Diamond Award and plans for our 50<sup>th</sup> birthday party in November as well as plans for both a cookie decorating class and a healthy cooking class (both presented by local members) and then COVID hit. We have had online Zoom meetings during our regular meeting time and have made plans, shared laughs, and elected next year's officers.



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# Local President's Report

## Personal and Professional Development Programs (2019-2020)

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## Social Media Outreach (2019-2020)

Check All that Apply	Social Media	Please share links used
X	FaceBook (Local's Page)	<a href="https://www.facebook.com/LawCoBPW/">https://www.facebook.com/LawCoBPW/</a>
	FaceBook (State's Page)	
	LinkedIn	
	Pinterest	
	Twitter	
X	Local's Website	<a href="http://www.lawrencecountybpw.com/">http://www.lawrencecountybpw.com/</a>
	Local's Newsletter	
	Other	

## Legislation Awards (2019-2020)

## Legislation/Day on the Hill (2019-2020)

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## Membership Awards (2019-2020)

(Membership awards based on the current year's membership as of April 30 compared to the April 30 membership of the previous year according to the state treasurer's records.)

## Membership Outreach Award (2019-2020)

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## Foundation Awards

The Foundation Awards are awarded according to the information submitted to the Foundation Chair. Contributions must be made to the Foundation by April 30, and all contributions must be reported to the Foundation Chair by May 15 to qualify for an award for an individual member or a Local Organization.

**Due Date for President's Report: May 15, 2020**

05/15/2020

Tressy Hart

Submitted By  
Tressy.hart@gmail.com

Date Submitted

931-556-2604

eMail Address of Submitter

Phone Number



Business and  
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# Local President's Report

Name of Local Organization	Memphis Area Business and Professional Women
Enter Meeting Location, Date and Time	3 <sup>rd</sup> Saturday of the month, 6pm Conference Call In person meetings at Ervin Hypnosis Center 2865 Summer Oaks, Suite 100 Bartlett, TN 38134
Enter Member's Dues	\$10 MOL \$5 SMOL and Students

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Martha Ervin	Martha.Ervin@ErvinHypnosisCenter.com
Vice President	Cheryl Yarbrough	ConsultsbyCheryl@aol.com
Secretary	Carol Turpen	cgturpen@crockettnet.com
Treasurer	Carol Turpen	cgturpen@crockettnet.com
Additional Officers not listed:		

## Officer Information (2020 – 2021)

Office	Name	eMail Address
President	Martha Ervin	Martha.Ervin@ErvinHypnosisCenter.com
Vice President	Cheryl Yarbrough	ConsultsbyCheryl@aol.com
Secretary	Carol Turpen	cgturpen@crockettnet.com
Treasurer	Carol Turpen	cgturpen@crockettnet.com
Additional Officers not listed:		

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

None

## Programs Presented in the Past Year (2019-2020)

None

## Personal and Professional Development Programs (2019-2020)

None

## Social Media Outreach (2019-2020)



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# Local President's Report

Check All that Apply	Social Media	Please share links used
X	FaceBook (Local's Page)	<a href="https://www.facebook.com/MemphisBPW/">https://www.facebook.com/MemphisBPW/</a>
X	Local's Website	<a href="http://memphisbpw.weebly.com/">http://memphisbpw.weebly.com/</a>
	Other	

## Legislation Awards (2019-2020)

### Legislation/Day on the Hill (2019-2020)

None

## Membership Awards (2019-2020)

(Membership awards based on the current year's membership as of April 30 compared to the April 30 membership of the previous year according to the state treasurer's records.)

### Membership Outreach Award (2019-2020)

None

## Foundation Awards

The Foundation Awards are awarded according to the information submitted to the Foundation Chair. Contributions must be made to the Foundation by April 30, and all contributions must be reported to the Foundation Chair by May 15 to qualify for an award for an individual member or a Local Organization.

**Due Date for President's Report: May 15, 2020**

Martha Ervin  
Submitted By

05/14/2020  
Date Submitted

[Martha.Ervin@ErvinHypnosisCenter.com](mailto:Martha.Ervin@ErvinHypnosisCenter.com)  
eMail Address of Submitter

(901) 489-5481  
Phone Number





Business and  
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# Local President's Report

Name of Local Organization	Music City BPW
Enter Meeting Location, Date and Time	Announced prior to meetings
Enter Member's Dues	\$50.00

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Liz Stanley	<a href="mailto:Liz.Lyrae@gmail.com">Liz.Lyrae@gmail.com</a>
Vice President	Porsche Bailey -Brown	
Secretary	Sharon Taylor-Carrillo	<a href="mailto:SharonLyrae@aol.com">SharonLyrae@aol.com</a>
Treasurer	Sharon Taylor-Carrillo	<a href="mailto:SharonLyrae@aol.com">SharonLyrae@aol.com</a>

## Officer Information (2020 – 2021)

Office	Name	EMail Address
President		
Vice President		
Secretary		
Treasurer		

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

N/A

## Programs Presented in the Past Year (2019-2020)

N/A

## Personal and Professional Development Programs (2019-2020)

N/A

## Social Media Outreach (2019-2020)

Check All that Apply	Social Media	Please share links used
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X	FaceBook (Local's Page)	<b>Business and Professional Women of Music City</b>
X	FaceBook (State's Page)	
	LinkedIn	
	Pinterest	
	Twitter	
	Local's Website	
	Local's Newsletter	
	Other	

## Legislation Awards (2019-2020)

### Legislation/Day on the Hill (2019-2020)

This year Music City BPW was able to step in and Co-Sponsored the Tennessee Women's Day on the Hill Breakfast. It was very well attended. Zulfat talked about BPWTN at the breakfast. We partnered with other organizations and each spoke about specific bills that they supported ( or did not support). A special meeting was held after the breakfast for first time ladies to teach them how to lobby effectively. Zulfat Suara, Susan Jakoblew, and Ann Lay were able to speak to their legislators on that day. "BPW-Music City- focused on SB0675/HB1450"-- SB 0675 Gilmore / HB 1450 Camper – MINORITY, WOMEN, DISABLED, VETERAN, SMALL BUSINESS REPORT. Purchasing and Procurement - As introduced, authorizes the chief procurement officer to submit the annual report on the awarding of purchases to a minority, women, service disabled veteran and business owned by persons with disabilities, or small business to the general assembly in electronic format.

## Membership Awards (2019-2020)

### Membership Outreach Award (2019-2020)

Tennessee Women's Day on the Hill March 11, 2020. Brochures were given to attendees and Zulfat Suara and Sharon Taylor-Carrillo talked about BPW/TN.

## Foundation Awards

### Due Date for President's Report: May 15, 2020

Liz Stanley

May 14, 2020

Sharon Taylor-Carrillo

May 15, 2020

Submitted By

Date Submitted

[SharonLynae@aol.com](mailto:SharonLynae@aol.com)

615-319-6531

eMail Address of Submitter

Phone Number



Business and  
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Women/TN

# Local President's Report

Name of Local Organization	Rockwood BPW
Enter Meeting Location, Date and Time	Victorian Square 241 S. Chamberlain Rockwood, TN 37854 3 <sup>rd</sup> Tuesday 6:30 p.m. EST
Enter Member's Dues	\$5.00

## Officer Information (2019 – 2020)

Office	Name	eMail Address
President	Lee Ann Gaddis	leeann4002@yahoo.com
1st Vice President	Linda Rector	leeann4002@yahoo.com
Membership		
Recording Secretary	Becky Layne	layne_rf@hotmail.com
Treasurer	Ann Hiegel/ GeraldineWallick	leeann4002@yahoo.com leeann4002@yahoo.com
Additional Officers not listed:	2ndVP Finance-Geraldine Wallick Corresponding Secretary-Linda Brummett	leeann4002@yahoo.com leeann4002@yahoo.com

## Officer Information (2020 – 2021)

Office	Name	eMail Address
President	Lee Ann Gaddis	leeann4002@yahoo.com
1st Vice President	Linda Rector	leeann4002@yahoo.com
Membership		
Recording Secretary	Becky Layne	layne_rf@hotmail.com
Treasurer	Amy Jones	amyjonesTN1976@yahoo.com
Additional Officers not listed:	2ndVP Finance-Geraldine Wallick Corresponding Secretary-Linda Brummett	leeann4002@yahoo.com leeann4002@yahoo.com

## Membership Categories - for all awards

Membership as of April 30 of the previous year

- Local organizations with 10 members or fewer
- Local organizations with 11-20 members
- Local organizations with 21 or more members

## Issues Management Awards (2019-2020)

### Programs Presented in the Past Year (2019-2020)

#### Pecan Sales/Calendar Projects

Rockwood BPW conducts two major fundraisers. The proceeds from the Pecan Sales help pay for expenses such as attendance at regional and state meetings or special projects, as well as community activities. The other fundraiser is the Community Birthday Calendar sales, now in its 56th year. Ads are sold to businesses in the area, and listings include birthdays, anniversaries, church group activities, community events, sports events for local schools and other organizations' events. Profits fund two BPW Scholarships to Rockwood High School Seniors, a Girls' State Delegate, a donation to REACH (organization which provides Christmas shopping for disadvantaged children), a United Way donation, the Imagination Library, a donation to the TN BPW Education and Scholarship Fund, and an annual donation to the BPW Foundation. Additional support for the Foundation comes from a basket furnished each month by a member being drawn to receive it. Everyone contributes \$1 to add to the Foundation contribution. At our Christmas meeting donations to our Scholarship Fund are made in lieu of gifts. Proceeds from our annual White Elephant Sale in March also go to our charitable projects. Rockwood BPW continues sales of **Cooking with BPW Past and Present**, a cookbook with over 200 recipes from BPW members and friends, both present and past.



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# Local President's Report

## Rockwood Books

Rockwood BPW also has a presence in our town through its reprinting of two books of interest to many citizens. One is the Rockwood Centennial Book, a pictorial history of Rockwood produced for centennial celebration in 1968. Our organization has sold over 350 copies of this book and was reprinted again for the 150th Anniversary of the founding of Rockwood and has been reprinted again this year. The other book was used as a promotion of the town to business and industry in 1938 and was reprinted by BPW in 1993, 2001, 2010, and 2013. These two books emphasize the prominent place in the community that Rockwood BPW has held.

## Newsletter and Other Projects

A monthly newsletter is sent to each Rockwood BPW member by email or snail mail, as well as to other BPW members across the state and is posted on Rockwood's Facebook page and on the BPW/TN website. Rockwood BPW is a member of the Roane County Chamber of Commerce whose newsletters are shared with members to take advantage of the resources offered and participation in activities with other members. Rockwood BPW Members are involved in the growth of our town by serving as members of Rockwood Revitalization, a Tennessee Downtowns program, Rockwood 2000, and other civic organizations. Each Christmas members collect hats, gloves and scarves to go to the children at the local public housing complex and toiletries to go to Meals on Wheels recipients.

## Personal and Professional Development Programs (2019-2020)

**Women's International Day Collaboration with Roane Choral Society(March 8th)-** Rockwood Members registered new voters and shared information about BPW both local and state. Also participated in the Women's Suffrage Celebration that was led by the Roane Choral Society.

**Equal Pay Day-** In March, our President, Lee Ann Gaddis hosted an online Zoom Meeting (due to the COVID-19) to celebrate Equal Pay Day on March 31st. Members from our local and across the state joined and celebrated the first time Equal Pay Day being in March in the history of acknowledging the Equal Pay Day.

## Social Media Outreach (2019-2020)

Check All that Apply	Social Media	Please share links used
X	FaceBook (Local's Page)	Business and Professional Women Rockwood, Tennessee <a href="https://www.facebook.com/RockwoodBPW">www.facebook.com/RockwoodBPW</a>
	FaceBook (State's Page)	
X	LinkedIn	President shares information through her account and answers questions people may have about local or state BPW
	Pinterest	
	Twitter	
	Local's Website	
X	Local's Newsletter	Newsletter emailed or snail mailed to all members and emailed to other BPW members across the state.
X	Other	Meetings and events published in Roane County Chamber of Commerce online newsletter.

## Legislation Awards (2019-2020)

## Legislation/Day on the Hill (2019-2020)

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Women/TN

## Local President's Report

### Membership Awards (2019-2020)

(Membership awards based on the current year's membership as of April 30 compared to the April 30 membership of the previous year according to the state treasurer's records.)

### Membership Outreach Award (2019-2020)

### Foundation Awards

The Foundation Awards are awarded according to the information submitted to the Foundation Chair. Contributions must be made to the Foundation by April 30, and all contributions must be reported to the Foundation Chair by May 15 to qualify for an award for an individual member or a Local Organization.

**Due Date for President's Report: May 15, 2020**

Submitted By

Date Submitted

eMail Address of Submitter

Phone Number

## REPORTS NOT SUBMITTED

If you did not submit a local President's Report,  
it is your responsibility to e-mail your reports to  
members.



BUSINESS & PROFESSIONAL WOMEN OF TENNESSEE, INC.

**INTERIM BOARD OF DIRECTORS**  
**INCOME & EXPENDITURE REPORT**

HAMPTON INN & SUITES  
MT. JULIET, TENNESSEE  
2-Nov-19

**INCOME/REVENUE**

REGISTRATIONS	\$ 125.00
MEALS	\$ 125.00
SUPPLIES/REIMBURSEMENT	\$ 15.00
SILENT AUCTION/NO-BAKE SALE	\$ 74.00
VENDORS TABLE	\$ 35.00

TOTAL INCOME/REVENUE	<b>\$ 374.00</b>
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**EXPENSES**

MEETING ROOM	\$ 245.81
FOOD/SUPPLIES	\$ 172.49

<b>TOTAL</b>	<b>\$ (418.30)</b>
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OFFICERS (EC) EXPENSES

President, Lee Ann Gaddis	\$ 52.00
1st VP, Martha Ervin	\$ 162.44
Sec., Amber Farley	\$ 40.00
Region I Director, Michelle White	\$ 152.00
Region II Director, Sharon Taylor Carrillo	\$ 16.00
Region III Director, Jacque Hillman	\$ 62.80
Parliamentarian, Beth Bates	\$ 77.20

<b>TOTAL</b>	<b>\$ 562.44</b>	<b>\$ (562.44)</b>
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<b>NET LOSS</b>	<b>\$ (606.74)</b>
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**(INFORMATION ONLY)**

**LIST ATTENDING :**

Lee Ann Gaddis  
Michelle White  
Amber Farley  
Sharon Taylor Carrillo

Jewell Walker-family emergency  
Joyce Brokaw ?

Carol Turpen	paid	\$ 50.00
Beth Bates	paid	\$ 50.00
Virginia Bates	paid	\$ 50.00
Jacque Hillman	paid	\$ 50.00
Martha Ervin	paid	\$ 50.00
		\$ 250.00

**Vendor Table**

Virginia Bates & Martha Ervin \$ 35.00  
shared table

**Business and Professional Women of TN  
Financial Committee Report  
State Convention May 2020  
Martha Ervin, Financial Committee Chair**

During the year, the finance committee met when necessary to discuss and review documents for the organization's annual financial review. Although committee members were vast distances a part, we were able to accomplish these tasks using conference calls and sharing documents by email.

During the year changes in the finance chair and treasurer became necessary due to the terminal illness of the elected treasurer. Official appoints were made by President LeeAnn Gaddis after the treasurer's resignation in September 2019.

- Replaced elected Treasurer, Ann Hiegel, with Carol Turpen as of September 15, 2019.
- Replaced appointed Finance Chair, Carol Turpen, with Martha Ervin as of September 15, 2019.
- A task force was formed to collect the financial records and reestablish the accounting database for the organization. The task force included:
  - LeeAnn Gaddis, President
  - Martha Ervin, 1<sup>st</sup> Vice President and Finance Chair
  - Carol Turpen, Treasurer
  - Beth Bates, Volunteer Attorney

The following items were successfully completed by target dates:

- Financials forwarded to the executive committee within 30 days of the quarter end dates.
- 990N report filed for the state organization Business and Professional Women of Tennessee.
- Reviewed and assisted with data preparation for both the interim board and state convention committee budgets.
- Assisted with creating the budget for the 2019 Interim Board Meeting.
- Prepared a proposed budget for the 2020 Convention.
- Prepared a proposed budget for 2020-2021 for president successor.

Many thanks to the ladies who participated on the finance committee. Their attention to detail and recommendations allowed us to have another successful year.

Respectfully submitted,

Martha Ervin  
BPW Finance Committee Chairman 2018-2019

**Committee Members:**

LeeAnn Gaddis -President 2019-2020  
Ann Hiegel/Carol Turpen – State Treasurer 2019-2020  
Beth Bates – Volunteer Attorney/Parliamentarian 2019-2020

# **BPW TN 2<sup>nd</sup> Vice President**

## **“2020-21 Membership”**

I am Sharon Taylor-Carrillo and proud to serve as your 2<sup>nd</sup> Vice President for the 2020-21 BPWTN Year.

I would like to continue with the regular membership awards but I would also like to implement the 6 Keys program for the 2020-2021 BPWTN Year. This program gives you a complete outline of what to do for membership recruitment, and retention. By following the 6 Keys membership plan, it gives you the tools you need to will increase your membership and to help you retain the members you currently have.

I look forward to this year and please reach out to me if you have any questions or concerns. I am excited and look forward to growing BPW TN.

***Sharon Taylor-Carrillo***  
BPW TN 2<sup>nd</sup> Vice President 2020-2021

P.O. Box 70296  
Nashville, TN 37207

**SharonLyrae@aol.com**

615-319-6531

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## **Membership Awards (2020-2021)**

**(Membership awards based on the current year's membership as of April 30 compared to the April 30 membership of the previous year according to the state treasurer's records.)**

1. Membership Award – Highest percentage of increase in number of members
2. Iris Award - Largest increase in number of members
3. Certificate of Appreciation – locals with the greatest percentage of increase in membership in membership categories.
4. Mildred Hearn Award - goes to the local with the largest retention in number of members.
5. Retention Certificate – given to each local with a retention rate of 80% or more (certificate states retention rate.)
6. Certificate of Appreciation goes to each local organizing and chartering a new local.
7. Top Recruiter Award – member who has recruited the highest number of verified new members as of April 30.

## **Membership Outreach Award (2020-2021)**

Criteria: List the title and number of non-BPW events someone in your organization attended in 2020-2021 to speak about your BPW/TN local organization or about BPW/TN generally. Include any events where you left BPW brochures. Can include programs on college campuses, chamber events, or other social outings.

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## **“6 KEYS TO UNLOCKING POWERFUL LOCALS” BPWTN LOCAL MEMBERSHIP PLAN - RECRUITMENT & RETENTION**

Welcome to the 6 Keys to Unlocking Powerful Locals Membership Plan

To complete this program and receive state recognition, you must use the Keys to recruit and retain members in your LO. While your LO may not achieve 100% of the KEYS, it is strongly encouraged to do its very best by utilizing as many of the tools as possible to gain and retain the most members.

### **A Special Membership Award will be given for total Key points. (first and second place)**

1. The local organization achieving First Place (total points) will receive a special award at State Convention and a certificate of achievement.
2. The local organization achieving Second Place (second in total points) will receive a certificate of achievement.
3. A local will receive a recognition certificate if it fulfills at least ONE task in all six of the KEYS.

First Key-**Development of Keys** - Utilize every “tool” in your toolbox of recruitment items that you develop such as mailing lists from other organizations, brochures, business cards, banners, member applications, etc. Distribute literature to each member to make each of them an “assistant membership chair” and request they utilize these items to network and recruit.

Second Key-**Mentoring Develop** - Utilize a program to mentor other young women, sharing the experience and wisdom of your more seasoned members. It can be young BPW members just beginning their career, a group of school-age young women, or another group or organization. Have training, develop a schedule, and create subject material for participating mentors.

Third Key- **Potential Member Recruitment** - Make visitors feel welcome, introduce everyone, distribute your programs, meeting schedule, and contact information. Have membership chair or someone to follow up via call, email, text, etc.

Fourth Key-**New Members** - Assign a buddy to new members for six months. Make them feel an immediate part of the group by having an induction ceremony and presenting a certificate or pin. Orient them with a special session or a packet containing BPW history, symbols, etc. Make sure they are assigned to a committee according to their interest.

Fifth Key-**Current Members** - Don’t neglect your current members. Make sure everyone feels important to the organization and that they have an assigned responsibility. Follow up with absent members to let them know they were missed. Share news in newsletters or meetings, such as promotions, death in family, etc.

Sixth Key-**Lapsed Members** - Send reminder letters or email for dues renewal. Find out why members choose not to renew and attempt to correct the problem if possible.

Use the score sheet to submit your membership report/award entry. Be sure to give supporting documentation when necessary.

Deadline for scoresheet submission is **May 15, 2021** to: **SharonLyrae@aol.com**

AWARDS YEAR: MAY 1- APRIL 30

## MEMBERSHIP

### SIX KEYS TO UNLOCKING POWERFUL LOCALS

Please give supporting documentation in column provided beside the item by giving description of events, dates, and other details

NUMBER  
POSSIBLE

NO. OF  
ACTIVITIES

TOTAL  
KEYS

CALCULATIONS/DESCRIPTON OF EVENTS

#### KEY 1 - DEVELOPMENT OF KEYS

Master mailing list	10		0	
Newsletter	10		0	
Invitations (per event)	10		0	
Members have and distribute:				
Brochures (per member)	10		0	
Membership Application (per member)	10		0	
LO Business Cards (per member)	10		0	
Flyers/Posters-members distrib (per event)	10		0	
Exhibits/Displays displayed at events (per event)	10		0	

#### KEY 2 - MENTORING

Develop and maintain Mentoring Program (Mentor Training)	50		0	
Develop Mentoring Training Packets	25		0	
Spotlight Mentor in LO Newsletter (monthly)per mentor	10		0	

#### KEY 3 - POTENTIAL MEMBER RECRUITMENT

Greeter/buddy at meetings (per prospect)	2		0	
Prospect literature (programs, etc.) (per prospect)	2		0	
Follow-up letters/emails/phone calls (per prospect)	2		0	

#### KEY 4 - NEW MEMBERS

Develop & Distribute Welcome Packet (member booklet, membership info, meetings and programs, other activities)	50		0	
Assign mentor for 6 months (per new member)	5		0	
Induction within 2 months (per new member)	5		0	
New Member Certificate and/or pin (per new member)	2		0	
Orientation Session (per session)	10		0	
Local committee assignment (per new member)	5		0	

#### KEY 5 - CURRENT MEMBERS

Members share news at meeting or in local newsletter	10		0	
Recognize members on special days	10		0	
Follow-up if member misses (per member contact)	5		0	
Involvement in committees (one line only)				
< 50% members	5		0	
50-75% members	10		0	
> 75% members	20		0	
Follow-up with renewing members (per member contact)	5		0	

#### KEY 6 - LAPSED MEMBERS

Obtain/review lapsed member list OR have no lapsed members	20			
Send reminder letter, card, email (per lapsed member)	5		0	
Follow-up after reminder letter (per lapsed member)	5		0	
Members reclaimed after reminder (per lapsed member)	10		0	
Determine why member won't renew (per lapsed member)	5		0	
TOTAL KEYS			0	

**Business and Professional Women of TN**  
**Webmaster Report**  
**State Convention May 2020**  
**Martha Ervin, Webmaster**

The website is hosted by 1and1.com and includes two domains, [www.bpwttn.org](http://www.bpwttn.org) and [www.bpwttn.com](http://www.bpwttn.com). The package/contract was engaged on September 8, 2010.

The business package includes the following:

- E-Mail – The organization utilizes this feature to protect the security of our executive and board of directors members by supplying an email address with the extension of [Office@bpwttn.org](mailto:Office@bpwttn.org). This also gives a more professional look when someone chooses to interact with the officer from the website.
- Online storage – Utilizing this to retain various organizational documents such as bylaws, handbooks, forms, newsletters, reports. The documents are only accessed through a folder and link from the website. Any documents that are retired, are stored in an area where access is retracted.
- Security and service - The package includes virus protection to ensure our website is safe for visitors as well as ourselves.

The content management is currently with Weebly.com. The reason for selecting was

- Ease of use and the ability to update from anywhere that has an internet connection.
- Ability to create online forms to reduce paperwork management among the members
- Ability to download form information (event registrations) in an excel format and share with committee members
- Assign administrators to specific pages for updating without site degradation

Actions this year:

- Updated various pages when officers and board of directors changed to include updating the data on the actual page as well as redirecting person email addresses to BPW assigned email addresses. An example is [Martha.Ervin@ErvinHypnosisCenter.com](mailto:Martha.Ervin@ErvinHypnosisCenter.com) was directed to [Webmaster@bpwttn.org](mailto:Webmaster@bpwttn.org)
- Filed the Achievers at 1and1.com, updated the website with the link, and forwarded an email from MailChimp to members on the list. If anyone does not receive an email, then the address on file is incorrect or was not submitted for addition.
- Updated with current information for events such as required meetings (Interim Board, Convention, Regional Meetings)
- Updated various forms and added to the website.

Typical visits per week are 1509 page views with 599 unique visitors per week which increases during annual events like Business Women's Week, Day on the Hill and Equal Pay Day. These times of the year are opportunities for our organization to shine and attract new members.

Respectfully Submitted,

Martha Ervin  
2019-2020 Webmaster

# TENNESSEE BUSINESS AND PROFESSIONAL WOMEN'S EDUCATION AND SCHOLARSHIP FUND/ ASPIRING LEADERS OF TOMORROW

2020 Convention

4/30/2020 Balance in the Fund \$3866.10

## Contributors since last convention:

- Ann Hiegel \$2000;
- Rockwood BPW \$100,
- Beth Bates, \$55
- Mary Jo Middlebrooks \$50.
- Fundraiser \$ 222

## Scholarship information:

The last two scholarship recipients were announced at Interim Board. However, we have two applications for the ALT/YC Scholarship. These Young Careerists are between the ages of 18 and 35. No decision has been made but will be made in time for fall term in their colleges.

## IN - PERSON CONVENTION SCHEDULE

### SUNDAY, AUGUST 16TH

7:00 pm Meet & Greet

- Bring your own Beverage
- Fun Night - Information to come

### MONDAY, AUGUST 17TH

Installation of 2020-2021 State Officers and  
Regional Directors

Silent Auction

Workshops

Keynote Speaker

Awards Banquet

Roaring 20s/Mardi Gras

with BPW/TN theme colors gold, purple, and  
green

Taco Bar / Salad Bar

### TUESDAY, AUGUST 18TH

Women's Suffrage Monument Dedication

## CONVENTION INFORMATION

- The in person events for the 2020 convention will be August 16th - 18th.
- A registration form will be required for the in person event only. It will not be required for the virtual zoom meetings held in May or June.
- The registration fee will apply only if you are attending the in person meetings. The virtual zoom meeting will have an option registration fee which will be considered a donation.



**Business Professional Women of Tennessee, Inc.**  
**2020-2021 Budget**

**INCOME**

Senior Member at Large (SMAL)	6	40.00	\$	240.00
Member at Large (MAL)	2	50.00	\$	100.00
Member of Local (MOL)	105	50.00	\$	5,250.00
Senior Member of Local (SMOL)	38	40.00	\$	1,520.00
Student of Local (SOL)	13	15.00	\$	195.00
<b>TOTAL INCOME</b>				<b>\$ 7,305.00</b>

**EXPENSES**

President	600.00		
President-Elect	0.00		
1st VP (Issues Mgt.)	225.00		
2nd VP (Membership)	225.00		
Secretary	100.00		
Treasurer	100.00		
Regional Directors (3 @\$150.00)	450.00		
		\$	1,700.00
Governance	25.00		
Finance	25.00		
Foundation	25.00		
Legislation	0.00		
Day On Hill	800.00		
YC/Aspiring Women	0.00		
Collaboration	800.00		
		\$	1,675.00
Licensing Fee	50.00		
Leadership Training/Membership Involvement	350.00		
College Marketing	750.00		
Achiever Newsletter	1,350.00		
Bond (Insurance)	320.00		
Filing Fee W/State of TN.	65.00		
Website Fees	337.00		
PayPal Fees	40.00		
Mailbox Rental (includes forwarding)	274.00		
Past President Memorial	100.00		
Office Supplies (i.e. postage, stationary)	115.00		
Miscellaneous	179.00		
		\$	3,930.00
<b>TOTAL EXPENSES</b>			
		<b>\$</b>	<b>7,305.00</b>