



THE LEADING ADVOCATE FOR WORKING WOMEN



**Business and
Professional
Women/KY**



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Kentucky Cardinal Editor

Beth Moore

600 Buntin Schoolhouse Road
Manitou, KY 42436
Home (270) 249-3739
Work (270) 824-8610
Fax (270) 821-1555
beth.moore@kctes.edu

Kentucky Cardinal Advertising Editor

Wanda Crowe

380A Country Club Lane
Madisonville, KY 42431
Home (270) 821-8639
Work (270) 825-1079
Fax (270) 825-3260

wcrowe@commonwealthbroadcasting.com

2003-2004 Leadership Team BPW/KY Executive Committee

President

Patti Fallin
2729B Green River Road
Henderson, KY 42420
H- 270.827.8741
B- 270.844.6009
Fax- 270.844.6023

E-mail: pfallin@dynasty.net

Recording Secretary

Millie Lotter
420 Westerfield Lane
Henderson, KY 42420
H- 270.827.2677
B- 270.831.5070
Fax- 270.831.5072

E-mail: mlolter@msn.com

President-Elect

Sandra Anderson
P.O. Box 1636
Henderson, KY 42419
H- 270.830.7099
B- 800.382.5576, 430700
Fax- 270.830.7098

E-mail: sgan@henderson.net

Administrative Assistant

Nena Matheny
P.O. Box 260, 110 Mill Street
Hanson, KY 42413
H- 270.322.8218
B- 270.824.8595
Fax- 270.824-8642

E-mail: nena.matheny@kctes.edu

Vice President

Bonny L. Manning
P.O. Box 4909
Louisville, KY 40204-0909
H- 502.895.7096

E-mail: bonnyman@win.net

Parliamentarian

Betty Hedges
2101 Frankfort Road
Shelbyville, KY 40065
H- 502.633.2796

E-mail: bhedges@kymail.com

Treasurer

Dorothy Carlisle
4345 State Route 131
Mayfield, KY 42066
H- 270.658.3739
B- 270.247.5174
Fax- 270.251.9786

E-mail: carlisle@wk.net



**Business and
Professional
Women/KY**



News to Use

From Your President

Are you beginning to hear the rumblings? It is faint but getting ever louder. What is it? It is the mobilization of BPW grassroots members beginning to **TURN UP THE VOLUME** on membership and advocacy in Kentucky!

It is an honor to be serving as your BPW/KY President this year. I am very excited and optimistic about the rumblings I am hearing in the background. We are on the move and I need all of you to make it happen! In my installation remarks, I said this year we would be focusing on membership, legislation and visibility. We started the process when BPW/KY members were a part of the recent Summit on the Economic Status of Kentucky's Women, June 20-21, 2003. Be sure to read the article on the Summit and the Gubernatorial Candidate's Forum that BPW/KY co-sponsored, in this issue. We came away from the Summit energized and ready to make Kentucky a better place for Kentucky women and their families! You can now visit the Kentucky Commission on Women Web site: <http://women.ky.gov/economicsummit.htm> to view our work—the implementation strategies developed during all six of the working sessions at the Summit. These strategies were recorded word-for-word by volunteer note takers, and have not been edited. In the coming months the Kentucky Commission on Women plans to issue a follow-up report, which will also be available on the KCW Web site. You will be notified when this report becomes available. We will then begin to work in our communities to see that the recommendations of the Governor's Task Force on the Economic Status of Kentucky's Women become a reality for the women of Kentucky!

I always return home from National Conference filled with enthusiasm and energy. This year was no different. In Cleveland, Ohio, I met many talented and committed women from all across this country that I truly believe we are on verge of something great and that BPW is on the move. We heard about the **TURN UP THE VOLUME** campaign and about the **BPW TEAMPLAYER**. I'm asking every member to take the challenge and become a **BPW TEAMPLAYER**. Some may say that I'm already a BPW member, why do I need to do anything else. Because being a **BPW TEAMPLAYER** is being a member who supports the whole BPW organization and commits to doing their individual part to **TURN UP THE VOLUME!** To be a **BPW TEAMPLAYER** is not that difficult. Contained in this magazine is all you need to know to qualify for this special member recognition program.

BPW/KY was honored with a National Membership Award for Membership Growth within our division at National Conference. This honor involves a Traveling trophy, which I

now possess. In order for BPW/KY to keep this, we need to continue the work that Immediate Past President Brenda Gunn and her membership Co-Chairs, Beth Moore and Nena Matheny began. Under Membership and Expansion Task Force Co-Chair Brenda Gunn's continued leadership, we can make this a reality, but it will take work and a renewed commitment from each of you. Please be sure to read your membership challenge found in this issue.

I also want to thank and congratulate our Young Careerist, Letitia Hughes, and Individual Development Representative, Diana Garms for the superb job they did in representing Kentucky at National Conference. Letitia, a member of Glasgow BPW, had to totally change her speech for the competition, but it was great and she did a wonderful job! Letitia was awarded a national honorary citation for Education Advocacy. Diana, a member of Madisonville BPW, also did a great job! We are extremely proud of both of these ladies! Some of the highlights of other happenings going on here in Kentucky right now are:

- BPW/River City, Inc. and University of Louisville BPW plan to join forces and do a city-wide WOMENomics project, an exciting opportunity for the voice of grassroots workingwomen across the state to be heard on the issues that define work-life balance and to celebrate the achievements and accomplishments of Kentucky's workingwomen. All members are invited!
- BPW/KY's website is in the process of getting a new facelift. We are working on updating the files, so stay tuned.
- Equal Pay Day Rally in Frankfort - We are developing contacts for legislation sponsorship now. We may also choose to work on one of the recommendations from the Summit. Watch your newsletters and e-mails for more details.
- Get Out The Vote Campaign - Plans are underway to execute a coordinated "Get Out the Vote" campaign involving Local Organizations to coincide with the Kentucky gubernatorial general election and the presidential primaries. We would like to partner with other women's organizations such as the Women Vote 2003 Coalition or the League of Women Voters to encourage Kentucky women, 53% of the electorate, to vote.
- Interim Board Meeting in Bowling Green, November 14-15. Be sure to mark your calendar and join us for an exciting time you will not want to miss. Watch your mailboxes for more information soon!

Members, we are on the move! To paraphrase an old classic by Helen Reddy, "We Are Women, Hear Us Roar, In Numbers Too Big To Ignore! We Are Strong! We Are Invincible! We Are BPW!" **TURN UP THE VOLUME**, Kentucky and let them hear us ROAR!!!

Patti

Patti Fallin, President



Patti has been a member of the Madisonville Business and Professional Women's organization for 17 years. She has served as treasurer, vice President and president (twice). She has also chaired various committees on the local level.

On the state level, Patti has served as the BPW/USA Foundation Chair, Recording Secretary, Corresponding Secretary, and has been the Database Manager for BPW/KY for five years.

Patti is employed as a Drafter for Western Kentucky Energy in Henderson, Kentucky, where she currently resides. Her community involvement has extended to the United Way, Red cross, March of Dimes, Habitat for Humanity and Big Brothers/Big Sisters. She has also served as chair of the Hopkins County Junior Miss Scholarship program.

Sandra Anderson, President-Elect



Sandra joined BPW in 1986. She has held the local offices of Corresponding Secretary, Second Vice President, First Vice President and President, along with chairing the following committees: National Business Women's Week, Legislation, Finance, Young Careerist and Birthday.

On the state level, she has held the offices of Recording Secretary and Vice President. She has also chaired the state committees of Young Careerist, Membership and serves on the BPW/KY Foundation Board of Trustees.

Sandra is originally from Opp, Alabama and graduated with a Bachelor of Science Degree in Home Economics Education and Merchandising. She is married to Tommy Goldsberry. They own Machinery Moving & Rigging, a company that moves and transports large machinery. Sandra is employed as a Unit Sales Manager with Philip Morris USA. Her hobbies include BPW, reading, sewing, scrapbooking and gardening.

Bonny L. Manning, Vice President



Bonny has been a member of BPW/River City in Louisville, Kentucky since 1990. She has served as President Elect (1991-92) and President (1992-93).

Bonny has held positions on the national and state levels including BPW/USA Convention Contact Chair (1993-97), BPW-KY National Business Women's Week Chair (1999-2000), BPW-KY Asst. Regional Director (2000-2001), BPW-KY North Region Director and Bylaws Chair (2001-2002), and BPW-KY Expansion Task Force Chair and Nominations Chair (2002-2003).

Bonny owns a business, Land Development Services. She is married to Bob Manning, owner of Videobred, Inc. She holds a B.A. degree from the University of Louisville and lives in Louisville with Bob and dog Katie.

Millie Lotter, Recording Secretary



Millie joined Henderson BPW in 1987 at the insistence of Susan Schmidt, a Henderson member. Since then, Millie has held the local offices of Treasurer, Recording Secretary, Corresponding Secretary, Second Vice-President, First Vice-President and President. She has held several of these positions more than once.

Millie has also served on the state level as Northwest Region Assistant Director and Director, GED Chair, BPW/USA Foundation Chair, and Recording Secretary. She is presently beginning her second year as BPW/KY Recording Secretary. According to Millie, if every member did their part, large or small, there would not be such burn out of those members "trying to pick up the slack."

Professionally, Millie is an elementary school teacher. She has taught in the same school for the past 18 years. Her personal life includes a husband, three children and her first grandchild, born in November of 2001. Millie and her family have resided in Henderson, Kentucky since 1979.

Dorothy Carlisle, Treasurer



Dorothy has been a long-time member of Emblem of Mayfield BPW. She has served in every office of the local organization and has also served in almost every committee chair position.

On the state level, she will be treasurer for her seventh term. She has also served as Finance Chair. She has been Region Director, Assistant Region Director and Treasurer of the Southwest Region. Currently, she is again serving as Treasurer for the region.

Dorothy is employed by Myers Lumber Co., Inc. in Mayfield, Kentucky. She also enjoys being an active member of Pleasant Grove Methodist Church and is Treasurer of Memorials of the American Cancer Society for Graves County.

Nena Matheny, Administrative Assistant



Nena has been a member of NIKE BPW since 1997. She has served as vice president and president, and as chairperson of the Scholarship, Membership, and Foundation committees. In 2001 she was recognized by NIKE as "Woman of the Year."

On the state level she served as Assistant Region Director and Region Director for the Northwest Region. In May 2002, she received the BPW/KY regional award. Last year she served as co-chair of the BPW/KY Membership committee.

Nena is employed at Madisonville Community College in the Development & Public Affairs Office. She helps the director plan fundraising events, manages the financial aspects of this office, and works closely with the Madisonville College Foundation.

Nena also assists the Coordinator of Institutional Effectiveness with college planning. She is involved in the community as an Ambassador for the Madisonville/Hopkins County Chamber of Commerce.

Nena is married to Dennis Matheny. In October 2003, they will celebrate their 25th wedding anniversary. She enjoys "hanging out" with Dennis, traveling with her mother and sister, her BPW activities and friends, reading, listening to music, and no alarm clock on the weekends.

Betty L. Hedges, Parliamentarian



Betty is currently President of Shelbyville BPW and has held most local offices within the organization. On the state level, she served as President for the year 1994-1995. She has also held the offices of President-Elect, Vice President, Recording Secretary and Treasurer. Additionally, she has served on the Bylaws Committee at the state level. She has held a state office every year since 1989, except for three years.

Betty is employed part-time in financial recordkeeping for several small businesses. She is an active member of Shelby Christian Church. She is also a member of the Louisville Unit of the National Association of Parliamentarians.

Update-Summit on the Economic Status of Kentucky's Woman

by Ruth Schiller, Past President

The BPW/KY members spending a day and a half in Frankfort last June 20-21 will, I believe, agree with me when I say it was an extremely valuable day and a half. BPW/KY members in attendance were Patti Fallin, Bonny Manning, Donna Peden, Donna Howard, JoAnn Story, Joan Burklow, Susan Smith, Martina Temple and Ruth Schiller. All working sessions had BPW/KY members participating, and each group created action plans that will hopefully see the implementation of the Task Force recommendations. The action plans that each group prepared will be compiled over the summer and sent to each participant in attendance.

This Task Force and its committees spent more than a year researching the six subject areas-Economic Sufficiency, Education, Equity, Leadership, State Government and Well-being. The Task Force met 5 times in Frankfort and one full day in Executive

Committee. There were 5 issue committee meetings plus sub committee work groups in each committee. Over 300 Kentucky volunteers served on these committees, representing over 55 counties. At the conclusion of the Task Force work in November 2002, there had been well over 51,000 volunteer hours spent on this project.

Special presenters included Judi Patton, Martha Lane Collins, Heidi Hartman, Beverly Watts, Eleanor Jordan, Representatives Robin Webb, Jon Draud and Kathy Stein. Reception entertainment was provided by Kasi Crooks Quartet and Wishing Chair. Of course, there was also lots of good food.

By far the best part of this event proved to be the networking and learning from other women. Each participant was asked to make a personal commitment to work on a specific action that will help ensure the implementation of the action plans.

Be a BPW TEAM PLAYER

Take the challenge and be a BPW Team Player...it's as easy as One - Two - Three! As an active BPW/USA Member this is your way of supporting and contributing to the entire BPW Team. Complete the steps below (in no particular order) and send/fax in your BPW Team Player Application, found on the reverse side, anytime from 7/1/2003 - 6/30/2004 to be eligible for this special member recognition program. Don't miss out on all the fun and playing your part in the success of the BPW Team!

Here's how to qualify to be a BPW TEAM PLAYER:

STEP ONE: Recruit ONE new* or rejoining BPW/USA Member***.**

Now this one is easy! Each BPW/USA member has a world of contacts...fellow workers, people you do business with, friends, relatives, and neighbors to name a few...who can benefit by being a member of BPW/USA just like you! Work with your Local Organization Membership Committee to get membership enrollment forms and "TURN UP THE VOLUME!" about BPW membership with everyone you come in contact with daily.

*New BPW/USA Member: A new member to BPW/USA who has an original join date within the promotion period of 7/1/2003 - 6/31/2004.

**Rejoining BPW/USA Member: A member who's membership has lapsed over 12 months and has been reinstated within the promotion period.

***Both Member of Local & Member at Large membership categories qualify.

STEP TWO: Make a personal contribution of \$25 or more to both the BPW Foundation and BPW/PAC -OR- make a personal contribution of \$50 or more to either organization.

Being a BPW Team Player is more than just being a BPW/USA member...it is contributing to other BPW-related organizations that support our Mission! Without direct support from BPW/USA members these organizations cannot exist. As a BPW Team Player you need to ensure that these organizations are financially sound and able to continue their good work on behalf of the entire BPW organization. To find out more about the good work of both organizations, ask your Local Organization President or check out the BPW/USA website at www.bpwusa.org!

How to make a contribution to the Business & Professional Women's Foundation: Contributions can be made by personal check or credit card and will be credited to your membership record. Contributions can be made using a BPW Foundation Transmittal Form (see your Local Organization President for a copy), or using one of the giving appeal forms sent directly to all BPW members periodically through the mail or provided in various issues of the *BusinessWoman Magazine* or simply send your contribution to:

BPW Foundation,
Attn: Contributions
1900 M Street NW, Suite 310
Washington DC 20036

Please make your check payable to: BPW Foundation and indicate in the remarks section your local organization and state federation.

The BPW Foundation is recognized as a 501 (c)(3) organization and contributions to the BPW Foundation are tax deductible to the extent allowed by law.

How to make a contribution to the BPW/PAC: Contributions must be made by personal check (no corporate or business checks or credit cards are permissible). BPW members can obtain an official BPW/PAC contribution envelope from their Local Organization President or send their contribution directly to:

BPWPAC
Attn: Contributions
c/o BPW/USA
1900 M Street NW, Suite 310
Washington DC 20036

Please make your check payable to: BPW/PAC

Please provide on a separate sheet of paper the following information: Your name, address, telephone number, local organization and state federation. If you are employed please provide your occupation, name of employer and work address. If you are retired/unemployed, please indicate so.

STEP THREE: Complete your BPW/USA Member Profile.

This step will take less than 3 minutes! Simply go to the BPW/USA website at www.bpwusa.org and login to e-Series using your membership number*. Once logged on click on the "Profile" box located in the top left corner (your name will be shown in it), on the next page click the gray box along the top entitled "more info", that will drive you to the next page which will provide a link called "Personal Information"...click on the link and simply fill out your information. Don't forget when you are finished to click "Update" in order for your information to be saved in BPW/USA's membership database.

*your membership number can be found on your BPW/USA membership card or obtained from your Local Organization Treasurer

THE REWARDS OF BEING A BPW TEAM PLAYER!

By qualifying to become a BPW Team Player (anytime between 7/1/2003 - 6/31/2004) your accomplishment will be recognized as follows:

- Personal Congratulatory letter from BPW/USA President containing a special BPW Team Player recognition pin
- Invitation to attend a special BPW Team Player Gathering during the 2004 BPW/USA National Conference in Fort Lauderdale, FL hosted by BPW/USA President with special giveaways prizes
- As you qualify, your name listed in the *BusinessWoman Magazine* as a BPW Team Player as well as on the special BPW Team Player page on BPW/USA's website.
- As you qualify, your name entered into each following monthly drawing to receive a 50% discount off the full registration fee for the 2004 BPW/USA National Conference in Fort Lauderdale, FL.

TURN UP THE VOLUME!

1000 Member Challenge

By Brenda D. Gunn, Expansion Task Force and Membership Committee Co-chair

Turn Up the Volume! Certainly you have heard those words by now and know they have several meanings. Turn Up the Volume is a BPW/USA initiative, but the co-chairs of BPW/KY Expansion Task Force and Membership Committee (ETFMC) invite and encourage you to not miss your opportunity to play a role for the Kentucky Federation. The focus of our committee is on recruitment, but also, and more importantly, retention. It will be exciting, of course, to charter new locals, but we also want to offer assistance to existing locals that have small memberships.

The ETFMC is extremely excited to announce The 1000-Member Challenge. To accomplish this huge undertaking, each club, with the assistance of regional leadership, is asked to recruit at least 28 returning or new members; 14 by Interim Board in November, and 14 by State Conference 2004. Members who successfully recruit new or returning members by Interim Board will receive a special gift. At the State Conference next year in Lexington, the Committee will present three awards to the small, medium and large club that has recruited 28 or more members by the April '04 deadline. How can this be accomplished, you ask? This is how you can help.

- Schedule recruitment campaigns (meetings, receptions, special events).
- Provide mentors to new members.
- Schedule a new-member orientation or workshop to be conducted by members of the ETFMC or your elected BPW/KY officers.
- Advertise. Advertise. Advertise (local media, special mailings to businesses, churches and colleges, and the Kentucky Cardinal).
- Prepare a club packet for new members (history, officers, signature programs, meeting dates and location, etc.)
- Present certificates and/or pins to new members; be especially appreciative of long-time members – do the same for them.

- Be innovative in how interested individuals can pay dues (raffles, partial payments, include the cost of one or more memberships in your budget).
- Do not forget to send regular membership reports to Brenda D. Gunn, 1528 Garland Ave., Louisville, KY 40210-1343, or via e-mail: brenda.gunn@louisville.edu.

We are looking for additional team members to assure all of the regions of Kentucky are covered. Also, if you have contact in northern or eastern Kentucky, please notify us as soon as possible. Our current committee members and their responsibilities are:

- Central Region: Zayda Hurd and Bonny Manning
- North Region: Bonny Manning and Brenda D. Gunn
- Southwest Region: Brenda D. Gunn and Tina White
- Northern Kentucky: Brenda D. Gunn and Bonny Manning and other volunteers
- Eastern Kentucky: Zayda Hurd and Teresa Gullett and other volunteers
- South/Southeast Region: Joanne Story and other volunteers

Finally, a workshop will be presented at Interim Board and again at the 2004 State Conference. In the meantime, invite BPW/KY officers, regional leadership and other committee leaders to conduct a personal session for your local. And remember: Turn Up the Volume for BPW/KY!

Just a quick note...

BPW MEMBER BENEFITS

- Network with other working women at the grassroots level
- Learn how to influence your Members of Congress on issues important to working women
- Access career development and coaching services
- Receive discounted services offered by BPW affiliates
 - Attend conferences for professional and personal development
 - Receive Business Woman Magazine

SONJA OLIN NAMED 3M CORPORATE COMMUNITY VOLUNTEER

BPW/Licking Valley member Sonja Olin was recently named as a recipient of the 3M Corporate Community Volunteer Award. Sonja is employed at the 3M Cynthiana Plant where she is part of the Education, Development and Training department. For 17 years, 3M has recognized exceptional volunteers with the Community Volunteer Award. Included in the honor is \$1,000 donated by the 3M Foundation to a non-profit organization of each awardee's choice.

Each year 3M recognizes a select few from its thousands of employees that are outstanding volunteers in their communities. Each recipient was nominated by someone within 3M. This year there were over 130 nominees.

The selection committee was made up of representatives from the Volunteer Resource center, Greater Twin Cities' United Way, Volunteers of America, Saint Paul and South Washington County School Districts. Fifteen awards were given this year. Awardees are being honored at local celebrations across the country.



Sonja has headed the BPW/Licking Valley Turkey Bingo for the past two years. The bingo is the club's largest money making activity. Sonja is currently the club's President-Elect. Besides BPW, Sonja volunteers for Relay for Life, Project Grad, Football Boosters and others.

As part of the recognition, 3M will donate to a charity/non-profit group of Sonja's choosing. Sonja has designated BPW/Licking Valley as the recipient in order to establish a sponsorship fund for local high school graduates.

3M Cynthiana held a reception for Sonja on May 8. Product Manager Ann Getting presented a statue and check to Sonja. The check was given to May Lou LaCore of

Women on the Move

BPW/Licking Valley. Attending the event were Sonja's husband Ted Olin, her mother Martha Whitaker, Dottie Duckworth of Bowlers' Are Us, Mary Lou LaCore of BPW/Licking Valley, and many fellow 3M employees.

Leadership Team

Standing Committee Chair	Name and Address	Home Phone	Business Phone	Fax	E-Mail Address
Bylaws	Nancy M. Sears P.O. Box 150; Simpsonville, KY 40067	(502) 722-5067			nmsear01@louisville.edu
Finance	Peggy Orberon 144 Edgewood Dr; Stanford, KY 40484	(606) 365-9408	(606) 365-9111		peggyo01@bellsouth.net
Foundation - BPW/USA	Lisa Prendergast 2203 Venetian Way; Owensboro, KY 42301	(270) 691-0502	(270) 683-4513	(270) 683-4565	MLPrender73@aol.com
Issues Management	Joanne Story 380 Beauchamp Blvd; Somerset, KY 42503	(606) 561-5338	(606) 679-8501 X3265		joanne.story@kctcs.edu
Legislation	J. Merryman Kemp 309 N 8th Street; Paducah, KY 42001	(270) 442-7636		(270) 442-6619	merryman@apex.net
Membership Co-Chair	Brenda Gunn 1528 Garland Ave.; Louisville, KY 40210-1343	(502) 585-5390	(502) 852-0270	(502) 852-4643	brenda.gunn@louisville.edu
Membership Co-Chair	Zayda Hurd 590 Red Lick Rd; Berea, KY 40403-9644	(859) 986-7420			zayda25@yahoo.com
Membership Co-Chair	Bonny L. Manning P.O. Box 4909; Louisville, KY 40204-0909	(502) 895-7096	(502) 895-7096	(502) 896-6490	bonnyman@win.net
Public Relations	Sonia Sanders P.O. Box 1403; Madisonville, KY 42431	(270) 821-8088	(502) 425-2551	(502) 426-3022	ssanders@tymet.com
Young Careerist	Sherry Jones 2512 Oakley Wells Rd.; Richmond, KY 40475	(859) 626-5399	(859) 622-1249	(859) 622-2971	sherry.jones@eku.edu
Standing Committee Chair	Name and Address	Home Phone	Business Phone	Fax	E-Mail Address
BPW/PAC	J. Merryman Kemp 309 N 8th Street; Paducah, KY 42001	(270) 442-7636		(270) 442-6619	merryman@apex.net
Choices	Brenda H. Richards P.O. Box 4146; Midway, KY 40347-4146	(859) 846-4471	(859) 745-5383	(859) 745-5299	brenda.h.richards@bridge.bellsouth.com
Database Manager	Ruth Schiller 200 Compton Drive; Frankfort, KY 40601	(502) 875-5102	(502) 564-8006 X188	(502) 564-7890	rschiller@worldnet.att.net
Expansion Task Force Co-Chair	Brenda Gunn 1528 Garland Ave.; Louisville, KY 40210-1343	(502) 585-5390	(502) 852-0270	(502) 852-4643	brenda.gunn@louisville.edu
Expansion Task Force Co-Chair	Zayda Hurd 590 Red Lick Rd; Berea, KY 40403-9644	(859) 986-7420			zayda25@yahoo.com
Expansion Task Force Co-Chair	Bonny L. Manning P.O. Box 4909; Louisville, KY 40204-0909	(502) 895-7096	(502) 895-7096	(502) 896-6490	bonnyman@win.net
Individual Development	Erika R. Stith 2232 Deveron Dr.; Louisville, KY 40216	(502) 447-4122			erika.stith@louisville.edu
Interim Board Contact	Jerilyn Dawson 503 Rolling Road Dr.; Franklin, KY 42134	(270) 586-7547	(270) 586-2942	(270) 586-9610	hdawson01@earthlink.net
Internal Auditor	Diane Crony-Turner 26 Harton Place; Hopkinsville, KY 42240-1588	(270) 885-1425	(270) 886-6341	(270) 885-0678	ctdc@thesenergy.net
<i>Ky Cardinal</i> Editor	Beth Moore 600 Buntin Schoolhouse Road; Manitou, KY 42436	(270) 249-3739	(270) 824-8610	(270) 821-1555	beth.moore@kctcs.edu
<i>Ky Cardinal</i> Advertising Editor	Wanda Crowe 380-A Country Club Lane; Madisonville, KY 42431	(270) 821-8639	(270) 825-1079	(270) 825-3260	wcrowe@commonwealthbroadcasting.com
Legal Advisor	Audrey B. Lee 825 Madison Street; Paducah, KY 42001	(270) 443-6004	(270) 575-7285		alee@mail.pa.state.ky.us
Mentoring	Martina Temple P.O. Box 1098; Owensboro, KY 42302	(270) 683-3625	(270) 685-2004		tinatemp@bellsouth.net
National Business Women's Week	Sharron Belcher 714 West Main St.; Princeton, KY 42445	(270) 365-4447	(270) 365-3679		slb1@mchsi.com
National Business Women's Week	Brownie Bennett 623 B Sunnyside Drive; Franklin, KY 42134	(270) 586-8911			
Nominations	Lydia Reid 111 Brown Ave.; Louisville, KY 40207	(502) 899-9305	(502) 625-0076	(502) 625-0010	lreid@greaterlouisville.com
Nursing & Health Issues	Nancy M. Sears P.O. Box 150; Simpsonville, KY 40067	(502) 722-5067			nmsear01@louisville.edu
State Convention Contact	Donna J. Howard 121 Westgate Drive; Lexington, KY 40504	(859) 233-7860	(859) 294-5153 X3022	(859) 254-3184	djhowardn1@uno.com
Strategic Planning	Ruth Schiller 200 Compton Drive; Frankfort, KY 40601	(502) 875-5102	(502) 564-8006 X188	(502) 564-7890	rschiller@worldnet.att.net

Local Organization	Name	Address	Home Phone	Business Phone	Fax	E-Mail Address
Berea BPW	Sherry Jones	2512 Oakley Wells Road, Richmond, KY 40475	(859) 626-5399	(859) 622-1249		sherry.jones@ekuk.edu
Bowling Green BPW	Brenda L. Warren	337 Beaver Dam Church Rd., Brownsville, KY 42210	(270) 597-2025	(270) 842-8138	(270) 842-6137	bwarren@kyanaps.org
BPW/River City, Inc.	Debrah V. Pierce	1009 Fox Hollow Drive, Lawrenceburg, KY 40342	(502) 839-8777	(502) 582-3056	(502) 582-1079	pierceob@aol.com
Campbellsville BPW	Frieda Sandlodge	509 Fern Drive, Campbellsville, KY 42718	(270) 465-4923	(270) 465-8193		
Central City BPW	Helen Arnold	406 Ash Street, Central City, KY 42230	(270) 754-1741		(270) 754-1390	hbarold@muhlon.com
Danville BPW	Barbara A. McCumber	60 Elizabeth Ave., Starford, KY 40484	(606) 365-8603	(859) 238-1021	(859) 238-1037	
Emblem of Mayfield	Lucy Copeland	389 Twin Hill Road, Mayfield, KY 42066	(270) 247-9989	(270) 247-3592	(270) 247-6368	
Fort Harrod BPW	April Ellis	1149 Curry Plue, Harrodsburg, KY 40330	(859) 734-5044	(859) 734-2726		aellis@kycom.net
Frankfort BPW	Ruth Schiller	200 Compton Drive, Frankfort, KY 40601	(502) 875-5102	(502) 564-8006 X188	(502) 564-7890	raschiller@worldnet.att.net
Franklin BPW	Pamela B. Womack	325 Boat Ramp Road, Franklin, KY 42134	(270) 586-8097	(270) 586-4261	(270) 586-0278	pamela.b.womack@mail.state.ky.us
Glasgow BPW	Jarvis Turner	100 Victorian Way, Glasgow, KY 42141	(270) 651-4954	(270) 651-3543	(270) 651-8967	turner@glasgow-ky.com
Henderson BPW	Sandra G. Anderson	P.O. Box 1636, Henderson, KY 42419	(270) 830-7099	(800) 382-5576, 430700	(270) 830-7098	sgan@henderson.net
Hopkinsville BPW	Janice A. Cayce	208 James Drive, Hopkinsville, KY 42240	(270) 886-8592	(270) 886-1231	(270) 886-6407	j.cayce@email.hesenergy.net
Lawrenceburg BPW	Donna Seiberger	1021 Putter Point, Lawrenceburg, KY 40342	(502) 839-3368	(502) 564-5620	(502) 564-5219	trigger@ms.net
Lexington Bluegrass BPW, Inc.	Donna J. Howard	121 Westgate Drive, Lexington, KY 40504	(859) 233-7860	(859) 294-5153 X3011	(859) 254-3184	dhowardno1@univ.com
Licking Valley BPW	Carla F. Harney	222 Wilson Ave, Cynthiana, KY 41031	(859) 234-9753	(859) 234-7133		carlaharney@hotmail.com
Madisonville BPW	Rebecca Hatfield	122 Cathryn Drive, Madisonville, KY 42431	(270) 821-0526	(270) 825-0704		rbhatfield310@hotmail.com
Marion County BPW	Judy Goodin	660 George St, Lebanon, KY 40033				jgoodin@starband.net
Mayfield BPW	LJ Courtney	1397 State Route 1748, Fancy Farm, KY 42039	(270) 623-8630			811245@vci.net
Middlesboro BPW	Martha Burke	1203 Dorchester Ave., Middlesboro, KY 40965	(606) 242-2023	(606) 248-4921	(606) 248-4924	martha1@roserbalmrealestate.com
Murray BPW	Carol A. Block	P.O. Box 256, New Concord, KY 42076	(270) 436-2421	(270) 753-4668	(270) 753-4668	kblock@emal.msn.com
Nike BPW	Shaun McEntire	331 Fox Chase Circle, Madisonville, KY 42431	(270) 824-8193	(270) 824-7422		shaunmcentire@mail.acc.state.ky.us
Oldham County BPW	Debbie Newhouse	12803 Ridge Lock Court, Prospect, KY 40059	(502) 228-4238	(502) 228-4238		DRGAL1@aol.com
Owensboro BPW	Martina Temple	111 W. Third St., Site C, Owensboro, KY 42303	(270) 683-3625	(270) 926-6262		tinatemp@bellsouth.net
Paducah BPW	Jean Elkins	525 Clarkline Rd, Paducah, KY 42003	(270) 554-8087			jgelkins@bellsouth.net
Paducah River City BPW	Kim Hunt	2965 Dogtown Road, Benton, KY 42025	(270) 527-7934	(270) 442-2510, X12	(270) 443-9322	khunt@mofa.net
Princeton BPW	Kay Hammons	1231 Hwy 126, Princeton, KY 42445	(270) 365-2105	(270) 365-3162	(270) 365-2617	rhammon@pennyrife.net
Shelbyville BPW	Betty L. Hedges	2101 Frankfort Road, Shelbyville, KY 40065	(502) 633-2796			bhedges@kymail.com
Somerset BPW	Barbara Sanders	205 Oak Valley Dr, Somerset, KY 42501	(606) 678-9296	(606) 679-7451		
Springfield BPW	Carolyn Hardin	113 Lebanon Hill, Springfield, KY 40069	(859) 336-9836	(859) 336-9425		
Starford BPW	Brenda Baker	400 Outside Drive, Starford, KY 40484	(606) 365-9362	(859) 238-2265	(859) 238-7622	brenda.baker@pobbank.com
University of Louisville BPW	Stephanie Foster	3004 Winterhaven, Louisville, KY 40220	(502) 491-1255	(502) 634-2725		sfoster@speedmuseum.org
Williamsburg BPW	Pat Davis	90 John St., Williamsburg, KY 40769	(606) 549-8004	606-549-0886	606-549-2665	
Woodford County BPW	Jessie Franlin	103 Russel Ave., Versailles, KY 40383	(859) 873-1557			

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This article is the first of four parts, with one part appearing in each of the four issues of the Kentucky Cardinal this year.

The Business and Professional Women's Foundation was established in 1956 by the members of BPW/USA to promote equity for working women nationwide through education, information, and research. Headquartered in Washington, DC, the non-profit, non-partisan foundation collects, conducts, and analyzes research on issues affecting women in the workplace, and provides financial assistance to women seeking the necessary education to advance in their careers or re-enter the job market. The BPW Foundation has awarded millions of dollars in educational scholarships, grants, and loans to thousands of women nationwide, enabling the recipients to achieve career advancement and greater equity in today's work force.

The BPW Foundation operates the Marguerite Rawalt Resource Center, one of the first and most comprehensive libraries dedicated to working women's issues. The center provides reference and referral services on issues critical to working women. With its Information and Research Program, the BPW Foundation has become a leader in tracking women's progress toward workplace equity. The foundation also produces and disseminates working papers on current issues, such as the glass ceiling, sexual harassment, retirement planning for women, and work and family policies. The BPW Foundation's philanthropic and educational programs light the way for working women in their quest to get a good education, secure a good job, and be paid fairly.

The BPW Foundation has developed the following programs, which are available for use at the local organization level.

Working Family Values... The BPW Foundation is committed to educating the public about critical issues facing working women and to making positive change in communities nationwide that benefit the workforce, workplaces and our society as a whole. Work and family balance is one such issue.

In order to help you start this important dialogue in your community, the BPW Foundation provides all you need. The program will include a video presentation and a program manual that instructs you on how to hold a community education program. The video was originally aired on PBS as part of the "Livelihood" series on work in America. BPW has partnered with the production company, The Working Group, to bring you this program in the form of a turnkey kit so that you can present it to your community and workplace.

Making Work Places Work... "Making Workplaces Work: Quality Work Policies for Small Business" is a how-to guide for small businesses that contains information vital to the continued viability of small businesses into the next century. With information on how to implement quality work policies (including flexible schedules, dependent care assistance, parental and medical leave and more), it gives employers ideas on how to meet the needs of their employees while still making a profit. It includes a sample needs assessment and practical tips that will help any business.

"Making Workplaces Work: Small Business Roundtable Program Guide" is a step-by-step manual helps you plan a roundtable in your community. The goals of such an event are to generate discussion on work and family policies in your community, help identify barriers to implementing family friendly policies and develop strategies for small businesses to implement these policies.

Survey Series on Professional Women's Issues... "Senior Management Teams: Profiles and Performance" In 1998 the BPW Foundation partnered with the American Management Association (AMA) to uncover valuable information concerning the "make-up" of senior management teams throughout the United States. More than 1,000 managers and executives from AMA-member companies were asked to submit profiles of their senior management teams and report on their organizations' recent performance. Classification elements were gender, ethnicity, age, and organizational experience. Performance was measured in terms of sales, market share, shareholder value, profitability, and productivity.

"Compensation and Benefits: A Focus on Gender" This study began with a gender-based analysis of AMA's 1997 survey, Career Advancement in the 1990s. When AMA shared these findings with BPW, both wanted a closer look at compensation and benefits issues as seen through a gender focus. The Foundation designed a new questionnaire that sought more information about not only compensation and benefits packages, but also personal data on marital and family status and dependent care. In 1998, the Foundation mailed that questionnaire to participants in the Career Advancement survey, receiving 834 responses to form the sample for this new study.

The purpose of these studies was to prove that companies that hire, promote, retain and nurture women as senior managers and that create an environment in which they can thrive personally and professionally experience greater corporate success. The components of this positive environment are respect, pay equity and the availability of and freedom to utilize work/life benefits.

"WOMENomics"... A national program focused on promoting grassroots initiatives, WOMENomics is designed to bring together local business, government, educational institutions and civic organizations in the community to identify, act on, and resolve the everyday issues that challenge working women. Local Organizations act as partners in developing, promoting, and executing solutions.

For more information, and to obtain a Contribution Transmittal Form for your contributions to the BPW Foundation, please contact me at mlprendergast@moorelaw.org. I urge you to support the BPW Foundation as well as the BPW/KY Foundation.



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Region News.....South/Southeast Region by Joanne Story, Director

As Region Director for the South-Southeast Region I encourage all BPW members to EDUCATE, PROTECT AND EMPOWER women in Kentucky. I recently returned from the Summit on the Economic Status of Kentucky's Women. I came away from that conference with renewed hope, but also realizing that we have a long way to go in Kentucky. We must focus on Economic Sufficiency, Education, Equity, Leadership and Well-Being. Clearly, Kentucky has a number of programs in place that make a positive difference in the economic status of women throughout the state. Women represent over half (51%) of Kentucky's population; therefore, raising women's awareness of these existing opportunities would go a long way to improve their economic status.

There is a significant need for new INITIATIVES, new THINKING and, indeed, a new VISION if we are to make meaningful progress that will benefit all women in Kentucky. Kentucky was recently ranked the third worst state for women due in part to measures of women's economic autonomy, women's employment and earnings, women's political participation and women's health issues. We can no longer afford to sit back and ignore the problem; we definitely need to TURN UP THE VOLUME. BPW can be and should be a major player in the quest to improve the opportunities for Kentucky's women.

An educated and qualified workforce will enhance Kentucky's ability to attract and retain quality employment opportunities. Keep in mind that a growing percentage of the Kentucky workforce is women. The income of women increases as they complete a higher level of education. We need to network across the state to encourage young women to stay in school. We already have an excellent Choices Program in place, so why not use that program to encourage young women to stay in school. Professions dominated by women are undervalued and underpaid in comparison to professions dominated by men that require equivalent skill levels.

Women across the political spectrum need to UNITE behind issues that affect them and the families of Kentucky. We need to encourage more women to become politically active so that our voice will be heard.

Training and encouragement are critical to convince women to aspire to positions of power. BPW can provide leadership and mentoring across the state by offering programs to organizations across the state with emphasis on Education, Health Issues, Benefit Packages, Pay Equity, Child Care and Protection. We need to work with our local Chamber of Commerce on their Leadership Programs, insisting on gender, racial and income equity among participants. We need to implement school-based leadership training for young women, developing and adding opportunities to develop leadership skills through academics, athletics and social participation. Employers should be encouraged to create a work environment that would recruit well-educated, skilled women employees. A workplace mentoring program would provide the support needed for women to be appointed to organizational teams and boards to improved benefits for women such as tax breaks, award programs, support services and reimbursement for continuing education. We need to work with BPW/KY Leadership in organizing a BPW sponsored Equal Pay Rally at our state capitol. Until there is a firm commitment by the commonwealth to allocate the necessary resources to improve the status of women in Kentucky, we will continue to be ranked among the lowest states in our great nation. Job creation is no longer enough. We must create and maintain QUALITY jobs for women. We also must create an improved, aggressive support network for women. As employment among women has improved, an accessible and affordable work system has failed to keep pace. In fact, many women lack health insurance, rely on inadequate child-care, lack reliable transportation and live in unsuitable housing. BPW has always been the leading advocate for working women; however, it is time to TURN UP THE VOLUME! Every vote, phone call, personal conversation, letter and post card counts. We must be ALL THAT WE CAN BE! We owe it to our daughters, granddaughters and ourselves to make a difference in the lives of Kentucky women. We can no longer accept stereotyping or permit discrimination to continue to prevent Kentucky's women from achieving social and economic equality!



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Bowling Green BPW *by Brenda Warren, Reporter*

The Bowling Green Chapter of BPW is enjoying a rebirth thanks to the interest and involvement of the area's professional women. Monthly luncheon meetings are held with community leaders providing entertaining and educational programs.

Officers for 2003-2004 are Brenda Warren, President, and Anita Napier, Secretary/Treasurer. Both have been instrumental

in reviving the local chapter. Additionally, chapter members are helping to reintroduce BPW into the community, thereby helping to increase our membership.

BPW/River City, Inc. *by Debrah V. Pierce, Reporter*

BPW/River City, Inc. is gearing up for another busy year. Elected Officers and Committee Chairs were installed on Wednesday, June 4, 2003 at the Jefferson Club in Louisville, KY.

As a part of our "Get Back to Basics" strategy, which includes membership, leadership and training, the Leadership BPW Program 2003-2004 was launched on Wednesday, June 18th with a visit to Metro and City Halls. Leadership participants were briefed on the services provided by the Jefferson County Clerk's Office by Paula McCraney, Director of Public Relations, and had an opportunity to meet with County Clerk, Bobbie Holsclaw. Both of these phenomenal women are BPW/River City, Inc. members. A tour of the mayor's office, mayor's gallery and Metro Government offices followed.

Phyllis Hargrave, Leadership BPW Chair and her committee are developing a very exciting program which will provide participants with an opportunity to develop and build leadership skills, meet and interact with dynamic leaders from the community, see behind the scenes in businesses throughout the community and be enlightened with new ideas or to refresh old ones. Participation in local, region and state meetings/events is encouraged and necessary for program graduation.

The next Leadership BPW event will be a Tour of the Louisville Waterfront Development.

Central City BPW *by JoAnne Moore, Reporter*

The Central City BPW Club is in a state of change. In April we changed officers. Our leaders for 2003-04 are Helen Arnold, president; JoAnne Moore, vice president; Ann Bunch, administrative assistant; Debbie Gregory, recording secretary; Hallie Whitmer, treasurer; and Margaret Moore, parliamentarian. Our meeting place has been changed. Since January, we have met in several different places, but have not decided on a permanent home yet.

Our fundraising projects are also changed. Since we do not have the Little Miss Muhlenberg Pageant anymore, we rely on smaller and more frequent projects. We have had a yard sale, a food booth at the Summerfest and the raffle of a special lamp, which we purchased from member Ingrid Doss. Our most unwelcome change came when two dear members had to move from our area: Sue Wheeldon and Linda Pool. We miss both of them very much, but wish them happiness in their lives.

In June, we were favored with an official visit from our regional director, Lisa Prendergast, who shared her vision for our region for the next year. In July, Lisa was at our meeting again with Diane Coney-Turner, Assistant Region Director, and Karen

Hunter, the Region Secretary-Treasurer. Sue Mock accompanied Karen and Diane.

For fun, CCBPW members picnicked together on July 4th at a public picnic at Paradise Park in Powderly. Country music was provided for entertainment and a prize was given for the best decorated picnic table. CCBPW won the prize, which was presented by Marilyn Kirtley, a former member of our club.

Our speakers for the July meeting were Cindy Shanks and Laura Daubert who are head of the Family Readiness Program at the local National Guard Armory. Their report was an eye-opener about what the families of our deployed soldiers have to face and the changes that come about in their lives. Earlier this year we sent a box of needed items to a soldier in Iraq and now we are as grateful to the families as to the troops as we realize what a sacrifice they, too, are making.

We hope our next change will be in membership. We're looking forward to a good summer and hope that we have several new members on our roll at our next contact.

Franklin BPW *by Pam Womack, Reporter*

Franklin BPW held its annual award ceremony and officer installations on Monday, June 16th. Two past presidents, Mary Cummings and Janet Roark, were inducted into the Franklin BPW Hall of Fame. Simpson County PVA Pam Womack was recognized as Member of the Year. Cathy Hughes of PIC was selected as Officer of the Year. Debbie Null of Sew Fine Customs was chosen as the New Member of the Year. Chairpersons of the Year went to Alison Cummings and Debbie Deweese, while Katherine McCutchen and Maxine Mumford shared the President's Award. The Recruiters of the Year were Jerilyn Dawson and Pam Womack.

New officers for the 2003-2004 year are: President Pam Womack, President-Elect Helen Pearson, Vice-President Cathy Hughes, Treasurer Suzanne Forshee, Recording Secretary Jerilyn Dawson and Administrative Assistant Debbie Deweese. BPW/KY President Patti Fallin installed the officers.

The New Year is in full swing with the club participating in the annual July Jam on the square and conducting the second annual "Fill the Pack" project. The "Fill the Pack" project is a new project where the local club and the community together collect and/or donate school supplies to be distributed to needy children in the community. In addition, this year, we will be collecting some clothing items as well. The club will be having seminars on life insurance, resume writing and interviewing skills in the coming months. We will also participate in the Garden Spot Trot by providing assistance in registration. With our charitable gaming fundraiser we were able to award two graduating seniors with \$2,000 scholarships each and fund many other worthy causes. We hope to be able to continue with this fundraiser in the future. We recently put aside \$20,000 in CD's to fund future scholarships. We are looking forward to a busy and fulfilling year.

Hopkinsville BPW by *Karen Hunter, Reporter*

The Hopkinsville Business and Professional Women's Club began the new year with the following officers: President Janice Cayce, President-Elect Nancy Ellis, Vice President Rita Brown, Treasurer Lena Wann, Recording Secretary Karen Hunter, Corresponding Secretary Marie Wade and Parliamentarian Juanita Martin. The new officers and committee chairs met to appoint club members to the committees, plan programs, set board meet-

ing dates and hostesses, and discuss club projects and policies.

Our June speaker was Dr. Robert Sivley, Jr., from the Pennyroyal Center. He spoke to our club on aging successfully. Our club was a lane sponsor for the American Cancer Society "Relay for Life" that was held on June 20th and 21st, 2003. We raised a total of \$608.00.

Lawrenceburg BPW by *Donna Seeberger, Reporter*

Where is the time going? Summer is almost gone and it will soon be time for school to start.

The Lawrenceburg BPW meets at 6:30 PM on the third Monday of each month at the First United Methodist Church on Carlton Lane, off of US 127. We would be glad to have any of you visit with us. I can be reached at (502) 564-5620 from 7:30 AM - 3:30 PM or home from 5:00 PM - 9:30 PM. Please contact

me if you plan to visit. I can let you know if we have to make any last minute changes with our meeting place.

Even though we are a small club, we have been working hard to become more visible in our community and to try to recruit new members. We have a member who is 102 years of age and still attends all of our meetings. She still lives alone and is as sharp as she can be. She is really an inspiration for all of us.

Owensboro BPW by *Martina Temple, Reporter*

Owensboro BPW recently awarded three \$500 Overton Scholarships. Two of these recipients are young women who recently graduated from high school. One is a working mother with two young children who is currently working toward her degree. We are very fortunate that our members help to raise money each year so that we are able to continue our tradition of awarding these scholarships.

We have a busy fall scheduled with three major scholarship fundraisers: Garage Sale at the RiverPark Garage in Owensboro (September 13); Food booth at Bluegrass Blast in English Park in Owensboro (September 26 & 27); and Food booth at Reid's Apple Festival in Owensboro (October 18 & 19).

Each year we develop a theme for our monthly meetings so that our programs have continuity and are of direct benefit to our members. This year our theme is Individual Development. Our upcoming programs are: Career pathing (July); Political action (August); and Effective communications (September).

We are also preparing for National Business Women's Week and are showcasing as many business and professional women in our community as possible with the cooperation of our local newspaper, The Messenger-Inquirer.

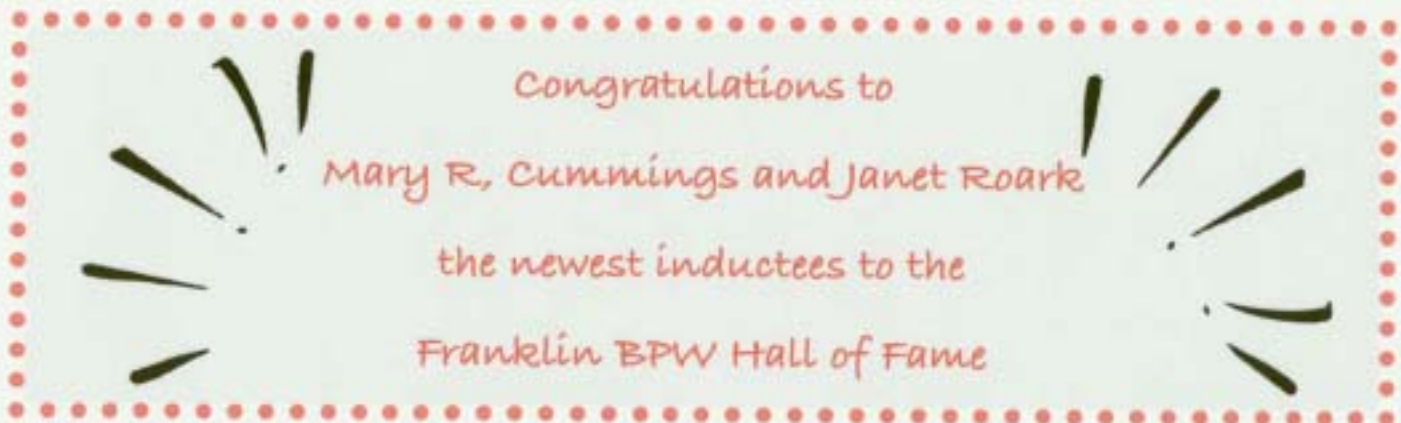
Somerset BPW by *Emily Oakes, Reporter*

June and July are traditionally travel months for Somerset BPW. In June, we journeyed to Danville to experience dinner at the newly opened Applebee's and attend yet another show at the Pioneer Playhouse.

While visiting there, we learned that the Playhouse, a non-profit organization, is constructing a Wall of Fame, brick by brick, at the entrance of the theater, in an effort to ensure their future as Kentucky's oldest outdoor theater. Everyone is offered the oppor-

tunity to purchase a brick. The bricks will then be engraved in honor of the donor, placed into the new wall, and the names on the wall will be read for generations to come. Because Somerset BPW has been privileged in enjoying a taste of Broadway talent there for several summers, we have decided to make our donation, as well.

In July, we will travel to the historical Beaumont Inn, in Harrodsburg for dinner on our usual meeting night.





Calendar of Events

October

- 4 BPW/KY Executive Committee meeting
- 11 Parliamentary Procedure workshop, Executive West, Louisville
- 20-24 National Business Women's Week
- 28 Deadline to submit NBWW award information
- 31 BPW/KY Foundation Scholarship Application deadline

November

- 1 KY Nominations Chair notifies locals of February 15 deadline
- 4 Election Day
- 14-15 BPW/KY Interim Board of Directors Meeting,
Bowling Green, KY

December

- 1 Kentucky Cardinal deadline
Proposed Bylaws revisions to State Bylaws Chair

January

- 1 State Bylaws Chair forwards proposed
revisions to the Executive Committee
- 17 BPW /KY Executive Committee meeting

February

- 5-7 BPW/USA Policy & Action Conference,
Washington, D.C.
- 15 Deadline for state office nominations

March

- Annual Regional Meetings
- Women's History Month
- 15 Kentucky Cardinal deadline
- 20 BPW/KY Executive Committee meeting

April

- Annual Regional Meetings
- 1 Deadline for awards submissions
- 30 BPW/KY Foundation Scholarship Application deadline

May

- 1 Deadline for Membership and
Regional Awards Submissions
Submit Regional YC information to State YC Chair
- 20 BPW/KY Executive Committee dinner
and gift exchange, Lexington
- 21-23 BPW/KY Annual Conference,
Radisson Hotel, Lexington

July

- 13-17 BPW/USA Annual Conference,
Fort Lauderdale, Florida



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