



The KENTUCKY CARDINAL

KENTUCKY FEDERATION OF BUSINESS & PROFESSIONAL WOMEN'S CLUB, INC.

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2008-2009 Officers

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President's message



Debrah V. Pierce



**BUILDING
POWERFUL
WOMEN**

PROFESSIONALLY • POLITICALLY • PERSONALLY

As I stopped to reflect on the Thanksgiving season I realized I had much to be thankful for this year – family, friends, health, and the Business and Professional Women (BPW) organization. I hope you can say the same.

BPW/Kentucky's Interim Board meeting at Barren River State Resort Park was a huge success. Members **"STEPPED UP, STEPPED OUT, and SPOKE OUT** about BPW." Attendees received training on Individual Development Modules - Personal Branding and DISC. They had fun while raising money for BPW/KY Foundation during the Fall Fling Auction and Corn Hole Tournament. On Saturday we conducted the business of the Kentucky Federation and then took time to celebrate the accomplishments of Women in the Workplace by recognizing Local BPW Women of the Year Winners and presenting the 2008 NBWW Woman of Achievement and Business Equity Awards during the awards luncheon.

Interim Board special guest, Beth Bates, BPW/USA Area Six (6) Representative shared with members a presentation on the **FUTURE** of BPW. BPW/KY members attending the meeting demonstrated their commitment to the organization by contributing over \$1000 to help BPW/USA reach its goal of raising \$100,000 by December 31st. BPW/KY Past Presidents spoke out about BPW and what the organization has meant to them. It's not too late for you to be a part of this call to action.

BPW has done a lot to raise the awareness of issues that women face in the workplace but there is more that needs to be done. You can help by **STEPPING UP, STEPPING OUT, and SPEAKING OUT** about BPW and women's issues.

As 2008 quickly rushes to a close I would like to take this opportunity to wish you a Merry Holiday Season and a Happy NEW YEAR! As you think about your New Year's resolution I encourage you to include BPW. ☺

Best Personal Wishes,

Debrah V. Pierce

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Vote For BPW



BPW/USA issued a **Call to Action** in July 2008. Since that Call to Action, members have been receiving messages from National on a regular basis and as a result more than \$50,000 has been raised toward the \$100,000 goal. President Pierce would like to challenge each of you to support the Campaign for the Future of BPW.

Working women everywhere are depending on BPW/USA's grassroots advocacy. Historically much has been done but there is still much that remains to be done for workingwomen, especially for our daughters and granddaughters who are coming up behind us.

As we approach the end of the year and the deadline established to determine if BPW/USA will be able to go forward to see its 90th anniversary, consider joining the **CAMPAIGN FOR THE FUTURE OF BPW**. Your contribution will help ensure the future of BPW/USA and its mission (contribution is not tax deductible). Many of the members who attended Interim Board have already joined the campaign; they STEPPED UP, STEPPED OUT, and contributed \$1,000 toward the goal set by BPW/USA. The complete BPW Future Power Point presentation that Beth Bates, Area 6 Representative discussed during Interim Board can be found on BPW/KY's website.

President Pierce is asking every BPW member who is able, to consider giving the **Gift of Friendship of BPW/USA** and to send in a donation to BPW/USA in the amount of **\$20.09 in honor** of the 90th anniversary of BPW/USA in 2009. Of course, any amount will help the organization reach its Challenge Grant goal of \$100,000 by December 31st. This amount puts BPW/USA in a much better position to approach and secure additional funding from other

Foundations, organizations and corporations.

Creating the gift of friendship of BPW/USA is easy! Just go to the BPW/KY web site at www.bpw-ky.org and click on the **Give a Gift subscription link**. Follow the prompts to create your gift of friendship, a gift that continues to give all year long. An e-subscription gift allows recipients to stay abreast on issues such as women's health, public policy, research, work-life effectiveness, career advancement and finance as well as BPW/USA activities! They will have access to the quarterly Business Woman Magazine online, as well as the Legislative Hotline, BPW/USA's e-alert on federal and state legislative activities. All this for the low price of \$19.95! An email address will be necessary for the family member or friend that you purchase the gift for. This gift will serve as a great introduction to BPW/USA.

Support the Vote for BPW/USA's Future Resolution by fundraising or making a monetary contribution to the Challenge Grant. In honor of our 90th Anniversary in 2009, you can help support BPW/USA by making a contribution of \$20.09. Contributions can be made **online** at www.bpw-ky.org or by sending your check to BPW/USA, c/o Wachovia Bank, PO Box 75278, Baltimore, MD 21275. Pledge forms can be downloaded from BPW/KY's website or see your Local Organization President.

Members of BPW Kentucky, thank you for your support of BPW/USA. It shows that BPW has made a difference in your life and that you want to assure that BPW is available for other working women! Collectively we can and will make a difference. Let's work together to continue Building Powerful Women in 2009.

The Future of BPW Task Force Report



The Future of BPW Task Force continues their evaluation of the following four alternatives:

- Continuation of the Turn-around process
- Merger with another like-minded organization
- Suspension of the corporation, or
- Dissolution of the corporation.

In addition to "one on one" telephone surveys, three webinars have been facilitated by the Task Force to provide attendees with a brief synopsis of the four alternatives, answer questions, and then listen to comments. More than 200 members attended these webinars. Those who attended the webinar by both internet and telephone had the additional option of completing a survey upon entering and exiting the meeting, answer a polling question during the meeting, and provide written comments via the chat capability. The webinar presentation is posted on the BPW/USA website in the Members Center and also on the BPW/KY website.

The Task Force collected data by using an online survey that was emailed with the subject line: Future of BPW Task Force Survey. The survey was launched November 14th and members were asked to return the survey by November 30th. The survey is now closed for input and the Task Force is evaluating that data as well as the data and input collected from the webinars and "one on one" telephone surveys.

The focus of the Task Force is not on the past. We can't change where we are or how we got here. We are interested in hearing from members about the options going forward. Please send comments, questions, or concerns you would like to share with the Task Force about the future of BPW to bpwfuture@bpwusa.org. The Task Force appreciates all of the questions and comments they have received to date.

The Future of BPW/USA Taskforce members are Pat Taylor, TX, Chair; Pat Bell, TX; Mary Weeks, PA; Barbara L. Yong, IL; Cindy Young, AR; Barb Henton, MI, EC liaison; and Debbie Frett, staff Liaison.

Discrimination in the Workplace



If you think BPW's mission is not relevant - read on.

With unemployment rising and competition in the workplace increasing, it's tough to get a job -- or get ahead -- in today's market. More than one in four American adults -- 27 percent -- say they have encountered employment discrimination, according to a new survey by FindLaw.com (www.findlaw.com), the most popular legal information Web site. The most frequently cited forms of discrimination involved race, age and gender.

The survey asked 1,000 American adults if they believe they have ever experienced discrimination by an employer in job interviews, hiring, pay or promotions.

Among the survey's findings:

- 42% of African Americans have experienced racial discrimination in the workplace.
- One out of ten women (10%) claims they have experienced gender discrimination in the workplace.
- One out of seven people age 45 and older (15%) claim they have experienced age discrimination in the workplace.
- One out of eight people age 18 to 24 (13%) say they have also experienced age discrimination.
- While racial discrimination was highest in the South, age, gender and religious discrimination were most likely to occur in the Midwest.

Of those who said they have experienced discrimination in the workplace, the most commonly cited types of discrimination were:

- Race ----- 39%
- Age ----- 34%
- Gender ----- 30%
- Religion ----- 7%
- Sexual orientation -- 7%
- Other ----- 26%

According to FindLaw.com, anti-discrimination laws regulate all aspects of work including hiring, firing, promotions, job duties, wages, benefits and reviews. An employer's work policies must be applied to all employees in a nondiscriminatory manner.

"It is important to note that not all discrimination is prohibited by law," said Stephanie Rahlfs, an attorney and editor at FindLaw.com. "Only discrimination based upon a classification that is considered 'protected' -- race, color, religion, national origin, sex, age, disability, or union activity under the federal anti-discrimination laws -- is illegal. For example, paying an employee lower wages than other employees because of differing work duties, experience or even attitude is not discriminatory."

Rahlfs also noted that policies and actions that do not appear discriminatory on their face may nonetheless be prohibited under the law if those practices have the effect of discriminating against people in a protected class. For example, refusing to hire any applicant who has a child under the age of 5 is not discriminatory on its face, but may still be considered prohibited discrimination since that kind of policy would have the effect of discriminating against women.

FindLaw.com offers the following suggestions for those who believe they have been discriminated against in violation of the law.

- Bring your complaint directly to the attention of the employer and attempt to resolve the problem informally. The employer may not be aware that people within the organization are discriminating, or the employer may want to address your complaint and fix the problem.
- If you want to pursue a legal remedy, you should act relatively quickly. Anti-discrimination laws have strict time limits for making a claim. Federal laws require employees to file a complaint first with the EEOC before filing a lawsuit in court. In some circumstances, an employee is also required to file a complaint with the state agency charged with enforcing the state's anti-discrimination laws.
- Get expert advice. State antidiscrimination laws can vary widely. Web sites such as FindLaw.com offer online lawyer directories that can help you find an attorney in your area who is experienced in employment law.
- If you are fired or not hired for discriminatory reasons, you should look for another job. Do so even if it seems that you are entitled to the former job. If you do not actively seek other work, it appears as though you are not seriously interested in employment. This can weaken your claim and may limit any award of back pay.

The FindLaw survey was conducted using a demographically balanced telephone survey of 1,000 American adults and has a margin of error of plus-or-minus three percent.

Additional free information on employment and antidiscrimination laws can be found at FindLaw.com (www.findlaw.com). Full survey results are available upon request from FindLaw.com

Officer Reports



Diane Croney-Turner

BPW/KY President Elect

I pray everyone has a Merry Christmas and Happy New Year and are ready to get back in the swing of work and BPW in January.

I would first like to encourage all members to start working on your reports that will be due in April and May. It will be here before we realize. We as state officers would like to hear of the great works going on in your area with BPW, so toot your horns and submit your reports to the committee chairs and the club president's report to President Debrah Pierce.

Second, make plans to attend your regional meeting that will be coming up in March and April. We know you will be busy planning, but don't forget to send the Executive Committee your plans so we can attend the meeting also. As President Elect, I will bring information for all 2009-2010 club presidents and ask that you make plans to attend the regional meeting. A new manual will not be printed because we are trying to go green and keep the cost down. We will have a new CD with all updated information or if you prefer you may get information from the BPW/KY website (www.bpw-ky.org). Give us your feedback on this information.

Third, mark your calendars for State Conference, Friday, June 5, 2009 - Saturday, June 6, 2009 at the Crowne Plaza, Louisville, KY (the newly renovated Executive Inn West). On Saturday the Award Luncheon will be followed by the 2009-2010 leadership team installation and the leadership training will follow the installation. We are trying to cut cost for BPW/KY and for each BPW member who attends the conference. On Saturday, all members are asked to wear black and white for the installation. We are encouraging all 2009-2010 Local Presidents, Regional Officers, and BPW/KY Committee Chairs to be in attendance at the Awards Banquet, Installation and Leadership Training. We are adjusting so members will only have one night hotel cost and can be back home before dark on Saturday.

Fourth, positions are open on the 2009-2010 leadership team. If you are interested in serving on a committee or being a committee chair, contact me by e-mail at diane@pacs-ky.org. Make sure the subject line says BPW. The Volunteer Form is also included in this issue of the Cardinal and is on the BPW/KY website. We need you to be energized about BPW to continue our organization moving forward. We as women have not arrived yet. We have come a long way, but still have a long way to go.

Fifth, visit the BPW website for dates, club newsletters, Young Careerist information and local club model bylaws. Patti Fallin, Website Chair, has done a great job keeping the information up to date.

Sixth, at the Interim Board Meeting in November the body voted to support Sandra Anderson as Area Six Representative. If elected she will serve a three year term. Let's cheer Sandra on and when it is time to vote, cast your ballot for one of our own.

Finally, I would like to thank everyone for the support given to me in the past and look forward to working with each of you in the coming year. Smile!! It is all about BPW making a difference in so many lives. 

Karen Lamb

BPW/KY Treasurer

What a great crowd we had at Interim Board. I wish to thank Monica Conrad and the entire Glasgow club for the wonderful things they did to make the weekend an event to remember. The whole event went great and the socializing with women from all over the state were moments to cherish. To know that we can learn from others and work together toward a common goal is awesome.

Members please remember to get in those ads for the Cardinal. Get businesses in your community to advertise in the Cardinal to help you get your \$150. As of this writing, we have only raised \$475 of the \$3,900 that was budgeted.

At Interim Board, BPW/KY president Debrah Pierce challenged the members in attendance to help the future of BPW/USA by making a donation. The response was outstanding. We raised a total of \$1,000. This money was sent to national with a list of names of all that joined the challenge. Thanks for stepping up to the challenge. 



Suzanne Forshee

BPW/KY Recording Secretary

During this time of year we often stop to reflect on our blessings and the true reason for the Christmas Season. I'm thankful to have been born in a country where freedom is valued for all genders and races. I'm thankful that my children have the opportunity to live in such a country. I'm also thankful that as a citizen of this great nation, that I have the opportunity and privilege to have my voice heard regarding the choices which impact my life. I'm thankful for my family and the love that we share; I'm thankful for the wonderful friends that I'm made through my affiliation with BPW who are always there to share joyous times as well as sad times.

Wishing each of you a Merry Christmas and a Prosperous 2009! 🍷

Phyllis Hargrave

BPW/KY Executive Assistant

Serving BPW has always been rewarding to me. Many times when I have taken on another responsibility I have wondered why I didn't say no or if I could work the activity into my schedule. I suspect most of you often feel the same way.

Have you ever asked yourself why did I commit again? Surely there is someone else who could do this. Maybe. But what if you and I and others didn't volunteer?

I've come to the conclusion that I am involved because I believe in BPW. I like learning and meeting new people and making a difference in the lives of women. I know that as a group, whether at the Local, Regional, State or National level, we make a difference. We help make things BETTER in both big and small ways.

I was recently at a BPW meeting where we paired off and were told to have a very brief conversation about a problem we were having. My partner said she was now the breadwinner while her husband was staying at home and she was concerned about this working for them. We talked for a couple of minutes over some suggestions I offered and I promptly forgot the exercise. I saw her again a few days later where she said the suggestions were working wonderfully. It was just one of those things where you think later that maybe you've helped.

BPW made that happen. If I had missed that meeting, I would have missed meeting a new BPW sister.

Stay involved in BPW. Make a difference every time you have a chance. Your daughters and granddaughters will thank you! 🍷



From YOUR BPW/KY Executive Committee

(L. to R.) Janis Turner, Vice President; Diane Croney-Turner, President-Elect; Debrah Pierce, President; Karen Lamb, Treasurer; Phyllis Hargrave, Executive Assistant; Suzanne Forshee, Recording Secretary; and Bonny Manning, Parliamentarian (not pictured).

Committee Reports



BPW/KY FOUNDATION

Wanda Crowe Chair

On behalf of the BPW/KY Foundation Board of Trustees, we want to say 'thank you' to everyone involved with the BPW/KY Foundation Auction held at Interim Board. We raised \$2511.00! We also thank you for the opportunity to roll out our Promise Campaign. We want to thank everyone that helped, including the California Raisins!

LEGISLATION

Karen Galde and Sonja Olin, Co-Chairs

It is important to know our elected officials. Below is a list of Kentucky Senators and Representatives and the committees they serve on in Congress.

Senators:

Mitch McConnell

*Agriculture, Nutrition and Finance
Appropriations
Rules and Administration
Intelligence (ExOfficio)*

Jim Bunning

*Banking, Housing & Urban Affairs
Energy and Natural Resources
Finance
Budget*

House of Representatives:

1st District - Ed Whitfield

Energy and Commerce

2nd District - Ron Lewis (will be replaced by Brett Guthrie)

Ways and Means

3rd District - John Yarmuth

Education and Labor; Oversight and Government Reform

4th District - Geoff Davis

Armed Services; Financial Services

5th District - Harold Rogers

Appropriations

6th District - Ben Chandler

Appropriations; Science and Technology

NOMINATIONS - BPW NEEDS YOU!

Donna Seeberger, Chair

NOW is the time for YOU to think about stepping up to the plate to enhance the mission of BPW/KY. Our Mission is not complete; we still have work that needs to be done. Each one of us can help to make a difference in our great organization. Wouldn't you like to be a part of the LEADERSHIP TEAM? We all need to reflect on our involvement in BPW and think about how we could become more involved, so that each of us can make a difference in promoting BPW. What better way to do that than to accept a LEADERSHIP POSITION with BPW/KY.

Nominations are needed for the following LEADERSHIP POSITIONS:

- President Elect
- Vice President
- Treasurer
- Recording Secretary
- Nominations Chair

Submit nomination forms and supporting documents by the February 15, 2009 deadline to:

Donna Seeberger, BPW/KY Nominations Chair
340 Eagle Drive
Lawrenceburg, KY 40342

Happy Holidays everyone!

MEMBERSHIP

Sharon Taylor, Chair

Kentucky locals are working toward Growing BPW Membership. The following locals met the registration deadline and were recognized at Interim Board:

- Glasgow
- Franklin
- BPW/Hopkins County
- Hopkinsville
- Middlesboro
- Owensboro
- Shelbyville
- Somerset Community College Samothrace
- Woodford County



Your commitment to BPW will bring the desired results of increased membership, an increase in retention and reviving those locals that need that special Key. Our mission is to achieve equity in the workplace. Future generations of women need and deserve the many benefits of BPW. So, we use these six keys to reach that goal:

- Development
- Visibility
- Potential Member Recruiting
- New Members
- Current Members
- Lapsed Members

As of October 31st, 2008 our State membership total was 622. Our State Goal is 737 by April 30th, 2009. If each local retained its current members and gained 4 new members, our goal would be easily reached.

I **CHALLENGE** each Local to do this. Retain 100% of your current members (as of 5/31/08) and gain 4 new members. Locals reaching this goal will be recognized at State Convention

If you have any questions or concerns about your local and membership information please contact me at SharonLyrae@aol.com; (615)319-6531; 2403 Gold City Road; Franklin, KY 42134.

NURSING AND HEALTH ISSUES

Judith L. Vittitow, RN, BSN, MS, CRNI, Chair

We are in the midst of the holiday season and moving close to another year end. It is the time to remember the joys and sorrows of the past and wonder what the future holds. I hope you achieved some of your life's goals and have planned new ones for 2009, including doing something positive for yourself and your health.

Attendees at Interim Board received a brief synopsis of the heart disease health data from the Kentucky Women's Health Registry, which confirmed women's heart health in Kentucky is troubling. Both of our state universities recently received grants from the National Institutes for Health to study the relationship between diabetes and heart disease (U of L, \$11.6 million) and obesity and heart disease (UK, \$10.53 million). There appears to be a direct relationship between the three conditions. Obesity increases the risk for diabetes and heart disease and diabetics are more likely (eight times for women) to develop heart

disease. These are serious health concerns effecting all of us either directly (self, family and friends) or indirectly (rising health care costs).

Make a difference now by first reviewing your own lifestyle and second supporting others efforts by participating in the work of your local American Heart Association chapters. Get involved in the Healthy Heart movement. Thirdly, be an active participant in the research on women's health issues by completing the survey from the Kentucky Women's Health Registry (call 1-800-929-2320 or online at www.kywomensregistry.com). Thus far 5400 women have completed this survey (600 this year), and a goal of another 1900 by March, 2009.

I leave you with a reminder about our "FITNESS" plan of walking/riding/swimming/or comparable exercise for the 315 miles to St. Louis by July, 2009. Presently, I am at 121 miles and short of my halfway goal. I must work harder and I ask each of you to do the same.

Happy New Year!

For Your Information



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BPW/USA WEBSITE UPDATES

- Updated [BPW/USA-American Heart Association page](#)
- BPW/PAC [press release](#) on Barack Obama's election being a win for women and families.
- Check out the [Well-behaved women member marketing plan](#) and learn what you can do as an initiative coordinator in your local area. For more information, email youngwomenmisbehavin@bpwusa.org

BPW/KY WEBSITE ADDITIONS

- Added the new Model Local Bylaws
- Vote for BPW - a new webpage with all the links for information and ways to help with the Campaign for the Future of BPW
- Local Organization Newsletters - Check it out and if you don't see yours then you need to start sending them to Patti Fallin, Website Manager.
- Young Careerist Information and Forms - the latest and most up to date Biographical forms, speech topics and guides are now on the website. These are the forms and topics you will need for your Regional and State candidates.

NOTICE TO LOCAL ORGANIZATIONS - REQUEST FOR BIDS

Pursuant to BPW/KY Policies, Section II.B.5, bids for BPW/KY services are being accepted for:

- Liability insurance
- Audit and tax preparation
- Printing and mailing of *The Kentucky Cardinal*

Contact Diane Croney-Turner, President-Elect at diane@pacs-ky.org for bid specifications.

Please send any bids for above services by close of business May 1, 2009 to:

Diane Croney-Turner, President Elect
26 Harton Place
Hopkinsville, KY 42240
fax - 270-885-6078

All companies are eligible to send a bid for services.

BPW/KY congratulates

National Business Women's Week Award winners

Anthem Blue Cross Blue Shield and WellPoint

2008 BPW/KY Business Equity Winner
sponsored by BPW/River City, Inc.
and

Susan Roman

2008 BPW/KY Woman of Achievement
sponsored by Middlesboro BPW



L-R: President Debrah Pierce, Shantha Diaz, Anthem BCBS, Sandra Anderson, NBWW Chair (*Susan Roman was unavailable*)



Board Member Emeritus

Ledeane Hamilton

1969-70 BPW/KY President, Glasgow BPW

Pearl Greer Family

Four Generations of BPW

Pearl Greer

Davie Greer, Daughter-In-Law

Julie Edwards & Kathy Doty, Granddaughters

Courtney Benefield, Great-Granddaughter



L-R: Davie Greer, President Debrah Pierce, Kathy Doty and Courtney Benefield



And Thanks to Glasgow BPW

For hosting a successful 2008 Interim Board
of Directors Meeting





Alice Crabtree
Affordable Care Health Insurance, LLC



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BPW/HOPKINS COUNTY

By Teresea Hatler, President

In October, BPW/Hopkins County helped raise funds for the Kentucky Women's Cancer Screening Project. The funds will allow medically underserved women in Hopkins County to receive mammograms free or at a reduced cost through the Hopkins County Health Department. Twelve women will be eligible for these mammograms as a result of our efforts.

BPW/Hopkins County members Teresea Hatler, Wanda Crowe, Beth Moore, Sonia Sanders and Patti Fallin just returned from Interim Board. The programs were informative and the networking and food was the best. Thank you to all who worked to put the meeting together. It was great and everything was perfect!

Member Julie Franklin once again hosted our annual Christmas meeting. In addition to good fellowship and good food, we donated canned goods for our local area food bank. Times are hard so we plan to help.

We are all looking forward to the New Year and plan to make it the best BPW year yet! Our national organization is facing a crisis and needs funds to continue operations. I plan to ask our members to donate at our next meeting. I challenge you to do the same.

Merry Christmas and Happy New Year from your BPW/Hopkins County sisters!

OWENSBORO BPW

Sandy Dawdy, President

Owensboro BPW had an exciting quarter. Nancy Blackwell M. Ed. presented a program: "Who I Am Makes A Difference" and we're still trying to pay it forward. Ruth Connor, project director of "Mammograms for Life" delivered a breast cancer awareness program sponsored by Susan G. Komen for the Cure and Avon Foundation Breast Care Fund. It was extremely educating.

At our December meeting we will count our blessings and share one another's company. We'll also gather personal items to donate to women going through hard times.

Six of our members attended the Interim Board Meeting at Barren River State Park. What a group of wonderful women!! We were extremely proud that Daviess County Circuit Court Clerk and 2007 BPW/KY Woman of Achievement winner, Susan Tierney, delivered an outstanding keynote speech. Our NBWW winners were recognized - Old National Bank, Business Equity Award, Patti Acquisto, Woman of Achievement and Jeanne' Owers, Woman of the Year.

Two IDP Modules "Personal Branding" presented by Kellie Fehr and "D.I.S.C." presented by Laura Stallard were very interesting and should help all members.

We have fabulous leaders who have inspired us to make BPW stronger and better than it has ever been. Let's get going!!



HOPKINSVILLE BPW

By Karen Lamb, President-Elect

The Hopkinsville Club has again been very busy the past few weeks. National Business Women's Week was a great week for us. We had our awards luncheon to announce the following winners: Women of Achievement - Marby Schlegel; Business Equity - FP International; Women of the year - Gertrude Bullock and Karen Lamb. We would like to congratulate these winners for all of their hard work as well as the NBWW committee.

Six of our members were able to attend the Interim Board meeting at Barren River State Park in November. The IDP sessions were very enlightening and helpful in determining what type of personality each of us has.

In November our guest speaker, Kathy Rogers, spoke to us about women's health issues. December's meeting will be conducted by our social committee in honor of the Christmas season. We wish all of our BPW friends a wonderful Holiday season and a great 2009.

FRANKLIN BPW

By Sharon Taylor, President

Franklin BPW had a great NBWW. Activities began on Sunday morning with a prayer Breakfast. Melinda James was our inspirational speaker. Monday was our Awards Banquet and Young Careerist Competition. Local Winners were:



2008 NBWW Award Winners
Jessica, Lacsresia, Robin, Debbie, FBT Rep.

Debbie Johnson, Woman of the Year; Robin Hollingsworth, Woman of Achievement; and Franklin Bank and Trust Company, Business Equity Award. Jessica Bell was chosen as Franklin's 2008-09 Young Careerist. Our Non-

Traditional Scholarship was awarded to Lacsresia Tarrence. Tuesday, a Political Forum was held. A Lunch and Learn about Women's self defense was held on Wednesday and a lunch and learn about Heart Health and Breast Cancer Awareness was on Thursday. Friday, we ended our week with a Free Ladies Luncheon and Fashion Show.

The week was full and very successful. We have gained several new members from our community involvement and close sisterhood.

Franklin BPW was represented at the Interim Board meeting held at Barren River on November 21, 22.

Ending the 2008 year, Franklin will have a Christmas Party on the 15th. All the members enjoy playing dirty Santa, visiting with friends and getting to know new members.

Remember that well behaved women NEVER make history and in Franklin, We are NOT well behaved women!!!!!!



Alice Bailey, Sharon Taylor, Suzanne Forshee
Jerilyn Dawson also



GLASGOW BPW

By Monica Conrad, President

Glasgow BPW is busy preparing for "A Partnership for Women's Health". Together with TJ Samson Community Hospital, Glasgow BPW is hosting a benefit gala with all proceeds going to the development of the new TJ Samson Women's Health Center. Glasgow BPW has a long-standing tradition of promoting women's health initiatives in Glasgow/Barren County and throughout the state of Kentucky. Our partnership with TJ Samson Community Hospital began over fifty years ago. In joining with TJ Samson Community Hospital, our club has committed to helping women take action for their health and the health of their families. We have pledged to raise awareness of women's health issues among women and their health care providers on a local and regional level.

December will also find our club ringing the bell for the local Salvation Army. In January, we return to our regularly scheduled meeting. Marsha Newport and the public relations committee have organized a program to include Kim Page, President of the Green Market Coop. Green Market Coop has the vision to develop a community-owned, whole foods grocery store with a mission to provide products of the highest quality and best value with a focus on consumer education, product quality and member control.

PADUCAH BPW

By Audrey Lee, President

Paducah Chapter is looking forward to the Christmas holiday and will host its annual Christmas Party on December 9. Invitations have been sent to several women who have expressed an interest in joining the club. The club is looking forward to several new memberships created by recent program outreach.

As a Christmas gift this year, Paducah BPW is giving a \$500 donation to a local organization for its food pantry and to also assist with utilities for those in need at this time. This is a departure from the club's tradition of a Christmas basket and clothing and toys for children. The club has tried to be responsive to the women and children in need in our city. Several families have been in the news with no heat and the local pantries are showing bare shelves. The club continues to look for ways to advocate and support women and families.

PRINCETON BPW

By Susan Campbell

The Princeton Business and Professional Women's Club has been and continues to be very busy during the holidays. President Sharron Belcher, Southwest Regional PAC member Susan Campbell, Maggie Gammon and Barbara Deangelo attended the Interim Board meeting at Barren River Lake State Resort Park November 21-22. The meeting was very informative.

Successful fundraiser events have included the Tiny Miss and Master Pageant and Black Patch giveaway during the Street Fair on September 6. Planned for December 7 is the annual Home Tour with four homes belonging to Jared and Jennifer Nelson, David and Sara Choate, George and Denise Mitchell and BPW member Mrs. Margaret Osting.

During National Business and Professional Women's Week the group honored Women of the Day, Patti Blackburn, Laura Brandon, Kate Prince, Mary James and Dr. Jami Perry. Susan Campbell did a section for the local paper highlighting women in healthcare, which was well received. Virginia Oldham, Woman of the Year and Judge Edward H. Johnson, Boss of the Year were honored at the November 11th meeting.

WOODFORD COUNTY BPW

By Jessie Franklin, President

Woodford County BPW had a Rummage Sale on July 19, 2008 from 8:00am to 12 noon.

To kick-off National Business Women's Week, October 19-21, 2008, Betty Dozier hosted the Prayer Breakfast. On October 23, 2008, a reception honoring the Awardees was held at the Community Trust Bank. Lisa Owens was named as our Woman of the Year. Ouita Michael, of Holly Hills Inn, was recognized as our Woman of Achievement. The Business Equity Award was presented to Irish Acres & the Glitz Restaurant.

Guest speaker Monica Johnson from the Office of the Circuit Clerk spoke to us on Trust for Life Organ Donations and Grant Programs.

Woodford County BPW donates to the Backpack Project committee, which helps to provide school supplies for 300 plus students each year. We also donate books to the Literacy Council for disadvantaged children at Christmas.

Jessie Franklin, President and Betty Dozier, BPW/KY Foundation Board of Directors Vice President attended the 87th Interim Board of Directors Meeting at Barren River State Resort Park.

WEB SITES

BPW/USA

WWW.BPWUSA.ORG

BPW/KY

WWW.BPW-KY.ORG

Regional News

NORTHWEST REGION NEWS

Sandra Anderson, Director

Happy Holidays from the Northwest Region! This year has flown by and the Northwest Region locals have been busy. I was privileged to attend NBWW activities in all of the locals in our region. I attended Henderson's regular monthly meeting. Owensboro and Hopkins County each held an Awards Banquet, while Hopkinsville held an Awards Luncheon. Central City held an Awards ceremony at the local library and Kentucky Woman's Hall of Fame. We were also treated to a concert by a group of ladies that played the Dulcimer.

We are looking forward to an equally busy 2009. Some of the activities to be held in the coming months are: Young Careerist Speak-offs, Equal Pay Day Events, Membership Drives and many others.

Our Spring Region Meeting will be held on April 4th in Hopkinsville. During this meeting we will have an interesting speaker, hold a Young Careerist Speak-off, conduct region business and elect new Region Officers. In the past, I have traveled to all of the Region meetings and found it very beneficial. We would like to invite all of you to attend. It would give you an opportunity to meet other BPW women that may not make it to the state meetings.

Women have Strengths

- They bear hardships and they carry burdens, but they hold happiness, love and joy.
 - They smile when they want to scream.
 - They sing when they want to cry.
 - They cry when they are happy and laugh when they are nervous.
 - They fight for what they believe in.
 - They stand up to injustice.
 - They don't take 'no' for an answer when they believe there is a better solution.
 - They go without so their family can have.
 - They go to the doctor with a frightened friend.
 - They love unconditionally.
 - They cry when their children excel and cheer when their friends get awards.
 - They are happy when they hear about a birth or a wedding.
 - Their hearts break when a friend dies.
 - They grieve at the loss of a family member, yet they are strong when they think there is no strength left.
 - They know that a hug and a kiss can heal a broken heart.
 - Women come in all shapes, sizes and colors.
 - They'll drive, fly, walk, run or e-mail you to show how much they care about you.
 - The heart of a woman is what makes the world keep turning.
 - They bring joy, hope and love.
 - They have compassion and ideals.
 - They give moral support to their family and friends.
 - Women have vital things to say and everything to give.
- HOWEVER, IF THERE IS ONE TINY FLAW IN WOMEN, IT IS THAT THEY FORGET THEIR WORTH.**
- Please...don't ever forget yours.

TAYLOR COUNTY BANK

CONGRATULATES

RENAY ENGLAND

CAMPBELLSVILLE BPW PRESIDENT

AND

CHERYL WILLIAMS

NATIONAL BUSINESS WOMEN'S WEEK RECIPIENT

OF THE

2008 RITA GOLDSTEIN AWARD

FOR DEDICATION AND SUPPORT TO THE COMMUNITY.



BPW LEADERS NEEDED!

Any member interested in serving on
Diane Croney-Turner's
2009-2010 BPW/KY Leadership Team
should contact her at diane@pacs-ky.org.
The Volunteer form and brief synopsis of
committee responsibilities can be found on
pages 14 and 15.





VOLUNTEER FORM 2009-2010

Below is a brief description of the duties associated with the committees that comprise the BPW/KY Leadership Team. Please complete the form provided and indicate your areas of interest.

STANDING COMMITTEES

Bylaws: Review and approve amendments to local organization bylaws; review the amendments bylaws approved at the annual state convention and national conference to determine if any mandatory changes to the local organization bylaws are required; prepare and/or present any proposed state bylaws amendments to the state convention body; inform local organizations of any and all required changes to local bylaws.

Finance: Develop and monitor the annual budget for BPW/KY.

BPW/USA Foundation: Serves as a link between the state organization and the BPW/USA Foundation; promotes member support/contributions for Foundation programs; educates the members about the Foundation and its important role in achieving BPW's purpose.

Individual Development Program: Assist locals in developing and coordinating an Individual Development program and/or competition focusing on increasing women's communication and leadership skills.

Issues Management: Educate and inform local organizations about the BPW/USA and/or BPW/KY issues; Organize program(s) or project(s) around those issues.

Legislation: Understand and educate members about BPW's state and national legislative platforms; identify and inform locals of pending and prospective state and national legislation of particular interest to women and how it relates to our legislative platform and public policy issues. Educate and involve members in the legislative process'

Membership: Responsible for membership retention and recruitment; develop a membership campaign for membership recruitment and retention. This position is as much as you can make it!

Public Relations: Communicate our message and activities to the public by interacting with the media and other organizations and by funneling information and local organization news to media outlets.

Young Careerist: Coordinate and promote the Young Careerist Program on the state level; assist in developing YC programs on local and regional levels; assist state young careerist in preparing for BPW/USA program at National Conference.

SPECIAL COMMITTEES, TASK FORCES & APPOINTMENTS

BPW/KY Political Action Committee (PAC): Promote contributions and participation in the BPW/KY PAC. BPW/KY PAC is a bi-partisan and non-profit entity that endorses candidates for state constitutional and state legislative offices.

Choices – Self Awareness and Personal Planning for Teens: Assists locals in developing and coordinating a Choices program for young women in their communities.

Database Manager: Update and maintain BPW/KY membership database; Create monthly membership report; Generate mailing list for *Kentucky Cardinal*; Generate mailing labels, membership reports, etc. as requested by locals and state leadership.

Expansion Task Force: Expand and revitalize the number of local organizations in Kentucky; assist struggling locals with revitalization strategies upon request.

BPW/KY Foundation Board: Willing to serve on the Board of Trustees for a three year term.

Interim Board Contact: Coordinate and plan all activities surrounding Interim Board of Directors meeting.

Internal Auditor: Provides the independent check of the financial records of the state organization

Kentucky Cardinal Editor: Prepare, with input from BPW/KY President, all issues of the Kentucky Cardinal for publication.

Kentucky Cardinal Advertising Editor: Coordinate advertising sales for Kentucky Cardinal; Urge locals to solicit for advertising and/or obtain advertising contacts; Follow up on all contacts.

Legal Advisor: Advise president and Board of Directors on any necessary legal matters.

Mentoring: Develop and establish a program to provide the opportunity to connect women as both mentors and protégés to share career knowledge and professional experience(s).

National Business Women's Week Chair: Organize nominations from local organizations for Woman of Achievement candidates and Business Equity Award candidates for presentation at Interim Board meeting; obtain judges to make selection for state winner.

Nursing & Health Issues Chair: Act as a central collection point for contributions from local organizations to appropriate charities; Investigate the possibilities of some type of nursing scholarship being given in the name of BPW/KY.

State Convention Contact: Coordinate and plan all activities surrounding the BPW/KY State Conference.

Webmaster: Maintain website for BPW/KY information, activities and other uses as defined by the Executive Committee.

Return this form to Diane Croney-Turner, 26 Harton Place, Hopkinsville, KY 42240 or fax 270-885-6078. If you have any questions, please contact Diane at diane@pacs-ky.org; (w) 270-886-6341; or (c) 270-881-0265.

Thank you in advance for volunteering your time and talents!!!

Name _____

Address _____

Phone(s) _____

E-Mail _____

Areas of Interest (check as many as you wish)

- | | | | |
|---|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Finance | <input type="checkbox"/> BPW/USA Foundation | <input type="checkbox"/> Issues Management |
| <input type="checkbox"/> Legislation | <input type="checkbox"/> Membership | <input type="checkbox"/> Public Relations | <input type="checkbox"/> Young Careerist |
| <input type="checkbox"/> BPW/KY PAC | <input type="checkbox"/> Choices | <input type="checkbox"/> Database Manager | <input type="checkbox"/> Expansion Task Force |
| <input type="checkbox"/> BPW/KY Foundation | <input type="checkbox"/> Individual Development | <input type="checkbox"/> Interim Board Contact | <input type="checkbox"/> Internal Auditor |
| <input type="checkbox"/> KY Cardinal Editor | <input type="checkbox"/> KY Cardinal Advertising Editor | <input type="checkbox"/> Legal Advisor | |
| <input type="checkbox"/> Mentoring | <input type="checkbox"/> National Business Women's Week | <input type="checkbox"/> Nursing & Health Issues | |
| <input type="checkbox"/> State Convention Contact | <input type="checkbox"/> Webmaster | | |

Other areas of interest _____

Our customers are some of the most diverse in the world. Our employees, too.

We've been recognized by *DiversityInc*, *HISPANIC Magazine* and *ESSENCE*. And we've been ranked among the Top Companies for Minorities by The Diversity Network and *FORTUNE Magazine*. But a commitment to workforce diversity is nothing new here. It's part of our culture. And, considering the diversity of our customers, a big reason for our success.

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The new  **at&t**
Your world. Delivered.

ICE - IN CASE OF EMERGENCY

ICE - In Case of Emergency

At a recent training session for EMTs, the Chief of the St. Matthews VFD gave a presentation on ICE - In Case of Emergency

He explained that EMS and Fire & Rescue Services are using a procedure for obtaining information on victims of accidents and illnesses, particularly if the victim is alone, such as in a single vehicle accident or sudden collapse, and there are no family members or bystanders present that can provide information on the victim's ID or personal information.

Rather than searching a wallet or purse for an ID and any medical information, they first check for a cell phone, and in the contacts list look for the word ICE (In Case of Emergency) and call the number listed to obtain victim information such as name, age, previous medical conditions, current medications, etc. that may prove invaluable in providing life-saving measures to the victim, and can provide the contact with information on the nature of the accident or illness and where the victim is being transported.

Multiple names and phone numbers can be added to a cell phone's contact list, such as:

ICE Husband

ICE Wife

ICE Doctor

For children and minors:

ICE Dad

ICE Mom

For the elderly:

ICE Son

ICE Daughter

Please consider adding one or two of these listings to your cell phone contact list, and encourage others to do so also.

Calendar of Events

January

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

February

- 10 BPW/KY Lobby Day - State Capital, Frankfort
- 11-14 BPW/USA Policy & Action Conference and Board of Directors Meeting, Washington, D.C.
- 15 **Deadline** for state office nominations

March

- All Month Women's History Month
- 13 BPW/KY Executive Committee meeting
- 14 North Region Meeting - Louisville
- 15 **Deadline - Kentucky Cardinal**
- 21 Southwest Region Meeting
- 28 Central Region Meeting

April

- 1 **Deadline** for awards submissions
- 4 Northwest Region Meeting - Hopkinsville
- 18 South/Southeast Region Meeting
- 28 Equal Pay Day
- 30 **Deadline** - BPW/KY Foundation Scholarship Applications

May

- All Month Military Appreciation Month
- 1 **Deadline** for Membership and Regional Award Submissions
- 1 Submit Regional ID/YC information to State ID and YC Chairs

June

- 4 BPW/KY Executive Committee dinner, Louisville, KY
- 5-7 BPW/KY Annual Conference, Crowne Plaza, Louisville, KY



Business and
Professional
Women/KY