



The Minnesota *Business Woman*

The Official Publication of Minnesota Business Women

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The 2014-15 Board of Directors is on the move!

The newly created board of directors met on June 14th at McQuoid's Event Center in Isle, MN. The first action was electing the president for MBW by paper ballot. Your winner and new president is Joni Fauchald from Grand Rapids. Linda Laitala [past co-president 2013-14 and past president 1991-92] is seen below pinning the state president's pin on our newest president.

The board of directors, with Joni presiding, then moved into fast forward and finished the election and appointments for the 2014-15 year. [See pages 5-10 for full list and bios.] The updated Model Club Bylaws were then approved, after which the finances were discussed with changes made to dedicated funds & surplus funds, and the proposed budget for 2014-15 was approved.

Donna Brau, director from Willmar, and also our new website manager, gave us a demo of her work web site, and various others created by the same company, and her plans for quickly bringing our web presence up to speed in the electronic world.



Discussion followed on updating the handbook of policies and procedures, magazine deadlines, ideas for the annual event and scheduling the board of directors' next meeting. We will keep you posted on all the changes to the newly re-invented Minnesota Business Women!



Our Legacy:

Preserving...Living...Sharing



Minnesota Business Women
– Working Women Working Together

"Every woman" needs MBW!

First and foremost a big thanks for putting your confidence in me to be your state president for the next year! It really hasn't sunk in yet. I'm feeling a bit of intimidation, some self-doubt but really excited all at the same time. I know I have lots of support out there and I won't be afraid to ask for help. I'll try not to ramble on too much, but excitement sometimes brings that.

When we believe in something that has made a difference in our lives and countless others, we don't want it to end. That was the consensus on June 14th, when the NEW Board of Directors met for the first time. I know that our BOD is really excited too; we had open and positive dialog. We know we love the cohesiveness, the personal and professional growth this organization gives us. We believe in BPW/MBW and our locals. This group of women represents every club and has some great ideas, as well as ideas their local members are sharing with them. Sharing and communicating is essential and all of us are listening. Your BOD will take these ideas, formulate plans and doable goals. Heck, we're already on our way to achieving some of those goals! I have to say, the Chair positions that were filled (with enthusiasm) really play well to that woman's strengths. Great things happen with enthusiasm and commitment!

Children are fascinating and surprising, and at their best, heavenly sprites, but before you go in too deeply for the idea that the world would be a better place if we were all more childlike, try sticking three kids in one room with two toys. You'll witness conflict resolution techniques synthesizing the very worst of the Marquis de Sade and the World Wrestling Federation. The world is like it is because, on the whole, we tend to act like children.



Joni Fauchald
President

As we begin this new chapter in BPW/MBW, we have some questions to ask ourselves: How do we share this great organization? Every woman out there should need MBW! How can we create that need? What steps do we take? Yes, it will take time, baby steps, some tripping and stumbling, but let us move forward changing attitudes with pure confidence! Are you with me? We have such a legacy that we should want to continue. Talk to a PSP and hear their stories and what has been accomplished for you, me and all the women of the future. We just can't give up! We're not going to recreate the wheel here, but we have a solid foundation to start from. We need an update or a 'new do' to be relevant for younger members. That will start with a brand spanking new website; we are so excited that Donna Brau has taken the bull by the horns to accomplish this.

Our first conference call is on July 9, (second Wednesday of the month) and we will report back to the local clubs with the progress being made. Our next face to face meeting will be September 27, location to be determined.

Always,
Joni Fauchald

— from *Population: 485* by Michael Perry

What are bylaws and why do we need them?

Jane Geisinger, Bylaws

Before I delve into the purpose of Bylaws, I'd like to start with a little history.

The National Federation of Business and Professional Women's Clubs, Inc. (BPWusa) was founded on July 15, 1919. The Minnesota Federation of Business and Women's Clubs, Inc. was founded July 26, 1920, under the umbrella of BPWusa. Basically, that means the state organization had to follow the rules of the national organization.

Our state organization, BPW/MN, is a corporation or - organized for the purpose of promoting and elevating the status of women in business and professions under Section 501(c)(6) of the Internal Revenue Code. As such, there are strict rules about how the organization can be organized and operated.

That's where the bylaws come in. Our bylaws explain in detail how we do business. It defines (among other things) our mission, our officers and their duties, how and when meetings are held, what membership is, and how we spend our money. (That last one – spending money – is also defined by the IRS.)

Effective July 1, 2009, BPWusa merged with the BPW Foundation. Truthfully, that merger was extremely unsettling for the state organizations, including Minnesota. It was really not clear how the merger was going to affect state and local clubs. I would estimate that more than half of the state's local clubs and members separated from the state at that time and formed their own community groups.

The state organization has, in many ways, tried to continue with "business as usual," but more and more clubs wondered what the state was actually doing for them and began to think the state's portion of each member's dues would be better spent in their own communities.

It was proposed at the state convention in April of this year that the Minnesota Federation of Business and Women's Clubs, Inc. be dissolved. As an alternative to letting the state organization "go away," there was a proposal to change the bylaws so that the state business would be run by a board of directors made up of delegates from each club, with the number of delegates

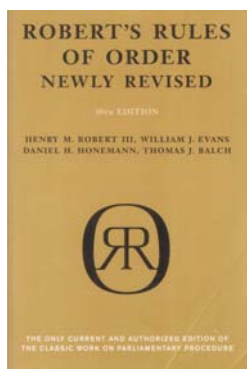
based on how many members each club had. The dissolution failed and the substitute bylaws passed.

Now we need to look closely at our new bylaws and see if they actually reflect how the members want the state organization to be run, and if not, propose changes. As the state bylaws appointee, it is my duty to thoroughly look over the bylaws and, with input from each club, suggest any changes that we as a membership feel should be done so that our state organization is operated in a way that is both beneficial to its members, and legal under the requirements of our IRS 501(c)(6) designation.

I love working on bylaws. I find it interesting how organizations and systems work. I was also on the state bylaws committee in 2009 when the national organization merged into the national foundation, so I have experience with bylaws and what they are and why they exist.

Over the summer, I will spend my free time perusing the new bylaws. In the fall I will begin contacting the clubs for their input into any changes that might be needed.

I'll continue my journey into our bylaws in the next issue of *The Minnesota Business Woman*. In the meantime, anyone who has questions or comments about our newly approved bylaws, please feel free to contact me at 218-205-1151 (cell). Until I get my home e-mail working again, I can also be contacted via my work e-mail at jane.geisinger@fergusarts.org, but I ask that those e-mails be brief.



MINNESOTA BUSINESS WOMAN

- **ADVERTISING:** *Minnesota Business Woman*, the official publication of Minnesota Business Women is published four times each year (July, October, January, and April). Ads are welcome, but *Minnesota Business Woman* reserves the right to refuse advertising that does not meet the standards of the organization and this magazine. For ad rates, contact the editor.
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- Contact: Faye Crane, editor
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PONDERING

Donna Brau, Director & Web site Manager

This message is a “pondering” because, though I have piles of work to accomplish on my desk, I find my mind wandering from topic to topic, from worry to worry, from discovery to discovery, and that is exactly how I have come to the topic at hand. I’ve been thinking...about lots of things...summer vacations, the gardening I have yet to tackle, my recent 40th Class Reunion, the lovely young lady my son is dating, the impending arrival at work of the Licensor from the Department of Human Services, the successes and challenges of the first two years in my position as the Director of Loving Arms Childcare, and about where I’ve been and where I’m going...those things and more... and so here is the pondering that draws me in:

Thirty plus years ago, this was the spring of my freshman year of college – almost exactly the time I lost my father to a seven-year battle with cancer. It was one of the most difficult times of my life and a chapter that shaped my early school years, my college years, and truly, my life.

My father was the embodiment of a perfect balance of kindness and resolve. He was always there for me and then he was ALWAYS THERE for me. He supported me when I needed his help, he offered options and discussed the possible outcomes and consequences, and he was there when I succeeded. He was there to support and celebrate. He was there when I needed to be “redirected” and he could be one of the toughest people. Without ever being cruel, he set out an achievable standard that both my brother and I honestly strove to meet and when we “screwed up”, we abided by the inevitable, though clearly fair and just, consequences.

What I didn’t know then, what I know now only in retrospect, is that my father was my first model of quality leadership. His sense of fairness and kindness wrapped around a clear set of expectations and I know the consequences came with the intention of helping me mature with values, morals, faith and a strong work ethic. A perfect example of that was the first time I was pulled over by the local police. I was driving in a “less than safe” manner and to top it off, I didn’t have my driver’s license with me. I was escorted home, issued a ticket, and told that I would receive a letter with my court date! I was totally freaked out – this was way out of my typical norm. A few weeks later, my dad went with me to the courtroom and listened while I answered the Judge’s questions, and when the Judge decided to revoke my license for 30 days, my father asked to address the court. He stood, and in his gentle way explained to the Judge all the good things I was and had done. He talked about my good grades, my involvement in activities at school and how this lapse in judgment was so rare. He asked the Judge to allow me to keep my license, but also suggested that if I ever showed up in court again that the

penalty be doubled! Yikes! Now there’s motivation! The Judge agreed and I thought I’d come through this crisis fairly unscathed. As we walked to the car, my father extended his hand to me... and revoked my license... I walked or rode my bike for the next 60 days...and I’ve never been in the courtroom again.

On my toughest days, I often think of him and find him to still be my inspiration, even after all these years. In fact, one of his statements still guides me. The day I left to drive myself to my first day of college, my father was very ill, bedridden. After loading my car, I realized that I had no idea how to get to the school. I had no idea how to generally get from my home town of Redwood Falls to the twin cities. So, I went back inside to ask my father for directions (no GPS then). He opened his eyes when I entered the room and I asked him how to get to Minneapolis and the University of Minnesota. He took a deep breath and quietly replied, “Go east, but not too far east, and then go north, but not too far north.” He then gently smiled, closed his eyes, and fell back asleep.

What? That’s it? Are you kidding me? That was it, and despite my misgivings, I drove from Redwood Falls to the University of Minnesota campus without a map and without incident. I made it, I found the school and the truth of the matter is that over the years, his simple advice has served me well over and over and in a variety of situations. Sometimes we only need to know in what direction we are headed and have the sense and faith that we will get where we need to go. We need to trust in those we love. We need to be brave enough to

ask questions. And we need to exercise deep self-confidence in our ability to succeed.

This would be advice that applies to our journey redesigning our state leadership and organization. We need to travel. We need to reinvent what we do and how we do it, but there’s no road map. There’s no one to tell us exactly what needs to be done or how exactly to get there. We must bravely set out to accomplish our goals with only minimal directions, and it won’t always be easy. (“Right does not equal easy.”) But I think we all know that this is a journey worth taking, a benefit-filled adventure. This is important work we do, and despite the lack of a ‘road map’, it is valuable. We aren’t far enough down the road to see the outcome, but I believe we are definitely headed in the right direction.

To all of you as you travel, whether it’s a wonderful summer trip, our journey through organizational change, or into and through your careers and your lives, I humbly and gratefully echo my father’s advice, “Go east, but not too far east, and Go north, but not too far north.” (Oh and don’t forget your Driver’s License.)

*We must bravely set out
to accomplish our goals
with only minimal directions,
and it won't always be easy.*

MBW 2014-15 Leadership Directory

STATE OFFICERS, BOARD OF DIRECTORS & COMMITTEE CHAIRS

PRESIDENT**DIRECTOR from Grand Rapids**

Joni Fauchald fauchald01@msn.com

SECRETARY**DIRECTOR from St. Paul****DATABASE MANAGER**

Kathy Bierman k.bierman@comcast.net

TREASURER**DIRECTOR from Grand Rapids****EDITOR Minnesota Business Woman**

Faye Crane faye@prestoprintofgrmn.com

DIRECTOR from Dala of Mora

Sharon Kieliszewski Prahl sprahl@northlc.com

DIRECTOR from Fergus Falls**BYLAWS**

Jane Geisinger jane.geisinger@fergusarts.org

DIRECTOR from Fergus Falls

Amber Krafnick akrafnick3@gmail.com

DIRECTOR from Fergus Falls

Michelle Vogl michelle.a.vogl@wellsfargo.com

DIRECTOR from Grand Rapids**LEGISLATION**

Susan Jordahl-Bubacz susieq80@outlook.com

DIRECTOR from Mankato

Kelly Hulke kelly@homemagonline.com

DIRECTOR from Willmar**MEMBERSHIP**

Julie Asmus julieasmus2@gmail.com

DIRECTOR from Willmar**WEBSITE MANAGER**

Donna Brau dbrau@charter.net

AUDIT

Arlene Roehl arcompliance@bigplanet.com

FINANCE

Paula Hritz-Nobs paula@prestoprintofgrmn.com

HISTORIAN

MaryJo Igelstad migelstad@fergusfalls.lib.mn.us

Please send all address, phone and email changes to the **EDITOR** and the **DATABASE MANAGER** as soon as possible for state records to be updated.

CLUB PRESIDENTS**Dala of Mora BW**

Leona Dressel [secretary] leona.dressel@lakesandpines.org

Fergus Falls BPW [co-presidents]Annabelle Lee ale1@amfam.com
Kelli Weinandt kelliweinandt@hotmail.com**BW of Greater Grand Rapids**

Susan Jordahl-Bubacz susieq80@outlook.com

Mankato BPW

Kelly Hulke kelly@homemagonline.com

St. Paul BPW

Joy Bannister joybannister@gmail.com

Willmar BW

Donna Brau dbrau@charter.net

Club meetings are held on the days below.

If you're in the neighborhood and want to attend another club's meeting, call or email the club contact [see list to the left] for verification of date, time and location. Visitors are always welcome at club meetings.

Dala of Mora
4th MondayFergus Falls
1st TuesdayGrand Rapids
4th ThursdayMankato
3rd WednesdaySt. Paul
1st WednesdayWillmar
3rd Tuesday**PAST STATE PRESIDENTS****2013-2014** [see 1988-89 & 1991-92]**2011-2012 & 2012-2013**

Susan Jordahl-Bubacz susieq80@outlook.com

2006-2007 Linda Hauge

lhaugebpw@hotmail.com

2005-2006 Connie Hill

chill005@gmail.com

2003-2004 Barb Leining

bmleinin@centurylink.net

2002-2003 Beth Gibson Lilja

bethlilja@hotmail.com

1998-1999 Deb Oscarson

oscarson.deborah@mayo.edu

1997-1998 Paula Hritz-Nobs

paula@prestoprintofgrmn.com

1996-1997 Karen Howell

bpwkhowell@lycos.com

1995-1996 Arlene Roehl

arcompliance@bigplanet.com

1994-1995 Faye Crane

faye@prestoprintofgrmn.com

1993-1994 Pamela DeMarce

pam@wowzonefec.com

1992-1993 E Irene Theis

evairene19@gmail.com

1991-1992 & 2013-2014 (Co-P)

Linda Laitala linda@ravenperformancegroup.com

1990-1991 Joyce Humphreys

joyjac@tds.net

1988-1989 & 2013-2014 (Co-P)

June Johnson jjj2@q.com

1986-1987 Judy Berry

jmberry2801@comcast.net

1983-1984 Gladys Morton

gladysmort@aol.com

1972-1973 Margaret Berg

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Meet your state officers, board of directors & committee chairs



Joni Fauchald
PRESIDENT
DIRECTOR [Grand Rapids]

I grew up in Longville, Minnesota. I've been married to Jeff for 26 years. We have three boys, Jake 24, Luke 22, and Nick 20.

My professional life has been in sales, marketing and management, both retail and food service. I'm currently a Retail Merchandiser for Hallmark. I love to cook, fish, shop and walk.

A member of the Grand Rapids club since 2000. I was club president from 2003 – 2008 and state chair in 2005 for National Business Women's Week. BPW/MBW goes way back for me. I was four when my mom,

PSP Joyce Humphreys, became a charter member of the Leech Lake/Walker BPW in 1962. So really I'm a BPW daughter. I've seen first hand how this organization can strengthen a woman's CORE, *confidence, *optimism, *resourcefulness, *endurance. The legacy and history of this organization is important to me and many of you; let us continue this in honor of women who have made a difference, ones that continue to make great strides, and to the future of women.

I look forward to serving on the Board of Directors and serving as your state president.

A member of the Grand Rapids club since January 1, 1981, Faye has served on many committees, as secretary, vice president, president-elect, president in 1985-86 and has been club treasurer since 2001.

On the state level she served as emblem chair, foundation chair, executive director task force chair, editor *Minnesota Business Woman* 1987-90, and co-editor 2010-14 and was a member of the promotion committee 1982-92 & 1999-2000. She then served as vice president, president-elect and president 1994-95. Since that time she served as admin. assistant and meetings planner in 1997-98, parliamentarian 7 times, finance chair, historian and audit chair. On the national level, she served on the foundation committee in 1998-99, attended many board of directors meetings in DC and 22 national conventions...1981-2001 & 2005.

Faye served 8 years on the Grand Rapids Planning Commission and 11 years on the Grand Rapids Economic Development Authority. She is a life member of the Itasca County Historical Society.

Faye has been co-owner/operator of a print shop in Grand Rapids for the last 30 years. Her hobbies are woodworking, playing cards and reading. She has one daughter, Camille, and two grandchildren, Arthur (22) and Maia (17).



Faye Crane
TREASURER
DIRECTOR [Grand Rapids]
EDITOR

Kathy Bierman, is an executive assistant/project coordinator in the metro area. In 1981 she was a secretary in the sales support department for a calendar manufacturer. At the age of 26, she began her college education while working full time and raising a family. Kathy completed her BA in Communications and has continued her education in the areas of technology and project management. Over the past 9 years she has provided executive support for a CEO in manufacturing, CIO in health care and VP in healthcare.

Community involvement is important to Kathy. Most recently she's been active in Minnesota Women in Marketing and Communications, Neighbors, Inc. and St. Paul BPW, having served previously as secretary and currently vice president/secretary.

Kathy and husband Tim grew up and make their home in Inver Grove Heights. Their two grown sons, Mark and John, both live nearby. She enjoys reading mysteries, spending time at the lake home, quilting and spoiling Barney, her son's Shih Tzu.

I have worked with a number of non-profits writing and implementing programs for low-income women in the five county area.

I was an Apprenticeship Program Coordinator for the Cambridge/Isanti School District, Workforce Partnership and currently involved in community and faith based organizations.

Past President Dala Business Women. Background in Manufacturing/Machining/Safety Engineer/Internal ISO Auditor/Job Coach/Employment & Training/Social Services and Independent Consultant. Promoting education and employment skills for low-income women is my priority and passion.

I read a lot and my favorite "summer thing" is mowing the lawn! Married, two daughters, an RN and a teacher. I am semi-retired.



Kathy Bierman
SECRETARY
DIRECTOR [St. Paul]
DATABASE MANAGER



Sharon Kieliszewski Prah
DIRECTOR [Dala of Mora]



Jane Geisinger
DIRECTOR [Fergus Falls]
BYLAWS

Jane joined BPW November 19, 1997, and has been very involved in the past serving in just about every capacity in her club, including president twice, and rarely missed a meeting. Only six months after joining BPW, she was asked to be state treasurer and accepted the position – because “I always jump into everything head first without looking.” Over the years, she has served in every capacity on the state executive committee (some twice) except president. (She had to resign the year she was president-elect because of family medical issues.)

Jane also served as magazine editor for several years, was legislative chair a twice and served on the bylaws committee.

She attended two national conventions (one in St. Paul, and one in Dallas TX), and a few national legislative conferences in Washington DC. “BPW has taught me so much valuable information that I couldn’t even begin to list all I’ve learned. The best of what I’ve received from BPW is the opportunity to be and become friends with so many wonderful, supportive women and men all across the state.”

Other interests include art (hence her job at a non-profit performing arts organization). She’s been involved with community theater and also paints. She loves to travel, especially to see zoos and aquariums and also likes science, particularly astrophysics and astronomy.

“I was married to a wonderful man for 30 years and widowed just last summer. We have two children, daughter Jess (29) works in finance, lives in Boston and is wonderful, son Mikey (23) is highly intelligent with no common sense or fear and has always been our challenging child. I love animals and have three dogs, a cat, and a 14 year-old iguana named Randi.”

I am a fairly new, but very excited member of the Fergus Falls BPW organization.

I am a work at home mom of three amazing children, Jeff, John and Alexis and wife to a wonderful man named Jeremy.

I enjoy BPW and MBW as it gives me the chance to celebrate and work with other women and moms in a more professional and less "crayons and cheerios" environment! In my "spare" time I am a Marketing Distributor with Send Out Cards, an online company that sends out gifts and cards. Our motto is *"Changing lives one card at a time!"*

I enjoy reading mysteries and assembling puzzles. I am the Sunday School and VBS Coordinator for my church, as well as a member of AOK, our local Autism Support Group. I have served as Chair for Relay For Life as well as Head Start and look forward to serving as a helpful member of BPW and MBW.



Amber Krafnick
DIRECTOR [Fergus Falls]

Michelle has been a member of Fergus Falls BPW since moving to Fergus Falls in 2011 with her husband and four children.

She is a mortgage consultant for Wells Fargo Home Mortgage (since 2011) and a Team Manager for Tastefully Simple (since 2007). Michelle grew up in Detroit Lakes and went to college in Marshall, Minnesota. She got her BS degree in Hotel Restaurant Administration and her MBA in Business Administration. In addition to BPW, she is also a Chamber Ambassador for the Fergus Falls Chamber of Commerce.

In her spare time Michelle enjoys spending time with family and taking in the wide variety of activities of her kids, who are 19, 16, 15 and 11.

Prior to moving to Fergus Falls she worked for The Schwan Food Company and US Bank in Marshall, MN.



Michelle Vogl
DIRECTOR [Fergus Falls]

Julie Asmus has been a member of the Willmar club for 23 years, held every office in the club and has served as President twice.

Julie was employed at the Willmar Police Department for over 32 years and just retired at the end of May.

After being very involved in the community serving on the board of directors of the United Way, YMCA, SW MN Peacepipe Girl Scout Council, Minnesota DARE Officers Association and several other committees and task forces, she felt it was time to dedicate some of her time to the state MBW organization.

In retirement Julie plans on training DARE officers all over the U.S. and possibly the world. She is also an adjunct Law Enforcement instructor at Ridgewater College in Willmar.

Julie is married and has two children who both live in Willmar. Tim (26), was married in 2012 and has a 6 month old baby boy named Gavin. Stephanie (28), was married this past January and just recently moved back to Willmar from St. Cloud and bought a house. Sunday night suppers are a new tradition for the Asmus family to get together at least once a week.



Julie Asmus
DIRECTOR [Willmar]
MEMBERSHIP



Susan Jordahl-Bubacz
DIRECTOR [Grand Rapids]
LEGISLATION

Susan Jordahl-Bubacz was born in Duluth, MN, and grew up the eldest of three children on a farm (and forest) just north of Duluth.

Susan is the executive director of the BCYC, Inc., a non-profit providing after school enrichment, mentoring and leadership opportunities to youth ages 10-18 in the greater Grand Rapids area, including several small Iron Range towns and townships. Susan is also a graphic artist, seasoned grant writer and cooking columnist of 30+ years. Susan teaches leadership programming for teens. Susan has served as chair/president for many community and civic organizations including, two terms as the State President of the Minnesota Business Women, Community Service Council (40 educational partners), Community Education BOD for 5 school districts, Boy Scouts of America, Sons of Norway, Kootasca (Koochiching and Itasca Counties) HIAC - Housing Issues Advisory Board, AGES, Children First, Kiwanis and MBW State Legislative Chair.

Education: University of MN - Business/Marketing & Management, minor in journalism, art and Native American. Susan also has a special certificate degree from the Art Institute. Her hobbies include: writing, cooking, gardening, art, sustainability, anything outdoors, advocacy, design, entertaining, decorating, wine making, phenology, limnology, volunteering and believing strongly in community stewardship.

Kelly Hulke, is the general manager/publisher of the *Home Magazine* in Mankato. She began as a sales representative in 1985 for a radio station in Fairmont. At the age of 25, she moved from radio into print and became the general manager/publisher for the Faribault County Register/Town Crier Shopper in Blue Earth for 15 years.

She is starting her 9th year of managing the *Home Magazine*, which is the largest free publication shopper in southern Minnesota. They also produce two magazines, the monthly *Real Estate Guide* and *Mature Lifestyle*. All publications have received awards for excellence. Kelly is a graduate of Minnesota State University – Mankato with a major in marketing, minor in theatre/speech.

She has been active in various organizations and committees throughout southern Minnesota including: Business Networking International, Business Improvement Committee, Salvation Army Publicity/Golf, Delavan Community Theatre, various Chamber of Commerce and Visitors Bureau committees. She is the past president of the Midwest Free Community Paper Association, which involves over 122 community newspapers in seven states. Kelly has been an active member of Mankato BPW, having served as secretary, VP of programming and currently is the president of Mankato BPW.

Kelly and husband Joel have five children between them. Nate, age 28; Bo, age 27; Kali, age 24; Courtney, age 23; and Brady, age 20. She enjoys singing in the church choir, her freezer meal group, travelling and rescuing stray kittens in her spare time.



Kelly Hulke
DIRECTOR [Mankato]



Donna Brau
DIRECTOR [Willmar]
WEBSITE MANAGER

I am a short woman married to an excessively tall man, mother to a nearly as excessively tall son and I have lived in Willmar for over 30 years. During that time I have had several wonderful careers — jobs that span creative, business and educational

fields, in for-profit and non-profit settings. My degrees are in Horticulture and in Early Childhood Family Education/Parent Education and my experience includes time in retail, education and childcare settings.

A variety of careers on an amazingly curvy path led to my present career as the Director of Loving Arms Childcare Center, which is a licensed, nationally accredited center that cares for 78 children every weekday, ages six weeks to Kindergarten entrance. I also have extensive experience in grant writing, I sang professionally for 30 years, and I love to dabble in fiber arts.

In my spare time, I am a creative caregiver who is constantly on the move, and a member of West Central Singers, a local mixed chorale. I love to swim, bike, canoe, sail, read, and spend time with family and friends.

I've been a member of MBW since 2002 and have held all of the available offices, including a 2.5 year run as the current president of our chapter. I am proud to lead this incredible group of women who are dedicated to supporting each other, mentoring young women, providing needed support for our local women's shelter, and providing scholarships for non-traditional female students who attend Willmar's Ridgewater College.

Everything I do is led by my personal vision, which is printed on my business card: "I am committed to making a positive difference in the lives of the children and families in my community by actively seeking meaningful personal, professional, and spiritual growth through continuing education, ethical leadership, and dedicated service to others."

I have been involved in our organization for over 35 years, serving in many capacities at the club and state level, including state president in 1995-96. I have been the state audit chair in 2004-05, and again last year, 2013-14.

My career has been in the financial services industry, the last 24 years as an independent consultant to community banks assisting with regulatory compliance issues. Over the last year, I have retired (some of my clients were not so willing to let me go so it took longer than most) and can now spend more time determining what I want to be if I grow up.

Trees are a passion of mine and I proudly wear the self-imposed title of timber baroness, actively managing my woodland in Wisconsin. I am an enthusiastic member of the Wisconsin Woodland Owners Association (WWOA—fun to pronounce: “Whoa-ah”) and serve on the local and state boards, currently as State Treasurer. A new initiative is Women of WWOA (WOWWOA—harder to pronounce: “Wow-whoa-ah”), establishing a women’s woodland network to provide education and support specifically for women woodland owners. A frequent traveler across the border to the east, they now wave me through Customs even though I do not care about the Packers (though I do look good in green and gold).



Arlene Roehl
AUDITOR



Paula Hritz-Nobs
FINANCE

Paula Hritz-Nobs has been the co-owner of Presto Print of Grand Rapids, MN, since 1984. Prior to that she was in sales and also has held several administrative office positions in Minnesota, Missouri and Texas.

She has been an active member of BPW/MBW since joining in 1980. She has served the local club in all elected offices except treasurer, served on many local committees including finance, audit, scholarship and chaired many fundraising events. She has served the state organization as vice president, president elect and state president in 1997-98. She has served on several committees, served as finance chair, co-editor of the *Minnesota Business Woman*, meetings planner for 15 years and was the contact chair for the 1992 and 2000 national conventions held in Minnesota.

She is currently serving her ninth year on the board of directors of the Itasca Hospice Foundation, having helped raise funds to build the new hospice house. She is also active in the Pokegama Plaza Merchants Association, Ducks Unlimited and TIP committee members, and past chair of the Itasca Economic Development Corporation.

Paula has two children, Sherri and Bryan, and two grandchildren, Adam and Annika, and enjoys spending time with them. For fun and relaxation, she likes to go to movies and plays, read many different types of books and travel as time allows.

Our Legacy:
Preserving...Living...Sharing

Calendar **2014**

October 1..... copy deadline for fall issue
Minnesota Business Woman

2015

January 1..... copy deadline for winter issue
Minnesota Business Woman

March..... Women’s History Month

April 15..... Equal Pay Day

In the past, I have held all the positions of our Fergus Falls BPW. I started out as the treasurer, but it took awhile before being local president. The only office I’ve held for the State is Historian.

I have worked at the Fergus Falls Public Library for just a little over 39 years. I’ve learned so many things over these years and have become a history buff.

I was born in North Dakota, so as the ad for travel says: “I’m Legendary”, I’m an only child, but have lots of sisters in Minnesota. For fun, I like to read, do some cross-stitch or crochet when I have time. I enjoy traveling. Other than MBW, I’m a member of Bethlehem Lutheran Church (and plan to start making prayers shawls), a member of Teamsters 320, and the Fergus Falls Concert Association.



Mary Jo Igelstad
HISTORIAN

Club newsletter editors...please add the state historian , Mary Jo Igelstad, to your email list: migelstad@fergusfalls.lib.mn.us

Pay Raises for All or For One – The Lessons Are The Same

Patty Tanji, Pay Raise/Compensation/Pricing Strategist, Open Workplace LLC

patty@howtoaskforapayraiseandgetit.com • 651-271-1462

Passing an equal pay law is grueling, messy and emotionally charged. And so is the process of preparing, asking, and getting a pay raise. In the end, both are worth the effort expended. Here are three lessons I learned as a lobbyist for the Pay Equity Coalition of Minnesota this legislative session. They'll work for you too as you navigate the corporate hierarchy to get your next pay raise.

Lesson 1. It's not MY cause to defend. Sometimes I got so wrapped up in carrying the message of my bill, educating legislators and the public that I forgot that the cross is not mine alone to bear. It takes people to create a movement. No people, no movement. If there is no public support for my cause it will not go anywhere. The same is true for your pay raise. Any time you negotiate for more salary you impact your firm. Come to the salary negotiation table knowing exactly how your company benefits from the work you do. Be prepared to defend your pay raise with metrics. Here's a metric that gets my attention:

Women in Minnesota on average earn 80% of what men earn. Native American Women 66%, Asian-American women 64%, African-American women 62%, Hispanic Women 56%. The wage gap has been stagnant for a decade.

Lesson 2. The opposition has a say. The fact is we all have a say in the democratic process. I may not agree with the opposition but I get to respect them. I do say 'get' because it is my choice and it is a privilege to have choice. I can choose to fight fire with fire or I can fight the good fight with dignity and grace. Believe me, some of the thoughts in my head about the opposition are not respectful and how I show up at my state capitol is not often graceful. I'm working on it. When proposing a pay raise you just might hear the word 'no'. Most workplaces are not democratic. Your pay raise won't come about as a result of a team vote (unless you are on this amazing list of the World's Best Democratic Workplaces). Find out what the objections are and address them. It may take months to get clarity and be able to address your boss' concerns. 'No' means 'just for now'. In the case of public policy 'no' can mean 'no' for decades. Women's right to vote came well over 100 years from the time the U.S. Constitution was enacted.

Lesson 3. Taking action is enough. The process of law making is simple but not easy. First the idea for a law. Then the drafting bill language, then the committee process in the Senate and in the House of Representatives, then the floor arguments and votes in both houses, then the governor signs or vetoes. And a whole lot of messiness in between like phone calls, meetings, and negotiating bill language and listening to arguments both for and against. The results may or may not end in a law.

Your pay raise proposal is the same. First the idea comes to mind that you want to earn more. Perhaps you learn others doing similar work are paid more than you and you wish to call this to your boss' attention. Or, you may be taking on more responsibility at work and wish to be compensated for your extra work and effort. Then you research the value you add to your company; you create a proposal that benefits all; you ask; and you follow-up. As a result of all this hard work you may or may not get what you want. At the end of the day all you may have is the knowing that you tried your best. You fought the good fight. You gave it your best shot. And you can be proud of your efforts. Detaching from the outcome is difficult but necessary in order to stay sane.

Defending your cause whether it's a public policy initiative like a new equal pay for equal work law or your own personal pay raise can be a grueling process. Be prepared for the opposition, know it's not just about you, understand, then address how others are impacted by your initiative. Taking action is more important than the outcome. Hang in there, change doesn't happen overnight.

Let's begin. Sign up for a complementary pay raise strategy session with Patty Tanji. You will finish the conversation excited by the pay you will target. You will know the obstacles keeping you from getting the pay you desire and you will see a clear path of action for earning your worth. Set up a time to chat today at timetrade.com/book/NHSXQ.

"Reprinted with Patty Tanji's permission.

Originally posted on April 7, 2014 at

<http://howtoaskforapayraiseandgetit.com/2014/04/07/pay-raises-for-all-or-for-one-the-lessons-are-the-same/>

STAYIN' ALIVE

New membership is what is going to keep your organization alive! New blood, new ideas, new energy. One thing you could do is every time a member brings a guest to a meeting, their name goes in a hat. At the end of the year, you hold a drawing and pick one of the members name and they receive a nice gift.

Julie Asmus, Director & Membership

I think that one of the main reasons women join MBW/BPW is to have a network of supportive women around them. Make sure they feel welcome and included at your meetings.

We are a great organization. We just have to make sure women know about us!

Legislative Update

Susan Jordahl-Bubacz
Director & State Legislation Chair

MINNESOTA'S WOMEN'S ECONOMIC SECURITY ACT (MN WESA)

The same old story.... Did you know that Minnesota female-headed households are more likely than other family configurations to be in poverty. More than twice as many elderly women live in poverty than men in Minnesota. Minnesota women make up the vast majority of low wage workers in Minnesota. The pay gap for women of color in Minnesota is 40% less. Family Responsibility Cases have grown by 400%! reports the Minnesota Take Action Website. So, what was to be done? This is a serious issue and NOT OK!

It was a busy year at our Minnesota Capitol, with many women throughout the state coming together and making things happen, pushing for change, engaging our state representatives, and even rolling up our sleeves and seeing it through hands on! What was the final outcome of this powerful and long standing fight?

On Mother's day, 2014, it ended up a nice big check mark in the 'win' category for Minnesota Women! Governor Mark Dayton celebrated Mother's Day by signing a bill dubbed the Women's Economic Security Act into law on that Sunday morning. This law sets sight on aims to provide equal pay for women and provide stronger workplace protections. "When future generations look back, we will be able to tell them that we did something to make the lives of working women and working families better," Rep. Carly Melin said. The Minnesota Senate passed the bill on a 51-14 vote in late April that aims to lessen the pay gap between men and women in the workforce. Currently, women in Minnesota earn 20 percent less than their male counterparts. (Meaning that a woman has to often work well into the next calendar year to earn what a man earned the year before.)

We've tried for so long, what does it all mean, what are the proverbial nuts and bolts of this law? In layman's terms how does it help the women of our state?

1. Increases the unpaid leave for a pregnancy from six weeks to 12 weeks to provide mothers more flexibility in caring for their children and not forcing them to quit their jobs if they need more time. The bill expands the allowable use of sick time to include caring for grandchildren or receiving assistance because of sexual assault, or domestic abuse.
2. Provides \$500,000 in grant money to organizations such as Women Venture to help women in getting high-paying, nontraditional jobs.
3. Spends \$25,000 to help women entering apprenticeship programs for high-paying trade jobs.
4. Sets up another \$500,000 in grants for women owned businesses to help them expand.

NO DISCRIMINATION FOR PREGNANT WORKERS

Still hearing many discrimination stories about women being told that if they are pregnant, that maybe this isn't the best job fit for them, etc. Thus, making one of the most exciting times of a woman's life a time of stress and even loss of job. So now, the amount of unpaid time off has doubled and employers will be required to offer reasonable unpaid breaks for pregnant women, including time for new mothers to pump milk.

STRONG SUPPORT FOR DOMESTIC VIOLENCE VICTIMS

Along with increasing flexibility for mothers, the law also strengthens support for victims of domestic abuse by allowing them to use sick leave in order to cope with personal issues, including domestic assault and stalk

Legislative Update *continued*

ing. "My hope for Minnesota and for the sake of everybody will be that 30 years from now, we won't have to go through this again -- that we'll look back and see that progress has been made as a result of this outstanding legislation," Dayton said.

READY FOR RETIREMENT?

On average, women have half as much money saved up for retirement as men do in Minnesota. That's why the law also requires the state to look into options for setting up retirement savings plans for employees that don't have them.

Again, it's baby steps in the realm of things, but they are huge steps forward in this long-standing fight. Employers, it's the right thing to do...step up and, help make that difference! You'll be investing in your work force, women's and children's lives, not to mention your business and the positive outlook, i.e. production of your justly treated employees! An excellent source and a must read for all Minnesota Women is the, "Status of Women and Girls in Minnesota." This detailed and eye-opening report can be found on the Women's Foundation of Minnesota's website: www.wfminn.org. This is a great source of information, good back up data for your reports, articles, and initiatives in your clubs, local government, fight for better pay and to help in getting the raise you deserve. Being educated with solid data and the knowledge supplied thereof is half the battle.

Note: Watch for more legislative updates in upcoming issues of the Minnesota Business Woman state magazine and our soon to be new website. There will be detailed reports of other bills/laws/outcomes for the 2013-2014 sessions from both Capitol Hill in D.C. and the Minnesota State Capitol.



Minnesota Business Women Legislative Platform

Equal Rights Amendment

We support:

- The passage of a bill in the Minnesota Legislature to place an Equal Rights Amendment to the Constitution of the State of Minnesota
- The passage of the Alice Paul Equal Rights Amendment, without amendments, to the United States Constitution

Economic Equity

We support legislation that provides for:

- A fair and livable wage
- Affordable dependent care
- Equal opportunities in education
- Equal access to affordable housing
- Adequate retirement benefits and Social Security
- Programs for women re-entering the workforce
- The enforcement of all equal pay legislation

Health Care

We support legislation that provides for:

- Health care privacy
- Reproductive freedom as a right for all women
- Equality of access to affordable and adequate health care and service for all
- Increased funding for research of women's health issues
- Paid sick days as a universal labor standard

Violence and Exploitation of Women

We support legislation that provides for:

- Legal protections for victims of exploitation
- Adequate funding for education programs that teach violence prevention and anger management
- The establishment of additional shelters and aftercare programs
- Programs to inform victims of their legal rights
- Compensatory damage awards for victims of violence
- Jail time when appropriate

Civil Rights

We support legislation that:

- Ensures equal rights and remedies for women in all phases of their lives
- Continues affirmative action programs
- Eliminates sexual harassment against women



Preserving...Living...Sharing around the state!

DALA OF MORA BW

Leona Dressel, secretary

The 2014-15 club year is shaping up nicely; we've already had a 10% plus increase in membership! We will not be meeting this summer, but will kick off September with a membership recruitment event. Here are some of the themes for our meetings:

September	Wine & Cheese or dessert bar – member recruitment event
October	NBWW – Recognize non-profit organizations
November	Theme: Thankfulness
December	Gifting – gather useful items for local non-profit
January	Author's Night – hosted by owner of local bookstore
February	Spa Night Out – Treat yourself!
March	Girlfriends Evening Out – fundraiser
April	Eat good food! Presentation by local organic farmers
May	Celebration of Women

Each meeting will be hosted by one or two program chairs who will organize the monthly details and confirm speakers, facilitate the meeting and coordinate publicity. We are also looking at different fundraising ideas to help supplement our scholarship activities.

On behalf of Dala of Mora, enjoy the rest of the summer and travel safe.

GRAND RAPIDS BW

Susan Jordahl-Bubacz, president

Our Greater Grand Rapids local has started out the new year quite well, with a few dynamite new members, young women and college women. An invigorated outlook on the state level is helping to build a sense of excitement and anticipation at our local level! We are still in the process of planning our new year for the greater Grand Rapids community and our members. We have some solid programming coming in, initiatives in the line of promoting women and business, and taking on a new signature event come No-

vember. Through the Grand Rapids Community Foundation, we have just given out three \$750 scholarships to three very deserving non-traditional women going back to school or entering grad school in their profession. We held our installation of officers, incorporating the new state president's theme regarding building a legacy. It was a construction theme, full of tools, safety vests, hard hats and lots of laughter as well as the sincere, honored tradition of acknowledging and swearing in our new officers for the year 2014-2015.

Grand Rapids also elected three directors to the new state board and all attended the spring planning meeting. It was a wonderful meeting where we moved forward quickly and solidly, doing about 5 years of work in only 4 hours. It is amazing what positive working women, working together can do when put in a room together...everyone was on the same page, not a negative Nellie in the bunch! Some fabulous things are happening and being worked on in the state as we speak. A huge Congratulations to Joni Fauchald, a past Greater Grand Rapids club president, elected state president of the new MBW/BPW governing body. She started right there on the spot, receiving the reins from co-state presidents, Linda Liatala and June Johnson. Even the nominations and voting was a totally positive and different scenario than I've seen with any organization I'm involved in. At this meeting, we had several women nominated or stepping up requesting nomination to be an officer or state chair; talk about putting some move-it-forward initiative behind our mission and goals as a state organization!

We take the month of July off, August is our summer picnic, held on beautiful Pokegama Lake, with our incredible hostesses, Joni Fauchald and Joyce Humphreys. This is an annual event that is always well anticipated! (One never knows what Joni and Joyce have up their sleeves - it's always a grand if not unique event!) We have big plans for October and National Business Women's Week. We are working on getting a phenomenal speaker at this time...if we get her, it will be on our new state website and you all will be invited! A shout-out to Donna Brau (Willmar), our new state webmaster is doing a phenomenal job!!! It's in the works and looking great! Rapids is kicking in our Woman and Employer of the Year Awards, and are looking at also honoring a special woman working toward legislative change, etc.

MANKATO BPW*Kelly Hulke, president*

The Mankato BPW has started the year off with a new slate of officers. They include: Kelly Hulke, president; Tami Ellis, vice president in charge of programming; secretary, Sami Hay; treasurer, Jackie Derner and past president Lana Karstens. We also established a list of subcommittees that will be reporting at the monthly club meeting. The subcommittees include: scholarship, finance, public relations, Women's Night Out event/Yellow Rose and fundraising.

One of the goals for this year is to re-establish our scholarship program along with increasing our membership in our local club. We will be forging ahead with new ideas for a fundraiser and plan to have an event in the fall of this year.

Our Clothes Closet Service project has new dates set for the fall. They will be September 9 and November 11. This project benefits women from three organizations in Mankato . . . Theresa House, CADA House and LifeWork Planning Center. These women can pick up free clothing, shoes, purses, etc. needed for interviews and/or advancement in their lives or workplace.



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Paula Hritz-Nobs & Faye Crane
(218) 326-6200

orders@prestoprintofgrmn.com
1235 South Pokegama Avenue
Grand Rapids, Minnesota 55744-4208

WILLMAR BW*Donna Brau, president*

The Willmar MBW Executive board meetings were held on May 10 and June 10 at Dunn Brothers Coffee Shop. President Donna Brau and Mentoring Program Lead Julie Asmus attended the State conference on April 20th and presented a short overview of the state meeting. A discussion was held at our May meeting of the general membership with regard to the state organization and our affiliation, and the decision to support the state in its reorganization was finalized by vote at the June meeting. The executive committee reviewed the new slate of officers and those individuals were introduced at the June general membership meeting, with installation to be held at our August picnic.

Our membership is growing slowly but steadily and our recent "Girlfriend's Night Out" contributed to that growth. Girlfriend's Night Out is our annual, spring, signature event. Julie Asmus works tirelessly to set up the entire event with help from member Jane Vikse and many others. We 'borrow' a spectacular lakeside home for the evening, fill it with young women in business (vendors of everything from bras and spas, bags and baubles, and spices to services). A small admission gets women in the door and includes wine and hors d'oeuvres. We set up a silent auction with quality items donated by local businesses and our members. All proceeds from the night support our mentoring and other programs.

We have a very active Mentoring program and in May the girls created Mother's Day planter baskets for their moms at a local nursery and were introduced to new cuisine at The Golden Palace Restaurant. In June they will be cleaning ditches when the weather allows and spend the afternoon on a pontoon ride.

We take a break from meetings during July and will resume our regular meeting schedule with a member-hosted picnic in August.



PSP's at the last state convention...April 2014

L to R, standing: Paula Hritz-Nobs, Karen Howell, Joy Reinhart, Linda Laitala, Beth Gibson Lilja, Pam DeMarce, Susan Jordahl-Bubacz, Faye Crane, June Johnson, Holly Fitzenberger, Joyce Humphreys. L to R, seated: Judy Berry, Connie Hill, Linda Hauge.

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TO:

Fearlessly Fantastic Women at the 2014 Convention



Left to right, standing: Laurie Reinhart, St. Paul; Connie Hill, St. Paul; Beth Gibson Lilja, Skyway of Minneapolis; Kathy Bierman, St. Paul; Jenny Konrad, Fergus Falls; June Pittenger, Fergus Falls; Pam DeMarce, Mankato; Michelle Barsness, North Hennepin; and Chris Randt, Dala of Mora.
 Left to right, seated: Lana Karstens, Mankato; Susan Jordahl Bubacz, Grand Rapids; and Donna Brau, Willmar.

2014 MBW Awards

- **Club of the Year** St. Paul
- **Employer of the Year (>25 category):**
Willmar- West Central Industries
- **Growth Awards:**
– Largest % Increase St. Paul
– Largest Number Increase. . Fergus Falls
- **Equal Pay Day** Fergus Falls
- **Legislative** Grand Rapids
- **MBW Theme** Mankato
- **Mentoring** Willmar
- **National Business Women's Week** Fergus Falls
- **Activism** Mankato
- **Eleanor Roosevelt**.. Beth Wepplo, Willmar
- **Media** St. Paul
- **For "Fearlessly Moving Forward"**
Dala of Mora
Fergus Falls
Greater Grand Rapids
Mankato
North Hennepin
St. Paul
Skyway of Minneapolis
Willmar Area
- **Presidents' Award** Lana Karstens, Mankato