

THE ACHIEVER

Business & Professional Women of Tennessee, INC.

JULY/AUGUST 2020
VOLUME 5, ISSUE 1



July / August 2020

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Message From Your President

Lee Ann Gaddis

Our organization is more than just the next meeting. It's about understanding and solidarity. What each of us brings to the event helps others when they leave. We are about women helping women. We are more than schedules. We are the pillars of our communities. What we take away not only makes us better individuals, but improves those communities and allows future generations to benefit from that.

COVID-19 like other disasters has temporarily impeded us but our members across this state have implemented ways to keep all of us in touch and involved. This is what we do we help one another.

Please note this year we will be going to a bi-monthly Achiever and that email reminders by state will no longer be sent except when important information for state business/meetings.

Information will be provided to help understand when articles and pictures are due.

Thank you for your time,

Lee Ann Gaddis

BPW/TN State President '19-'21

Rockwood BPW President '19-'21

2015-2016 BPW/TN Past State President



Lee Ann Gaddis *President*

Lee Ann Gaddis, 41, of Rockwood, Tenn. has a Masters in Educational Psychology and 10-plus years of service in education, both regular ED and Student with Special Needs.

Currently, she is in agriculture and retail, two vastly different fields of work but both serve their purpose to keep me in the different social networks.

She first heard of BPW when she was a senior in high school. She won the Rockwood BPW Scholarship for \$1,000. After going to a Membership Luau, she joined BPW in 2007. Upon joining Rockwood, she became a candidate for Young Careerist. She became the winner in Region I and went to State and placed as Runner-up. Over the last 13 years she has been active both at State and Local organizations serving on several committees. She is the first in our BPW/TN History to be elected through a write-in and a 3rd term State President.

She is serving as 2nd term LO President in Rockwood BPW and has served State offices as State Secretary- 2012- 2013, 2nd VP- 2013-2014, President-elect 2014- 2015, State President- 2015- 2016, 2019-2021 State Parliamentarian- 2016- 2017 ; 2018- 2019



Beth Bates *Parliamentarian*

Beth Bates is a Senior Managing Attorney at West TN Legal Services and this year's BPW/TN, Parliamentarian, ALT-YC Co-Chair. She is an immediate Past State President serving in 2000-2001 and again in 2016-2017. Beth has served 4 times as a local president in 1992, 2002, 2010-2012. She has also served 5 years on BPWUSA Board. She is currently serving as Regent Jackson-Madison Chapter NSDAR. 7th Generation Tennessean.

Her professional activities include:

- Past TBA Disability Law Section Chair.
- Executive committee. TLAW Advisory council at present; served 8 years on the TLAW (Tennessee Lawyers association for Women) Board. President 15-16.
- Board Certification as Social Security Specialist 2006-present.
- Fellow of the TBA (Tennessee Bar Association)
- Foundation and Life Fellow of the ABA Foundation (American Bar Association).
- Present NOSSCR—Distinguished Service Award Committee
- Howell Edmunds Jacobs Inns of Court membership committee
- Active in Social Security Advocacy as well as Legal representation.

Mother of Virginia Bates, past BPW/TN nominations chair.



Martha Ervin

First Vice President

Martha has been a member in good standing with Business and Professional Women of Tennessee since 2007. She participated in East Memphis BPW/Greater Memphis BPW from 2007 to 2013 when she transferred to Jackson Area BPW. Today, she holds the office of President of Memphis Area Business and Professional Women and retains a secondary membership with Jackson Area BPW.

Martha has held state offices to include: First Vice President (2014-2017, 2019-2020), Region III Director, Women Joining Forces Chair, Financial Committee Chair, and Webmaster. Martha's past local offices include: Foundation Chair for East Memphis BPW and Recording/Secretary and Webmaster for Greater Memphis BPW.

Martha is currently employed with International Paper in Memphis, TN as an IT Business Analyst working with human resources and payroll software. Martha's information systems career spans 25 years in which she has advanced through various roles to develop the qualifications and skills necessary to assist her customers with developing new programs and processes for human capital management. She also is 51% owner in a family business, Ervin Hypnosis Center. Through a joint effort with her husband, Richard, they have built a successful hypnosis practice in Memphis. As a business owner Martha utilizes her skills and talents learned through corporate jobs to advance the success of the family business.



Sharon Taylor-Carrillo

Second Vice President

Sharon Taylor-Carrillo has been a member of BPW since 1987. She first joined the Hendersonville BPW but is currently a Member at Large. Sharon has served in all the positions on the local, region, and state level. She has also served as the BPW/TN State President 2007-08 and 2017-18 and as the KFBPW President 2015-16.

Sharon volunteers with several groups: the American Cancer Society, the Girl Scouts, AARP, Women's Mission Union, Homemakers, Calvary Baptist Church and is the Operations Manager for the African American Heritage Center.

She loves Black cats, doing newsletters, and collecting Coke Items (but she doesn't drink Coke). Sharon is married to Miguel and they live in Franklin, KY. She has a daughter in BPW- Liz Stanley and granddaughter Lyrae who will be as soon as she is old enough.



Amber Farley

Secretary

Amber Farley is currently serving a second term as the BPW/TN State Secretary. She has been a member of Elizabethton BPW since 2015 and has served as a local officer as 1st Vice President, 2nd Vice President, and is now serving as President for 2020-2021. In addition to officer roles, Amber is the Editor of BPW/TN's newsletter, *The Achiever* and serves on various committees at both the state and local level. In 2019, Amber received the Elizabethton BPW's Woman of the Year Award for her work in both the BPW organization and her involvement in the community.

Professionally Amber is the Executive Aide in the Department of Art & Design at East Tennessee State University taking care of the day to day operations of the department. She is also an artist and freelance photographer. Her artwork focuses on the small rural town of Shady Valley, TN and has been exhibited in various galleries in Johnson City, TN and at the Tennessee Board of Regents Building in Nashville, TN.

In her spare time she is a volunteer with the American Cancer Society and serves on boards for both Relay for Life Tri-Cities and Making Strides Against Breast Cancer in East Tennessee, and is a member of the American Cancer Society's Cancer Action Network. She has served as a social media chair and logistics chair for Relay for Life, and is this year's Event Chair for the Tri-Cities Relay. She serves on various event committees to bring awareness and raise funds to cure cancer.



Carol Turpen

Treasurer

Carol Turpen has been a member of the Jackson Area BPW since 2002 and has held many offices, both on the local and state level during this time.

She is a retired GIS Technician from the State of Tennessee with 28 years of service.

Carol has five children, ten grandchildren, and four great-grandchildren. She enjoys being active in her community and church.

Region Goals

Region I Director Goals *Michelle White*

Region I Director, Michelle White, has set the following goals for Region I (East) for the 2020-2021 year.

- Emphasize the importance of membership growth and retention.
- Act as a liaison between Region I and the state organization while supporting local organizations.

These goals will be met by encouraging community involvement among local organizations, assisting and planning for the year, and encouraging political awareness on women and family issues in the state of Tennessee.

Regional Director, Michelle White, has appointed Elizabethton BPW member, Maggie Brummitt to serve as the Region I Secretary and Treasurer for 2020-2021. Together they will work to create a budget for Region I events as well as host a regional fundraiser working with local Presidents to bring awareness to BPW/TN and bring locals together whether in person or virtually this year.

In addition she will promote BPW/TN programs, policies objectives, and goals while planning two regional meetings throughout the year.

- The fall planning meeting will be held on Saturday, August 1st via Zoom. The link will be provided via Facebook groups and e-mail. She asks that local Presidents share the zoom link with their members.
- The spring meeting will be held on Saturday, March 6th. At this time the location is to be determined.

Michelle White
865.245.9785

bpwelizabethton@gmail.com

Michelle White is currently serving her second term the Region I Director for BPW/TN and has served BPW at both the local and state levels over the past few years. Locally she has served as secretary and President for Elizabethton BPW and is this year's 1st Vice President. Michelle has also served as the Secretary and Second Vice President for BPW/TN.

Michelle is the Operations Manager at Buckle in Johnson City, TN and a member of Valley Forge Christian Church in Elizabethton, TN.

She is married to Mike White and they have one daughter, Maggie, who is attending nursing school and is also a member of Elizabethton BPW and BPW/TN.





Region III Director Goals

Liz Stanley

BPW/TN 2020-21 West Region Goals As the 2020-2021 West Region Director my goal is to fulfill the duties of the Regional Director as stated in the BPW/TN Handbook of Policies and Procedures.

- I have appointed a regional secretary/treasurer- Sharon Taylor-Carrillo
- I will act as the liaison officer between locals & the state
- I will keep President Gaddis informed on all regional activities
- I plan to attend the 2020 Interim Board and 2021 State Convention
- I will serve as a member of the state EC and the state board of directors.
- I will prepare a budget with the sec./treasurer for the regional meetings
- I will have a regional planning meeting which will be held on Saturday, September 5th, 2020 via Zoom call.
- I will plan the annual regional meeting which will be held on Saturday, March 27th, 2021 location to be announced
- I will ask a local organization to host the Spring meeting
- I will be a signatory on the regional bank account with the Sec/Treas.
- I will ensure that a report of the Region finances be provided to the state treasurer and include a Region report at the end of the BPW year
- I will help to develop strategies for regular communication with the locals and assist the locals in organizing new locals and existing locals
- I will do my best to visit the local organizations in the West Region.
- I will submit expense vouchers to the state president for activities related to carrying out the duties other than the regional meeting.

These things I will do my best to achieve as the 2020-2021 West Region Director.

Thank you for the opportunity to serve BPWTN.

Liz Stanley

270-243-2294

Liz.Lyrae@gmail.com

Liz Stanley is the daughter of BPW member Sharon Taylor-Carrillo and granddaughter of BPW member, Alice Bailey. She has a ten year old daughter Lyrae plus 2 dogs, Wimpy and Cooper, and 2 kittens Bella and Smokey.

Liz has served as a local Vice President, President, Region Secretary, and has served on several local committees. Currently she is a BPW member in Kentucky and Tennessee. Recently Liz participated in the Aspiring Professional program in KY.

She is employed as a Customer Service Representative for the Paducah Water Works. Her hobbies include fitness, camping, Pinterest, and being handy around the house. Her favorite stores are Lowe's and Home Depot.

Liz is a member of Faith Center of Paducah where she volunteers in the nursery and is a greeter.

Program Platform

Theme

"Bee Empowered with BPW"

Purpose

Our mission is to achieve equity for all women in the workforce through advocacy, education and information

Vision Statement

BPW/TN is the leading advocate for working women across our state.

Values Statement

BPW/TN is focused on equitable economic opportunities for all women in Tennessee. We are a formidable force with a broad base, diverse membership and on the cutting edge in education, research and information. In our efforts to achieve equity, we are the catalyst for change in public policy within all levels of

government, and we form strategic alliances with business, academia and non-profit organizations. Individually and collectively, we are strong in our commitments, empowering our members. BPW/TN is an efficient and progressive organization.

- BPW/TN will be a visible leader through a viable public relations campaign.
- BPW/TN will be an advocate for economic equity issues through public policy statements.
- BPW/TN will be a powerful force within: 1.) Government; 2.) Business; 3.) Women's forums by empowering its members to stand and be heard.
- BPW/TN will help members fulfill their personal and professional potential through Individual Development, creative programming, workshops and the Young Careerist Program.
- BPW/TN will increase communication among its members through a variety of electronic and traditional social media opportunities.
- BPW/TN will develop strategic alliances that achieve equity for women in the workplace.
- BPW/TN will advocate strategies to promote work-life balance in the modern workplace.
- BPW/TN will increase its membership as a result of the above activities.

Business & Professional Women of Tennessee

Legislative Platform

Preamble

The Equal Rights Amendment, as authored by Alice Paul, shall stand first, foremost, and above all other items which may appear on the platform of this Federation until equal, legal rights for women and men become guaranteed in the United States Constitution, because all statutory law derives there from.

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.

Platform

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. The organization supports issues of importance, which promote the goals, objectives, and mission statement of the Business and Professional Women of Tennessee, Inc. (BPW/TN).

The placement of the Platform items in no way indicates importance or priority of one item above another.

2020 Bylaw Changes

Original Bylaw

Article X, Section 1

BPW/TN shall be divided into three (3) regions, for the purpose of promoting state programs and promoting membership work. The regions shall afford a contact between local organizations and the state organization.

Article X, Section 2

Each region shall have a director who shall be elected at the annual state convention after the endorsement of her local organization. Regional directors shall be members of the state executive committee and the board of directors. A term of office shall be one (1) year, or until a successor is elected. A Regional director shall have served as area coordinator, district director, local organization president, or as a member of the executive committee.

Article X, Section 2 Third Paragraph

To be eligible for nomination for a state office, a member at large must submit an Official Data Form for Members at Large listing her qualifications and have been a member of BPW/TN or the Tennessee Federation of Business and Professional Women for at least two (2) years as of the convention at which they are a candidate. A Member at Large is not eligible for the office of Regional Director.

Article XI, Section 1

The officers of BPW/TN shall be a president, a president-elect, a first vice president, a second vice president, a secretary, and a treasurer.

New Bylaw

Article X, Section 1

BPW/TN shall be divided into two (2) regions, for the purpose of promoting state programs and promoting membership work. The regions shall afford a contact between local organizations and the state organization.

Article X, Section 2

Each region shall have a director who shall be elected at the annual state convention. Regional directors shall be members of the state executive committee and the board of directors. A term of office shall be one (1) year, or until a successor is elected. A Regional director shall have served as area coordinator, district director, local organization president, or as a member of the executive committee.

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Article XI, Section 1

Each region shall have a director who shall be elected
The officers of BPW/TN shall be a president, a first vice president, a second vice president, a secretary, and a treasurer.

Scholarship Recipients



Glory Okwori ALT-YC

Glory Okwori is a doctoral student at ETSU. Glory obtained a Master of Healthcare Administration and Master of Public Health degree from University of South Florida. Her experiences in diverse healthcare settings and education have provided her with the relevant skills required for quality improvement.

Notable skills include research, operations, financial planning, grant and project management and program monitoring and evaluation. She has applied research and evaluation skills to health system capacities and policies for underserved populations.

Glory's long-term goal is to address research issues in health-systems management and women's health. She possesses a strong desire to assist students from diverse socioeconomic and ethnic backgrounds drawing from her own experiences in mentoring and teaching.

In addition, other interests are assisting students who possess behavioral disorders and learning disabilities.

Dixie Buckingham ALT-YC

Dixie Buckingham is the daughter of David and Christina Buckingham of Crockett County, TN.

She recently graduated from Crockett County High School. She will be attending University of TN at Martin this Fall to pursue a degree in Special Education Elementary English.

She enjoys music and performing in the local theater as well as volunteering in the community and church.



WHAT ARE TODAY'S "WOMEN'S ISSUES"? WHAT ARE SOME STEPS THAT WOULD HELP ADDRESS AND CORRECT THEM?

GLORY OKWORI

My long-term goal is to be a health policy researcher in a global health organization examining maternal and child health issues after obtaining a doctor of public health degree at ETSU. The doctoral program is critical to helping me refine my research skills and learn how to develop, implement, and evaluate effective programs and policies to help eliminate health disparities in maternal and child health.

My passion and motivation for more study is driven by intellectual curiosity and my work experiences. My work experience has also provided me with an exposure to clinical and healthcare utilization metrics to evaluate health outcomes in maternal and child health. I am currently a graduate research assistant for the Center for Applied Research and Evaluation in women's health. This is an evaluation project aimed at applying research and evaluation to health system capacities and policies for low-income women to reduce unintended pregnancies and avert maternal death by examining the effect of organizational and clinical characteristics. I was also a pioneer researcher in looking at the effect of a national policy on breast cancer among women, for which I was awarded best research. I grew up with a mother who worked in maternal health and I regularly had relatives stay at our house as they waited to give birth at the hospital. The women who passed through our house came back from the hospital happy and healthy, with healthy babies. My perception of the safety of childbirth was forever shifted, when I was doing my practicum in a rural hospital. My work involved tracking the maternal deaths that occurred. One of these deaths involved a 19-year-old girl with obstructed labor who died at the hands of a doctor who operated on her while intoxicated. It was the highest level of neglect and a gross human right violation and it occurred at the hands of a professional in a facility,

Understanding challenges to the quality of care women received was no longer an academic pursuit for me, but an imperative. Throughout my time at college, I pursued many volunteer activities: performing political work at the National Organization for Women (NOW), tutoring inner city schoolchildren, serving as an advocate for homeless rights. As an intern at NOW, I researched and drafted position papers on issues such as reproductive rights and health care for minority women. I worked on the NOW hotline, which provided referrals and counseling services to women. I have been involved with an international organization focused on building leadership of young women and advocating for women's rights.

Another aspect of my area of research interest is analyzing the Demographic and Health Survey data from USAID maternal and child survival priority countries. Understanding where women acquire their family planning methods is important to increase access to modern

WHAT ARE TODAY'S "WOMEN'S ISSUES"? WHAT ARE SOME STEPS THAT WOULD HELP ADDRESS AND CORRECT THEM? CONTINUED....

GLORY OKWORI

contraception and catalyze efforts to meet family planning goals. It is imperative to track performance on several maternal and child health indicators, while strengthening the governance and management of primary health care systems to perform better. It will also be important to harness the full potential of the private sector and catalyze public-private engagement to improve health outcomes in family planning, maternal and child health, and other health areas.

Maternal mortality, also known as maternal death, continues to be the major cause of death among women of reproductive age in many countries and remains a serious public health issue especially in developing countries. Poor access to and decreased utilization of quality reproductive health services contribute significantly to the high maternal mortality level in the country. The objective of my research study will be to identify priority risk factors responsible for high maternal mortality using the Demographic and Health Survey dataset. Components of the data include antenatal care, availability of skilled professionals, income, education, e.t.c. Other steps to address this problem include gathering, assessing, and sharing critical data on maternal and newborn health to inform policies, as well as finding opportunities to maximize health financing to support program implementation. In the long-run, the strengthening of reproductive, maternal and child health services is accomplished by working with these partners to increase the quality of and access to improved health care.

Throughout my life, I have been driven by a commitment towards social justice and the need to facilitate change for women and children through long-term policy vision. My goal is to function as a key facilitator for quality improvement in maternal health and innovation using various methodologies to conduct research, review data and collaborate with personnel to develop action plans based on identified opportunities for improvement and innovation. The high maternal mortality will have to be tackled by generating sufficient political priority to make governments deploy enough resources to successfully reduce maternal mortality. Examining the range of factors to be considered by political office holders should help bring focus to the challenge of generating political priority, and improve the health system.

WHAT ARE TODAY'S "WOMEN'S ISSUES"? WHAT ARE SOME STEPS THAT WOULD HELP ADDRESS AND CORRECT THEM?

DIXIE BUCKINGHAM

Women through the years have had so many things happen to them just for the rights that they have and the "rights" they have now are still unfair compared to the white man. In today's society, women still have to climb the mountain to get their thoughts out there. When women wanted to vote, they were beaten and abused by their fellow man like they were property and weren't given a chance to have an opinion.

Women today have to fight with everyone to break the one rule that is outdated but used too much. A woman with a strong will and ideas is a problem, but if it was a man he is a saint. A god sent. The things that affect the image of women today is that there aren't enough women in higher seats, you know...the ones set up for men? Women aren't given the chances to show that they can be just as good as the man. They are judged by their background, education, etc. the man shows the young women that judging their fellow women will help them succeed in life. In places where women are even more disrespected and taught to fear men, they have women that are doing things out of this world for their countries.

Women are changing the world over there by doing things that they know they can do that only a man is supposed to do. In the United States, we have women fearing men and putting them to shame and teaching them to fear the people they are supposed to respect. In 2008, Wsjeha Al-Huwaider, international sensation posted a video of herself driving a car. Until a few months ago, women were not allowed to drive in Saudi Arabia. Because of women like her, the laws are beginning to change.

Another thing is that women are not respected for the caregiver traits they have. No one respects that a woman carries a child in their body and provides them with nutrients.

Women surpass men 110% when it comes to what they do for the community!

SCHOLARSHIP ACCOUNT

SCHOLARSHIP DONATIONS UPDATE

Due to Covid-19 and current furloughs, The Foundation wanted to charge a monthly fee to keep BPW/TN Scholarship money. The Foundation Scholarship account has been given back to BPW/TN. Therefore Finance Committee will be setting up a new account to donate to.

Those who want to donate online- a link will be created on the website.

Those who want to donate by mail address is below:

BPW/TN
1824 Roane State Highway Box 218
Harriman, TN 37748

Please identify it as for Scholarship so it will go into the correct account.

SCHOLARSHIP DEADLINES

TN ED AND SCHOLARSHIP FUND..... SEPTEMBER 30TH, 2020

ALT-YC SCHOLARSHIP..... APRIL 30TH, 2021

MASKS & COVID-19

Thanks to Mary Jo Middlebrooks for sharing the following information provided by the Center for Disease Control and Prevention and the World Health Organization.

Masks do next to nothing if you don't wear them properly. Based on guidance from the Centers for Disease Control and Prevention and the World Health Organization here are some guidelines to follow and remember masks are effective only if they cover your mouth, nose and chin.

HOW TO PROPERLY WEAR A MASK

Wash your hands and grab a clean cloth mask.

- Follow the steps to properly wash hands. (If you've forgotten the multi-step process, read our refresher here.
- Only wear clean, breathable face masks. Re-wearing the same mask could expose you to contaminants.

Put on your mask, holding it by the ear loops.

- Your mask should also fit snugly against the sides of your face — no open flaps. But it shouldn't be so tight that it's difficult to breathe through.
- Your mask may have a wired side, meant to adhere to the shape of your nose. Press down on it over your nose for a more comfortable fit.

Make sure your nose, mouth and chin are covered.

- If your mask has pleats, they should open downward.
- Pull your mask up so it covers your nose, and tug it down so it covers your mouth.
- After you've put your mask on, don't touch it again until it's time to take it off.

BPW TN 2nd Vice President “2020-21 Membership”

I am Sharon Taylor-Carrillo and proud to serve as your 2nd 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 2nd Vice President 2020-2021

P.O. Box 70296
Nashville, TN 37207

SharonLyrae@aol.com

615-319-6531

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.



“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**



2020 STATE CONVENTION August 16-18th, 2020

Hampton Inn & Suites, Mount Juliet
5001 Crossings Circle
Mount Juliet, TN 37122
Phone: (615) 553 - 5900

Registration forms need to be turned in
online. If you cannot turn form in online
contact State President, Lee Ann Gaddis.
Phone: (Cell) 423-496-9638

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 Convention: _____

Please check the functions you plan to attend:

	Before 7/30/2020	After 7/30/2020
REGISTRATION FEE	\$45.00 _____	\$50.00 _____
MONDAY NIGHT Taco/Salad Bar *Includes Tacos, Salad Dessert, and Drink *Formal Night / Attire	\$20.00 _____	\$25.00 _____
TOTAL AMOUNT Enclosed	\$ _____	\$ _____
Visitor's Pass (Fri. & Sat.-Convention)	\$ 15.00 _____	\$20.00 _____
One Day Registration	\$ 15.00 _____	\$20.00 _____
TOTAL AMOUNT Enclosed	\$ _____	\$ _____

Please make checks payable to BPW/TN Convention/IB
Mail checks to our UPS mailbox at:
1824 Roane State Highway Box 218
Harriman, TN 37748

Payment must be postdated before July 20th or have to pay late fee

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 (2020-2021)
____ Previous State Officer
(2019-2020)
____ Regional Director
____ LO President (2019-2020)
____ Local President (2020-2021)
____ 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

____ Visitor
____ Guest

****Please place an (X) beside the primary
office for which you are registering. Mark
others with a check mark that apply.**

****One-Day registrations or Visitor's Pass
are not eligible to VOTE in elections or
business meeting, and may not receive a
Convention packet or other materials.**

MASKS WILL BE REQUIRED

PLEASE NOTE THAT DUE TO COVID-19 YOU WILL BE REQUIRED TO WEAR
A MASK DURING CONVENTION.

THE HOTEL MAY ALSO BE TAKING TEMPERATURES.

ROOM RESERVATIONS: HAMPTON INN & SUITES, MT. JULIET, TN

A block of rooms has been reserved for BPW at the HAMPTON INN & SUITES, MT. JULIET, TN for August 16 and 17, 2019. **CUT-OFF DATE is July 20, 2020.** Room requests after the cut-off date are subject to availability, and rates higher than the group rate may apply.

For reservations, please call the HAMPTON INN & SUITES, MT. JULIET, at (615) 553-5900 in-house reservations pricing listed below and identify yourself as a member of Business and Professional Women of Tennessee, Inc. (BPW/TN). The code is **BPW**.

Cancellations must be made 72 hours in advance to receive a refund.

Check-in time is at 3:00pm CST.

Check-Out time is 11:00am CST.

Room Type	Base Rate	Estimated Rate Including Current Sales Tax (18.25%)
Double Queens	\$109.00	\$128.89/night
Single King	\$109.00	\$128.89/night

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 (Virtual) Participation Optional



Women's Suffrage Monument Dedication Update

Due to Covid-19 and current regulations for gatherings in Nashville, the Women's Suffrage Monument Dedication is unlikely to happen as planned. The TWSM board is meeting to discuss the possibility of a virtual ceremony with the sculptor, Alan LeQuire and their TWSM President, Yvonne Woods.

In addition to a possible virtual event this fall they have reserved the monument for an August 2021 presentation and are petitioning to continue anniversary celebrations into 2021.

**Publishing Months are
as follows:**

July
September
November
January
March
May

Electronic Subscriptions will be
made available online & Physical
Subscriptions will be mailed out by
the 15th of each month.

Submissions are due by the
20th of the following months
to be included in the
following month's published
issue:

August
October
December
February
April

Forms

Any forms such as registration will
be emailed to members via their e-
mail on file. Please make sure to
check your spam box if you think
you are not getting e-mails.

Members who who receive a
physical newsletter via snail mail will
be contacted by their Local
President or Regional Director to
remind them or help register them
for the event.

THE ACHIEVER

WHAT YOU NEED TO KNOW:

As many of you know The Achiever has been a monthly publication for many years. It was voted on by the Board of Directors at the 2020 Convention to alter the publication to a bi-monthly newsletter.

Another change was made to printed subscriptions. A new subscription fee of \$25.00 per year will be applied to all new requests for mailed physical subscriptions to help with printing and mailing costs. Any member requesting a physical printed subscription will need to contact President, Lee Ann Gaddis in writing to request a mailed subscription. Please note the subscription fee does not apply to the electronic subscription which can be found on the bpwtn.org web-page. This electronic subscription is part of your membership and can be downloaded and printed at home for free.

The newsletter will be published each of the following months and made available online by the 15th of that month; July, September, November, January, March, and May. Physical subscriptions will also be mailed out by the 15th of the publishing month.

EDITOR'S MESSAGE

AMBER FARLEY
2020-2021 THE ACHIEVER EDITOR

I am thankful for the opportunity to serve you as this year's editor of *The Achiever*. As many of you know last year I was one of your Co-Editors and I learned a lot in that first year of publication not only about creating and providing monthly newsletters to our membership, but I learned so much about our organization as well. I am looking forward to learning even more about each of our local organizations and their members.

I am requesting that each of our 2020-2021 Local Presidents, Past State Presidents, and any member who would like to be featured in an upcoming issue send in a head-shot and a short bio.

Local Presidents, please send your photos and bios by August 20th so that you can be featured in our Local Presidents article. In addition I ask that you send any information and photos you would like included this year to the email address below:

publication@bpwtn.org

Thank you and I look forward to serving you this year!

Amber Farley

BPW/TN Secretary 2019-2021

Elizabethton BPW President, 2020-2021

Editor of The Achiever, 2019-2021

CONTACT INFORMATION

STATE OFFICERS

<u>Position</u>	<u>Officer</u>	<u>E-Mail</u>
President	Lee Ann Gaddis	leeann4002@yahoo.com
1st Vice President	Martha Ervin	martha.ervin@ervinhypnosiscenter.com
2nd Vice President	Sharon Taylor-Carrillo	SharonLyrae@aol.com
Secretary	Amber Farley	amberfarley.bpw@gmail.com
Treasurer	Carol Turpen	cgturpen@crockettnet.com
Parliamentarian	Beth Bates	batesb@aol.com
Region I (East) Director	Michelle White	bpwelizabethton@gmail.com
Region III (West) Director	Liz Stanley	Liz.Lyrae@gmail.com

LOCAL PRESIDENTS

<u>Region</u>	<u>Local</u>	<u>President</u>	<u>E-Mail</u>
East	Chattanooga Business Women	Charlotte Buchanan	rbuch49381@aol.com
East	Elizabethton BPW	Amber Farley	amberfarley.bpw@gmail.com
East	LaFollette BPW	McKenna Kerr	jKenna7@bellsouth.net
East	Rockwood BPW	Lee Ann Gaddis	leeann4002@yahool.com
East	Rogersville BPW	Jeanette Edens	jeanette.edens@apexbank.com
West	Hardeman County BPW	Deborah Brasfield	onthesquaregandg@aol.com
West	Jackson Area BPW	Jan Bynum	jbynum@eplus.net
West	Lawrence County BPW	Melissa Voss	Vossgardener@gmail.com
West	Memphis Area BPW	Martha Ervin	martha.ervin@ervinhypnosiscenter.com
West	Paris BPW	Susan hayes	jSusanHayes@hotmail.com

RESOURCES TO CHECK OUT

WEBSITES

BPW/TN

www.bpwtn.org

[CLICK HERE](#)

FACEBOOK GROUPS

BPW/TN

<https://www.facebook.com/groups/24944966583/>

[CLICK HERE](#)

BPW Region I (East)

<https://www.facebook.com/groups/2862729890433158/>

[CLICK HERE](#)

BPW Region III (West)

<https://www.facebook.com/groups/726412814182750/>

[CLICK HERE](#)

BPW Foundation

<https://www.facebook.com/BPWFoundation/>

[CLICK HERE](#)

BPW Goes Digital

<https://www.facebook.com/bpw.digital/>

[CLICK HERE](#)

BUSINESS & PROFESSIONAL WOMEN OF TENNESSEE

CALENDAR OF EVENTS: 2020-2021

2020

July 15th, 2020	The Achiever Published Online and Mailed to Printed Subscribers.
August 1st, 2020	Region I (East) Planning Meeting (Michelle White)
August 16-18th, 2020	2020 BPW/TN Convention (In Person Events.
August 18th, 2020	Women's Suffrage Monument Dedication in Nashville.
August 20th, 2020	Submission Deadline for September Achiever issue.
September 5th, 2020	Region III (West) Planning Meeting (Liz Stanley)
September 15th, 2020	The Achiever Published Online and Mailed to Printed Subscribers.
September 30th, 2020	TN Ed and Scholarship Fund Scholarship Deadline
October 18-24th, 2020	National Business Women's Week
October 20th, 2020	Submission Deadline for November Achiever issue.
November 2020	IB Executive Committee Meeting
November 2020	Interim Board of Directors Meeting
November 15th, 2020	The Achiever Published Online and Mailed to Printed Subscribers.
December 20th, 2020	Submission Deadline for January Achiever issue.

2021

January 15th, 2021	The Achiever Published Online and Mailed to Printed Subscribers.
February 20th, 2021	Submission Deadline for March Achiever issue.
March	Women's History Month
March 2021	Equal Pay Day
March 2021	Region I (East) Spring Meeting (Michelle White)
March 9-10th, 2021	Women's Day on the Hill
March 15th, 2021	The Achiever Published Online and Mailed to Printed Subscribers.
March 27th, 2021	Region III (West) Spring Meeting (Liz Stanley)
April 1st, 2021	Candidates for Office
April 10th, 2021	Deadline: Nominations (State Officers, Regional Directors) to Nominations Chair. (60 days before the first business session of Convention).
April 10th, 2021	Deadline: Submitting bylaws amendments tbc at BOD (60 days prior)
	Approve all committee appointments for upcoming year (60 days prior to Convention)
April 10th, 2021	Executive Committee approve convention budget
April 20th, 2021	Submission Deadline for May Achiever issue.
April 30th, 2021	Deadline: Membership Dues for Awards.
April 30th, 2021	ALT-YC Scholarship Application Deadline
May 2021	Early Registration Deadline for 2021 Convention.
May 15th, 2021	Deadline: LO Officers Information form to Treasurer and Webmaster
May 15th, 2021	Deadline: President's Reports (award qualifications, officers) to President, 1st & 2nd VPs, and Legislative Chair at www.bpwtn.org .
May 15th, 2021	Deadline: Reporting Foundation Contributions
May 15th, 2021	Deadline: All reports to State President for Convention
May 15th, 2021	Deadline: All reports to 1st Vice President for Post-Convention EC and BOD
	The Achiever Published Online and Mailed to Printed Subscribers.
June 2021	2021 BPW/TN State Convention