



The Minnesota *Business Woman*

The Official Publication of Minnesota Business Women

Vol. 80, No 4 • Spring 2013-14



Convention 2014

at McQuoid's Inn on Mille Lacs, Isle

Fearlessly Moving Forward

We'll start off by saying again, "what a wild ride". BPW and MBW has been a part of our lives for many years and is just a way of life. It has helped us to grow and become the women we are today. As Hillary Clinton said, "it takes a village to raise a family." That is the same with BPW/MBW. We are all in this together.

Even if you didn't realize it, every state meeting was training leaders. It exposed you to public speaking, *Robert's Rules of Order*, how to disagree in a professional manner, and enticed each of us to stretch our comfort zone. We think that BPW/MBW has helped to create some awesome leaders over the years. Our membership has included women from almost every profession. Each member has a story which includes BPW/MBW. We were raised with BPW/MBW. What will we do now?

Is it time to become a local organization network without a state umbrella? Is it time to change the umbrella? We don't think that doing nothing is an option. What do you think?

We have a favor to ask. If at all possible, please attend State Convention at McQuoids Inn

and Event Center in Isle. We need each of you to participate in a discussion and make a decision that will affect all of us. What do we do next?

This convention will not be like others you have attended. We are going to focus on "us". We think that each and every member needs to speak up and help with deciding our future.

In this issue of *The Minnesota Business Woman* are options for you to consider. We will have an exciting guest speaker; we will have a memorial service; we will have an awards luncheon; we will have hugs and laughs and tears. But our main goal is to make a decision about the future of MBW. (*tentative agenda - page 16*)

Without a plan, we are growing nowhere. Sometimes we forget that personal growth doesn't happen by accident. It's not an automatic process. We know that BPW/MBW helped us to grow. We learned leadership here and are worried about our new sisters. Who will help to "raise" them? How should we proceed? Bring your ideas. Come to convention and help answer these questions.

June Johnson & Linda Laitala, Co-Presidents



Keynote Speaker: Theresa Rose

Theresa Rose is a nationally-acclaimed energy expert, authentic inspirational performer, award-winning author, and champion of women and women-led organizations. Oh yeah, she's also a hardcore hoopdancer! Theresa's natural habitat is the stage and her mission is to help women engage and expand into their Bigness. For more information, visit TheresaRose.com.

2014-15 Leadership Alternatives . . .

- 1 If the membership votes at convention to dissolve the state organization, the following candidates have agreed to run for office for the 2014-2015 year to complete the dissolution process.
(See page 16 for dissolution motion.)
- 2 If the membership votes not to dissolve and votes for the substitute bylaws, the board of directors would elect the officers needed as detailed in the substitute bylaws.
(See pages 5 - 12 for substitute bylaws. and page 16 for the rationale.)
- 3 If the membership votes not to dissolve and votes not to accept the substitute bylaws, then the organization goes on as before. The following candidates may agree to run for office for the coming year or they may decline.

Candidates for 2014-2015

For the office of: Co-Presidents

**Linda
Laitala**



Linda Laitala joined the Dala Business Women in 1979 to meet other women when she and her

family moved to Mora. She's been a member and a self-professed "BPW Junkie" ever since. She has held every office on the state and club level with the exception of treasurer and served two terms on the National Membership Committee for BPW/usa.

The organization has given her leadership training, countless opportunities to grow and a network of friends across the United States.

Linda and her husband Elmer live in Ogilvie, MN, and have one daughter, Stephanie Laitala-Rupp who lives with her husband in St. Paul.

Laitala is an entrepreneur and owns Raven Performance Group, a company that builds advisory boards for business owners. She facilitates five roundtables for entrepreneurs and business leaders in Central Minnesota.

She has served on numerous and varied boards in the past and is currently Secretary-Treasurer of East Central Energy, an electric cooperative, the Secretary of the Minnesota Rural Electric Association and the Board Chair of Rain Source Management, a venture capital company.



**June
Johnson**

It has been an honor to serve as your 2013-2014 state co-president. We

are entering a new and different time for Minnesota Business Women and it is exciting and unsettling. Exciting because change is almost always exciting. Unsettling because change is almost always unsettling. This was my second time as your state president and a totally different experience than the first time back in 1988-89.

I have been a member of BPW since 1979, not long after purchasing my office supply business. My husband, Jim, has supported my activities in BPW wholeheartedly. It has involved many exciting trips serving as your representative at national and state meetings. I've loved it all – some meetings just more than others. The friendships I've made and the speakers I've heard and the skills that I've learned will be cherished forever.

It would be an honor to serve BPW/MBW for another term if that is the direction chosen. I would do my best to ensure that MBW remains dedicated to the needs of women.

For the office of: Second Vice President

**Beverly
Rund**



I've been a long time member of Fergus Falls BPW (1981-93, 2002 to the present) and have served as President, President-elect, 1st and 2nd Vice President, as well as ID Facilitator. At the state level, I was chosen to be the Individual Development representative to the BPW National Convention in 1984 where I finished second.

BPW has helped me to Fearlessly Move Forward. Not only in personal and professional growth, but also in making lifelong great friends! As the need for a state organization changes, I am grateful for all that BPW has done for women. My goal for the following year will be to bring MBW to meet the needs of the local clubs. If that means disbanding the state organization it will only mean that we have met our goal to bring greater power to women in the workplace and society.

I'm retired from a 35+ year career in environmental compliance and am now in the seed business with my husband. How I wish I had taken some business classes!

For fun I love to read, knit, cook & talk about food, play golf poorly, and enjoy my grandchildren!

In addition to BPW I also belong to the American Association of University Women, the Elbow Lake Lions, and serve on the boards of directors for the Friends of the Thorson Memorial Library and Someplace Safe, (a local non-profit working to eliminate violence and oppression by assisting victims, survivors, families, and communities in a nine county area).

For the office of: **Treasurer:****Linda Hauge**

My goal as state treasurer is to continue to maintain the treasurer's books accurately.

I've served locally as secretary, president elect and president. At the state level I've been treasurer, vice president, president elect and president. And now I'm finishing my second term as treasurer for the second time.

I retired from Otter Tail Corporation as an accountant and now work a couple of days a week as a sales associate at Herbergers for fun—and fun money.

I love reading, “wimpy camping” in our amenity filled camper, winter cruises to warm places and spending time with my family.

I've channeled most of my energy into BPW related activities lately but I am in charge of the service committees at our church.

Most people who have met me recently don't know that I was painfully shy before I became involved in BPW. Although my inclination is still toward shyness in new situations, BPW has given me the confidence to handle those situations much more comfortably.

INVITATION TO BID — PUBLICATION

Bids are now being accepted for the composition, printing and mailing of the 2014-2015 *Minnesota Business Woman*.

Please base your bids on the following specifications:

- Four (4) issues, 200 & 250 copies per issue
- 60# offset paper, black ink
- Trimmed to fit 8.5" by 11", assembled and folded
- Mailing: labeling, sorting and delivery to post office (mailing labels will be provided by zip code order; format is 30-up on 8.5x11)
- Bids broken down for 8-page, 12-page, and 16-page editions
- Photos will be used; printer and compositor must be able to facilitate
- Multi-year quotes considered
- Guaranteed completion and delivery time

Separate bids for these three categories:

- Composition (typesetting and layout)
- Printing
- Mailing (2nd class mailing)

A sample copy of the magazine is available on request. Formatting suggestions and samples may be included with the quote.

Send final bid BY APRIL 12 to: June Johnson

E-mail: jjj2@q.com

If you do not have access to e-mail, mail your bid to:

June Johnson
2219 SW 3rd Avenue
Grand Rapids, MN 55744

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MEMORIAL INFO

There will be a memorial service for deceased members at the state convention. Please send information by April 12 to:

Linda Hauge:
522 Alcott Ave E
Fergus Falls, MN 56537-3003
or email to: lhaugbpw@hotmail.com

**STATE CONVENTION
PACKET REPORTS DUE APRIL 12**

Saturday, April 12, 2014, is the deadline for state convention packet reports. 2013-14 state officers, elected positions, standing committee chairs, special appointees and club presidents should submit a report for the state convention packet.

NOTE to club presidents: If you provided a report in this publication, you do not need to send the same report for the packet. Just send an update or a note that your full report can be found in the spring publication.

Reports should be sent as text in an e-mail to Presto Print at orders@prestoprintofgrmn.com. If you do not have access to email, mail your report to:

Presto Print
1235 South Pokegama Avenue
Grand Rapids, MN 55744

News from around the State

St. PAUL BPW *Jane Peterson, president*

St. Paul Business & Professional Women exercised discretion in sub-zero weather by canceling their scheduled January meeting.

At our February 12, meeting, speaker Marytina Lawrence of Princeton, MN, brought us an interesting program titled "Where Our Food Comes From." Later, we discussed recent news reports about school district's hot lunch programs pressuring students whose parents had not paid for their lunches, going so far as to berate the children, and even dumping the food on their trays into the trash. We resolved to express our collective opinion to the board of education.

"I am writing on behalf of the St. Paul Business & Professional Women, to express our members' concern over the reported St. Paul Public Schools' policy of denying hot lunches to students whose parents are unable to deposit sufficient funds to pay for their lunches.

"We strongly urge you to reconsider the district's policy of browbeating, shaming, and bullying these children who face hunger both at home and at school. A program of free or reduced prices should be an option. Please do not delay in resolving this issue."

March 5 we had the second of our series called "It's My Story" with businesswoman Joyce Maddox as speaker. She told us about her career as a flight attendant for Braniff Airlines, followed by vice presidencies at two twin city banks while serving on St. Paul's zoning board for 24 years, and she is the proprietor of a B&B.

Leadership Directory Corrections

[published in the summer issue]

Past State Presidents

2003-2004

Barb Leining

bmleinin@centurylink.net

1991-1992

Linda Laitala

linda@ravenperformancegroup.com

Please send all address, phone and email changes to the editors as soon as possible.

email: orders@prestoprintofgrmn.com or
mail to: Presto Print
1235 S Pokegama Ave
Grand Rapids MN 55744-4208

ANNUAL MBW AWARDS

ATTENTION! ALL CLUBS!!! It's time to start thinking about all the wonderful and amazing things you've accomplished; the time is drawing near for our Annual MBW Awards.

The MBW awards are in recognition of what MBW strives for in the arena of women *Fearlessly Moving Forward*. These awards are all about the wonderful things our hard-working clubs across our great state of Minnesota are achieving and they most certainly should be acknowledged! These awards are shining highlights of the MBW year state wide and will be given out at the awards luncheon at spring convention.

Deadline for submission is March 31, 2014.

You've worked hard for this! You know your club rocks! You and your peers have done an outstanding job! Then, by all means, please take a few minutes to give credit where credit is due!

MBW AWARD Categories:

EMPLOYER OF THE YEAR:

There are 2 awards, less than 25 employees and more than 25 employees. Employer of the year must have won on a club level first before submitting to MBW for an award. Clubs can submit a total of two, one in each category.

ONE CANDLE CAN LIGHT A THOUSAND (GROWTH AWARD):

This award will go out to the club who has attained the most growth in membership this past year.

PRESIDENTS' AWARD

The current State Co-Presidents will select the recipient for this award.

ISSUES MANAGEMENT AWARDS:

- What did your club do to bring attention to pay inequities? **The MBW Equal Pay Day Award** will be presented to a club that actively participated in the community with an Equal Pay Day event that received media attention.
- Did your club get involved on issues relating to MBW's legislative platform or any other legislative activity? **MBW Legislative Award** will be given to the club that best demonstrates involvement in legislative issues, MBW's legislative platform or other legislative activities.
- How did your club incorporate the MBW Presidential theme? **The MBW Theme Award** will be given to the club that best demonstrates the use of the Presidential theme.
- Did your club participate in an internal or external mentoring program? **The MBW Mentoring Award** will be given to the club that best demonstrates use of a mentoring program within the club or within the surrounding community.
- What did your club do to recognize NBWW (National Business Women's Week)? **The MBW National Business Women's Week Award** will be presented to a club that sponsored an event or function that was dedicated to featuring MBW during NBWW. The event should have received media attention and/or a political proclamation.
- What did your club do to become involved in your community? **The MBW Activism Award** will be given to the club that best demonstrates the positive impact and/or influence that their club or scheduled activities as per the mission of MBW regarding making their community a more equal venue on behalf of women or helping women to strive to be the best they can be.
- Is there someone in your club or someone in MBW that has done something they thought they could not do? **The MBW Eleanor Roosevelt Award** will be given to an individual who best typifies Eleanor's words; "You gain strength, courage and confidence by every experience from which you must stop and look fear in the face. You must do the thing you think you cannot do."

MINNESOTA BUSINESS WOMEN IN THE MEDIA AWARD

Send us copies of printed newspaper articles regarding your local club and state psa's that you have distributed to your local newspapers. The club with the most will earn the Media award.

****SPECIAL AWARDS****

NEW this year! Special awards for local clubs that will be revealed at the state convention. Your Champion will be contacting you for your most notable project or activity that highlighted your club during 2013-14. **You'll want to be at the convention to receive these special awards. It's possible there is money involved!**

Due By: **March 31, 2014** – Questions? Need further information? Do you have an idea for a new award category?

Contact: Beverly Rund
15229 Golf Course Rd
Elbow Lake, MN 56531
218.731.6791 (cell)
beverlyrund@aol.com

OR: Linda Hauge
522 East Alcott Ave
Fergus Falls, MN 56537
218.739.4217 (home)
218.731.3153 (cell)
lhaugebpw@hotmail.com

Substitute Bylaws for consideration at the annual convention in April 2014.

ARTICLES OF INCORPORATION

AND

BYLAWS

OF

MINNESOTA FEDERATION OF BUSINESS AND PROFESSIONAL

WOMEN'S CLUBS, INC. (MFBPW)

dba MINNESOTA BUSINESS WOMEN (MBW)

ARTICLES OF INCORPORATION

In order to operate as a corporate entity under Minnesota Statutes, Chapter 317A, the following Restated Articles of Incorporation have been adopted by the Board of Directors.

ARTICLE I

The name of this corporation shall be the MINNESOTA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INCORPORATED, located at 15725 N 2nd Ave., Plymouth, Minnesota 55447-4005.

ARTICLE II

This corporation is 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 of 1986, as now enacted or hereafter amended, including, for such purpose, the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Internal Revenue Code of 1986, as now enacted or hereafter amended. All funds, whether income or principal, and whether acquired by gift or contribution or otherwise, shall be devoted to said purpose.

ARTICLE III

At all times shall the following operate as conditions restricting the operations and activities of the corporation:

1. No part of the net earnings of the corporation shall inure to any Member of the corporation not qualifying as exempt under Section 501(c)(6) of the Internal Revenue Code of 1986, as now enacted or hereafter amended, nor to any Director or Officer of the corporation, nor to any other private persons, excepting solely such reasonable compensation that the corporation shall pay for services actually rendered to the corporation, or allowed by the corporation as a reasonable allowance for authorized expenditures incurred on behalf of the corporation;
2. Notwithstanding any other provision of these articles, the corporation shall not carry on any other activities not permitted to be carried on by a corporation exempt from federal income tax under Section 501(c)(6) of the Internal Revenue Code of 1986, as now enacted or hereafter amended.

ARTICLE IV

The corporation shall have one or more classes of members as provided in the corporation's bylaws. The management of the affairs of the corporation shall be vested in a Board of Directors, as defined in the corporation's bylaws. No Director shall have any right, title, or interest in or to any property of the corporation.

ARTICLE V

No Member, Officer, or Director of this corporation shall be personally liable for the debts or obligations of this corporation of any nature whatsoever, nor shall any of the property of the members, officers, or Directors be subject to the debts or obligations of this corporation.

ARTICLE VI

At the time of dissolution of the corporation, the Board of Directors shall, after paying or making provisions for the payment of all debts, obligations, liabilities, costs and expenses of the corporation, dispose of all of the assets of the corporation. In no case shall a disposition be made which would not qualify as a charitable contribution under Section 170(c)(1) or (2) of the Internal Revenue Code of 1986, as now enacted or hereafter amended, in such manner as the Board of Directors shall determine.

ARTICLE VII

In witness whereof, the undersigned officer certifies that she has been authorized by the Board of Directors to execute these Restated Articles and further certifies that these Restated Articles correctly set forth all prior amendments to the corporation's Articles, subject to the penalties of perjury as set forth in Minnesota Statutes Section 609.48 as if she had signed these articles under oath.

/s/ Kathy DeLonais-Adams, President
August 21, 2001

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BYLAWS

ARTICLE I NAME

The name of this corporation shall be the MINNESOTA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC. (MFBPW), dba: Minnesota Business Women, also known as MBW.

ARTICLE II MISSION

The mission of Minnesota Business Women shall be: Working women working together to promote personal empowerment, professional development, and political awareness for the women of Minnesota.

ARTICLE III POLICIES

SECTION 1. Minnesota Business Women shall be non-sectarian, non-partisan, and non-profit.

SECTION 2. The mission and objectives of Minnesota Business Women shall in every case be the mission and objectives of all clubs thereof.

SECTION 3. No individual, committee, or club shall represent the organization officially, either in correspondence, publication or in person, without the authority of the board of directors.

ARTICLE IV MEMBERSHIP

- SECTION 1. Membership shall be open to any individual who supports the mission and objectives of Minnesota Business Women.
Membership categories shall be:
- (a) Active Member
 - (b) Student Member
Individuals enrolled full-time in a college or a university, or any other accredited educational institution.
 - (c) Member-at-Large
Individuals with affiliation at the state level only.
- SECTION 2. Active Members and Student Members shall belong to clubs. (Student membership is NOT MANDATORY at the club level.)
- SECTION 3. A member in good standing may request transfer from one club to another. A club may not refuse to accept the transfer of a member in good standing.
- SECTION 4. The only criteria for membership shall be per Article IV, Section 1, and the payment of appropriate dues.
- SECTION 5. To remain in good standing a member's dues must be current.
- SECTION 6. Dues are payable annually on the first of June of each year. Members joining during the year will pay a prorated amount for the first partial year of membership. See Appendix for dues amounts.

ARTICLE V CLUB REQUIREMENTS

- SECTION 1. A club is eligible for admission to Minnesota Business Women if:
- (a) it has a minimum of five (5) members; and
 - (b) it submits club bylaws not in conflict with state bylaws and policies.
- SECTION 2. A club applying for membership in Minnesota Business Women shall forward to the state treasurer all documents and dues required by Minnesota Business Women.
- SECTION 3. When a club has met all state requirements, a charter signed by the state president shall be presented to the club.
- SECTION 4. Bylaws shall be submitted to the state for review when changes occur in club or state bylaws.
- SECTION 5. To remain in good standing, a club must
- (a) maintain membership of at least five (5) members or it will be dropped at the end of the second fiscal year; and
 - (b) pay all dues and fees to Minnesota Business Women when due.
 - (c) report to the state president, no later than June 1, which member(s) has(have) been elected or appointed to serve on the board of directors.
- SECTION 6. Each clubs' number of members serving on the board of directors for the current year will be based on the club's prior year membership total as of April 30.
- Club membership total as of April 30 = number of directors:
5-19 members: 1 director / 20-29 members: 2 directors / 30+ members: 3 directors
- Eligibility:
- (a) be in good standing for the fiscal year by June 1;
 - (b) officially and publicly support the legislative platform and the statement of ethics (in state handbook); and
 - (c) provide a bio, photo, and a signed statement of support of the legislative platform and statement of ethics (in state handbook) by June 1.

ARTICLE VI FISCAL YEAR

The fiscal year shall be June 1 through May 31.

ARTICLE VII BOARD OF DIRECTORS

SECTION 1. The board of directors shall consist of the members elected, or appointed, by the clubs (see Article V, Section 6).

1. The board of directors shall hold its first meeting during the month of June and shall elect a president, secretary and treasurer. The previous president will preside at the June meeting until the new president is elected.

SECTION 2. A term of office shall be one year beginning June 1.

SECTION 3. Vacancies in office shall be filled as follows:

- (a) In the event of death, resignation, or incapacity of the president, secretary or treasurer, the board of directors shall, within 30 days, elect a new officer for the open position.

SECTION 4. The board of directors shall transact the business of Minnesota Business Women. Specific duties shall be to:

- (a) insure that the treasurer and other persons entrusted with the handling of funds or property of Minnesota Business Women be sufficiently bonded;
- (b) be responsible for having an annual audit of all state funds performed by the auditor by July 31 of each year;
- (c) create a special committee when necessary to carry out a specific task which does not fall within the responsibility of any standing appointee; and
- (d) ratify appointments of standing appointees, special committees, and other appointments where approval is required.

SECTION 5. Meetings of the board of directors shall be held:

- (a) during the month of June (see Article VII, Section 1);
- (b) when called by the president;
- (c) when called by a majority of the board of directors upon written notice to every member;
- (d) by telephone conference call of the president or by a majority of the members of the board of directors;
- (e) quorum: majority of the board of directors including representation from at least ½ of the clubs (example: if there are 13 directors and 8 clubs... a quorum would be 7 voting directors representing a minimum of 4 clubs); and
- (f) no member shall have more than one vote and no voting by proxy shall be allowed.

SECTION 6. A vote of the board of directors may be taken by phone, by mail, or e-mail, at the request of the president when necessary. Such a vote shall have the force and effect of a vote taken at a meeting. For conference call meetings, a roll call vote shall be taken.

ARTICLE VIII DUTIES OF OFFICERS

SECTION 1. The president shall be the principal officer of Minnesota Business Women and shall:

- (a) preside at the annual event, special meetings, and meetings of the board of directors;
- (b) be an ex-officio member of all committees;
- (c) appoint a parliamentarian, standing appointments, task forces, and special appointments, as needed, subject to the approval of the board of directors;
- (d) send to each member the official call to any special meeting at least thirty (30) days prior to the first day of the meeting;
- (e) require each club to submit names and addresses of club officers and chairs to the state president by June 1; and
- (f) appoint meeting/event personnel as needed.

- SECTION 2. The secretary shall:
- (a) record the proceedings of all meetings. A copy of such minutes shall be furnished to the board of directors within two weeks following each meeting;
 - (b) perform the duties of the president in the absence of the president; and
 - (c) maintain current and two years prior records on site at all official meetings, with all information prior being turned over to the state historian.
- SECTION 3. The treasurer shall:
- (a) be responsible for all monies of Minnesota Business Women;
 - (b) collect state dues and fees from clubs and members-at-large;
 - (c) present written reports at all meetings;
 - (d) disburse funds only upon the approval of the president and/or the written order of the finance chair;
 - (e) serve as an ex-officio member of the finance committee;
 - (f) file the annual tax statement before materials are turned over to the successor;
 - (g) deliver to the successor all funds, securities and records not later than sixty (60) days after the close of the fiscal year (May 31);
 - (h) perform the duties of the president in the absence of the president and the recording secretary;
 - (i) collect from clubs and share membership records for club members and members-at-large with the appropriate positions or persons at state and club levels; and
 - (j) return club dues to the club within 30 days of receipt of payment.

ARTICLE IX STANDING APPOINTMENTS

- SECTION 1. The standing appointments of Minnesota Business Women shall be auditor, bylaws, finance, legislation and membership.
- SECTION 2. To be eligible to serve as a standing appointment or member of a committee, a member must:
- (a) be in good standing; and
 - (b) officially and publicly support the legislative platform.
- SECTION 3. Standing appointments shall be for a term of one year and may be reappointed.
- SECTION 4. It shall be the duty of the auditor to audit the financial records of all state funds within 90 days following a state function and immediately then submit the report to the board of directors. A full report of the annual audit shall be presented to the board of directors.
- SECTION 5. The bylaws appointee shall receive proposed amendments and shall prepare them for presentation to the board of directors and shall review club bylaws as requested for approval. The bylaws appointee will notify clubs of needed changes following any changes to the state or model club bylaws and remind them to send in their club bylaws for review within 3 months.
- SECTION 6. The finance appointee shall serve as a member ex-officio without vote on all committees whose program requires the expenditure of monies. Duties are to prepare an annual budget for Minnesota Business Women and to have general supervision of all expenditures.
- SECTION 7. The legislation appointee shall prepare and present to the board of directors the annual legislative platform. The board of directors, a club, or a legislation committee may propose changes to the state legislative platform. It shall be the duty of the appointee to receive proposed changes to the platform and to make recommendations on all proposed changes. The appointee shall implement the legislative platform adopted by Minnesota Business Women.
- SECTION 8. It shall be the duty of the membership appointee to promote, expand, stabilize and orient the membership.

ARTICLE X ANNUAL EVENT

- SECTION 1. Minnesota Business Women shall hold an annual event, the date and place to be determined by the board of directors.
- SECTION 2. Any member may register to attend any Minnesota Business Women event. A registration fee, if applicable, shall be paid by all members who attend any or all event sessions. Non-member registration fee will be an additional \$60.
- SECTION 3. In keeping with our mission statement, it shall be the focus of the state annual event to promote personal empowerment, professional development, and political awareness for the women of Minnesota.

ARTICLE XI SPECIAL MEETINGS

- SECTION 1. Special meetings may be called by the president or the board of directors or upon written request of ten (10) members. A special meeting of the membership shall be held to amend bylaws.
- SECTION 2. A written call must be sent to all members at least thirty (30) days prior to the meeting.
- SECTION 3. The call must provide time, place and exact purpose of the meeting.
- SECTION 4. The voting body shall consist of all members in good standing who have paid the meeting registration fee (if applicable). Any member may register to attend a special meeting. A registration fee, if applicable, shall be paid by all members who attend any or all meeting sessions.
- SECTION 5. No member shall have more than one vote and no voting by proxy shall be allowed.

ARTICLE XII PUBLICATION AND WEB SITE

- SECTION 1. The Minnesota Business Woman shall be the official publication of Minnesota Business Women.
- SECTION 2. The editor of the publication shall be:
(a) appointed by the president with the approval of the board of directors; and
(b) accountable to the board of directors.
- SECTION 3. The editor may appoint staff to assist in administration of the publication.
- SECTION 4. The board of directors shall determine the number of issues, publication and mailing dates of the publication, select the printer, and consider all matters relating to the administration including recommendations of the editor.
- SECTION 5. The state will maintain a Web site where the state publication will be available electronically.
- SECTION 6. The funds for the publication and Web site shall be included in the state budget.

ARTICLE XIII PARLIAMENTARY AUTHORITY

The rules of parliamentary procedure comprised in the current edition of Robert's *Rules of Order Newly Revised* shall govern all proceedings of Minnesota Business Women, subject to such special rules as have been or may be adopted.

ARTICLE XIV AMENDMENTS

- SECTION 1. Amendments to these bylaws may be proposed by the board of directors, by any five members of at least two clubs, or a bylaws committee.
- SECTION 2: All proposed amendments shall be sent to the state bylaws chair for appropriate presentation to the board of directors and at a special meeting held to consider the amendment(s).
- SECTION 3: Written notice of proposed amendments must be given to all members at least 30 days before the special meeting at which the proposed amendment is to be voted on. Amendments to these bylaws must be approved by two-thirds of those members present and voting.
- SECTION 4. A unanimous vote shall be required for approval of any amendment proposed from the floor of the meeting without prior consideration by the members. Such amendment must be submitted to the bylaws appointee.
- SECTION 5. When an amendment is adopted to the state bylaws which affects club bylaws, each club shall automatically amend its bylaws to conform.

ARTICLE XV DISSOLUTION

Upon dissolution of this corporation, all of its assets remaining after payment of all costs and expenses of such dissolution shall be distributed to an entity that has qualified for exemption under section 501(c)(3) of the Internal Revenue Code and state tax regulations. The voting body will approve which entity that is. None of the assets will be distributed to any member or officer of this organization.

Substitute Bylaws, if approved, April 2014 – effective May 1, 2014.

_____ Date _____

MINNESOTA BUSINESS WOMEN BYLAWS APPENDIX — DUES

ACTIVE MEMBER	
Total amount of Dues *	
TO: Minnesota Business Women **	\$ 12.00
STUDENT MEMBER	
Total amount of Dues *	
TO: Minnesota Business Women **	\$ 6.00
MEMBER-AT-LARGE	
Total amount of Dues *	
TO: Minnesota Business Women **	\$ 60.00

* For new members joining after June 1, dues will be prorated.
**Includes State Publication

If approved April 2014 – effective June 1, 2014.

MINNESOTA BUSINESS WOMAN

- **ADVERTISING:** *Minnesota Business Woman*, the official publication of Minnesota Business Women is published four times each year (June, August, December, and March). 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.
- **ARTICLES & PHOTOS:** Submissions for the *Minnesota Business Woman* are welcome from both clubs and individual members.
- **Articles** are subject to editing for space availability, clarity, etc.
- **Photos** are appreciated. High resolution digital photos are preferred, but regular photos may also be submitted by postal mail.
- Contact: Faye Crane or Paula Hritz-Nobs, editors
e-mail preferred: orders@prestoprintofgrmn.com
1235 S Pokegama Avenue, Grand Rapids, MN 55744
218-326-6200
- **NEXT DEADLINE:** TBD for the Summer 2014 issue.

INVITATION TO BID — INSURANCE

Bids are now being accepted for the Liability Insurance and Treasurer’s Bond for MBW’s 2014-2015 fiscal year.

Please base your bids on the following specifications:

- Business Liability policy:
business liability - \$1,000,000/occurrence, \$2,000,000 annual aggregate
medical pay per person - \$5000
business personal property - \$2000
deductible only on property - \$500
- Treasurer’s Fidelity Bond: \$50,000 bond

Send final bid **BY APRIL 12** to: paula@prestoprintofgrmn.com

If you do not have access to e-mail, mail your bid to:

Finance Chair: Paula Hritz-Nobs
18831 Woodbine Road
Grand Rapids, MN 55744

**Minnesota Business Women
State Convention — April 25-26, 2014 — McQuoids Inn & Event Center, Isle
Registration Form Due By April 12, 2014**

MAKE YOUR ROOM RESERVATIONS WITH: McQuoids Inn & Event Center

1325 Hwy 47 N • Isle, MN 56342 • PHONE: 800-862-3535

Room Block under: “Minnesota Business Women”

Standard room: \$89.95 + tax/fee • Deluxe room: \$99.95 + tax/fee • \$10 extra / person over 2 in room

**HOTEL
DEADLINE:
APRIL 10, 2014**

Name _____
Address _____

Work Phone _____
Home Phone _____
Fax _____
Email _____
Club. _____

SATURDAY LUNCH :

**Fettuccini Alfredo with Chicken &
Spaghetti with Meat Sauce Buffet**

Served with vegetable medley, Italian salad
garlic toast, and dessert tray \$ 18 \$ _____

LATE FEE (AFTER APRIL 12, 2014) \$ 10 \$ _____

*(PLEASE NOTE: Late registrations are not guaranteed
availability of meals as count must be given early to the hotel.)*

I CANNOT ATTEND, SEND PACKET ONLY \$10 \$ _____

TOTAL ENCLOSED \$ _____

Check # _____

WHEN DID YOU JOIN MBW? _____

Please check one or more of the following:

- ____ Member . . . is this your 1st state meeting? _____
- ____ State Officer: _____
- ____ State Administrative Assistant (Year ____ / ____)
- ____ State Parliamentarian
- ____ Club President or ____ Club Representative
- ____ State Committee Chair: _____
- ____ Past State President (Year ____ / ____)
- ____ Guest or Speaker _____

MAIL CHECKS PAYABLE TO: MBW-Meetings

Send to: **Presto Print**
1235 S Pokegama Ave • Grand Rapids, MN 55744

QUESTIONS: Paula Hritz-Nobs at 218-259-0839

WOMEN IN MINNESOTA HISTORY, PART 5

Mary Jo Igelstad, Historian



Bertha Berglin Moller (1888- ??); Bertha's family came to Minnesota from Sweden. She married Charles Moller in 1910. In 1916 she began her career as a political activist. Bertha helped organize suffrage campaigns in North Dakota. In 1918 they moved to Minneapolis and she volunteered with the Minnesota Scandinavian Woman Suffrage Association, participated in the Minnesota

Woman Suffrage Association, and served as chair of the State Associations Congressional Committee.

Bertha knew there was struggle for the 19th Amendment. She staged suffrage ballets in Minnesota, North Dakota and Wisconsin. During these performances police began a new round of arrests. There were hunger strikes, force feedings and jail time. Moller was arrested 11 times and went to jail twice in 1919. She and 22 others were accused of lighting paper, oil, wood and rope for the "Watchfire for Freedom". Later Bertha and several others served 5 days for throwing Minnesota grown pine boughs into the Watchfire for Freedom in front of the White House.

Moller remained active in politics after the 19th Amendment passed. She was committed to another issue "child labor" and was publicity director for the National Child Labor Committee. In 1921 she enrolled in the U of M Law School to "seek legal equality for women...until they have equal representation, the chances are they will never receive justice in the courts". The Moller's moved to Chicago in 1923 and she transferred to Northwestern, but didn't graduate.



Marguerite Milton Wells (1872-1959); Marguerite was born in Wisconsin and lived most of her young life in Jamestown, North Dakota. Because she was able to dress and look like a boy, she was able to attend an all-male political caucus. She wrote about all she heard at these caucuses. In 1891 she entered Smith College. Her family finally settled in Minneapolis in 1902. In 1917,

she offered her services to the MWSA. Under the direction of Clara Ueland, they organized support from the Minnesota congressional passage of the 19th amendment. Wells directed the drive for the amendments ratification and Minnesota was the fifteenth state to do so.

The National American Woman Suffrage Association had the 1919 convention in St. Louis. National President Carrie Chapman Catt proposed the League of Women Voters. Minnesota organized a League of Women Voters before the 19th Amendment was ratified in 1920. Clara Ueland was the first Minnesota President and Marguerite Wells was the First Vice-President. In 1934 she became National President of the League of Women Voters. She stepped down as president in 1944. "The League exists...for the purpose of establishing a tradition of responsibility about government".



Alice Ames Winter (1865-1944): According to Alice, woman suffrage was a means to an end—not just a goal. She was president of the General Federation of Women's Clubs, served on national committees on disarmament and film, wrote articles on education, support for mothers and women's citizenship rights and other topics. She came to Minneapolis as the wife of a grain dealer Thomas Gerald Winters. They had two children and she became involved in the Minneapolis kindergarten movement. Winter was the founder and first president of the Woman's Club of Minneapolis. The club wasn't a suffrage organization and several of its members were against the suffrage movement. Alice was Chair of the Women's Division of the Minnesota Commission on Public Safety. The Commission had been criticized for discriminating against German-Americans and post WWI critics. She was a strong supporter of Americanization programs. She helped work with child care, nutrition, better housing and citizenship rights besides her commitment to war work.

Alice was the president of the General Federation of Women's Clubs. In this capacity, she campaigned for more permanent places and presence in Washington D. C. for organizations. She also supported measures as the Child Labor Amendment, the Sheppard-Towner Act (mother's aid), and Indian Welfare Committee and the Women's Joint Congressional Committee. She was honored in Minneapolis with a "home demonstration house" where home economic techniques could be tried and the house was named after her.

After her retirement, she became a contributing editor for Ladies Home Journal Magazine. She also wrote novels and non-fiction. Alice died in 1944.



Mabeth Hurd Paige (1870-1961): to quote Mabeth from the Minneapolis Tribune March 25, 1944 "In 1945 it will be a quarter of a century since we achieved political enfranchisement and in my opinion not nearly enough women are taking part in the country's lawmaking. I had hoped when I entered the legislature in 1923 that by 1943 no less than ten percent of the legislature would be women—yet I am now the only one" Mabeth was born in Newburyport, Massachusetts to Edward Hurd, a physician and Elizabeth Campbell who was a semi-invalid. She told her parents "she was going to have a purpose in life even if it meant being an old maid."

Mabeth had an art career which she gave up to marry James Paige, a law professor at the University of Minnesota. She decided to study law, and James said this would make them "completely congenial". They had one child, Elizabeth. Mabeth filled her life with many activities: family, church and community—she never practiced law.

Clara Ueland asked Paige to serve as chair of the Minnesota League of Women Voters. There were over 400 representatives from many women's organizations for a planning meeting in October 1919. A set of bylaws and a constitution were adopted. Paige was part of the transformation of the National American Woman Suffrage Association to the National League of Women Voters. She represented the League at the Pan-American Conference in Washington D. C. When she came back to Minnesota, she pushed for women to enter politics. Her husband James gave his permission for her to run for the legislature under the name of Mrs. James Paige, but she campaigned under the name Mabeth Hurd Paige. She won the election by only 47 votes. She was a legislator for 22 years. Mabeth served on the Welfare, Education and Public Domain Committees. She had a 54 hour work week for women, established the fourth psychopathic hospital at Moose Lake, sewer construction in the Twin Cities for the pollution problem of the Mississippi River, environmental protection of Minnesota forests and lakes, and limits on interest on small loans.



Myrtle Cain (1894-1980): "...no group has ever impressed me so much and I always feel I belong to them even when I do not see or hear from them very often." This was Myrtle speaking to Alice Paul, Chair of the

National Woman's Party, 1951. When she was in her twenties, Myrtle dedicated herself to the suffrage movement. She marched with Paul in Chicago in 1916. They led the suffrage movement against the cautious, conservative to a radical strategy in the struggle for women. In 1922 she was elected to the Minnesota House of Representatives as one of the first generation of women legislators. Cain made an impression with two bills: 1) the anti-Ku Klux Klan bill which passed; 2) a bill titled "Granting Equal Rights, Privileges and Immunities to Both Sexes" which didn't pass. When the equal rights bill was introduced to the House, a motion was made to postpone it indefinitely—motion carried. She ran for re-election in 1924, but lost by 39 votes.

Cain now started a career in the Farmer-Labor Party till the merger in 1949 which created the Democratic Farmer-Labor Party (DFL). The Labor win of the Farmer-Labor party didn't support the equal rights bill. She contacted Alice Paul and Arvonne Fraser and they worked together in the DFL office. They had great education and experience, but were paid less than their male counterparts. In the 1960's, new feminists publicized the equal rights movement. This is now the Equal Rights Amendment (ERA). Cain was a supporter of the amendment and was also involved in Eugene McCarthy's anti-war campaign in Minnesota. Myrtle Cain became known as a "Founding Mother".

On August 26, 1970, which was the fiftieth anniversary of the 19th Amendment, the Minneapolis Tribune interviewed Cain. "It's just the same as the opposition they gave the suffrage movement. It's ridiculous that here in the year 1970 we have to eliminate discrimination". February 12, 1973 was declared Myrtle Cain Day by Governor Wendell Anderson for her decades of public service.

Calendar 2014

March. Women's History Month
 April 20 Equal Pay Day
 April 25-26 State Convention
McQuoid's Inn & Event Center, Isle

Melinda "Mindy" (Kunz) Bowman

Melinda "Mindy" Bowman, 59, of Bemidji, Minnesota, died February 4, 2014, at her home. Funeral Services were February 8, 2014, in Bemidji.

Melinda Ann Kunz was born February 21, 1954, in Minneapolis, Minnesota, to Robert Louis and Donna (Berggren) Kunz. She attended John James Audubon Elementary School until her family moved to Bemidji when she was 11 and purchased a wreath making business. Mindy graduated from Bemidji High School in 1972 and Concordia College in Moorhead in 1976.



Mindy was an original Washington staff member for Congressman Arlan Stangeland in 1977, worked on the Ronald Reagan campaign working with Elizabeth Dole, and worked for the Deputy Secretary of Transportation, Darrell Trent. In 1981, she returned to Bemidji to help her mother with her business, Minnesota Woods Products, where she just completed 33 years. In 1993, Mindy and her husband Don opened Surplus Outlet, a retail store in Bemidji, selling general merchandise, upholstered furniture and bedding.

Mindy was a member of the Business and Professional Women (Minnesota Business Women) where she held many positions at club and state level (see list below). She was also a member of the Bemidji Eagles Club and the United Methodist Church. Mindy was co-chair of the Headwaters Quilt Guild at the time of her death. Many good friends were made with those who shared the love of quilting.

She is survived by her husband of 28 years, Don Bowman of Bemidji; sons, Dustin Bowman of Mankato and Chris Bowman of Minneapolis; brothers, Gary (Diana) Kunz and Tim (Carlene) Kunz both of Bemidji; step-children, Nicole (Jason) Nordby, Tom (Whitney) Bowman and Katie Bowman and mother-in-law, Agnes Bowman of Fergus Falls.

Mindy's outstanding record of service in BPW/MBW:

- Member of Bemidji BPW from January of 1997 through May of 2011
- Secretary of Bemidji BPW 1997-98, 1998-99
- President of Bemidji BPW 1999-2000, 2001-02, 2003-04, 2006-07
- Valued member of Business Women of Greater Grand Rapids since 2011
- National Legislative Platform Committee Member 1999-00, 2000-01, 2008-09
- Area 5 Volunteer at 2000 National Convention in St. Paul
- State Legislation Chair 1999-2000, 2000-01, 2008-09
- State Nominating Chair 2002-2003
- State Individual Development Chair 2003-2004
- State Treasurer 2004-05, 2005-06
- State Recording Secretary 2006-07, 2007-08
- State Equal Payday Coordinator 2009-10

Memories

"Mindy was one of the special people that kept BPW/MBW alive and healthy. Her willingness to help and serve benefitted all of us. We will surely miss her and her positive spirit." — Judy Berry

"So sad to hear about Mindy! She was a kind person who had a gentle view of life and a warm and inviting smile! She will be missed!" — Anne Andreasen

"Mindy was a very special person." — Karen Howell

"What a huge loss for anyone who knew her. She shared many fascinating stories of her life "on the Hill" when we were roommates at a BPWusa Conference. She was such a special, kind-hearted woman, who will be missed." — Sue Lehrer

Motion for Dissolution of state organization:

I move the dissolution of Minnesota Federation of Business and Professional Women's Clubs Inc.:

Whereas all assets remaining after payment of all costs, expenses and obligations are to be distributed to qualified 501(c) 3 entities, I further move that the meeting recess to convene as a committee of the whole for the purpose of discussing the dissolution of the Federation and to identify who will be responsible for guiding the process.

RATIONALE:

- For the past 20 years membership in our organization has gone down
- The number of clubs has declined
- Each year recruiting officers for state offices has been more and more challenging
- Attendance at state functions has steadily deteriorated even though more emphasis was put on designing programs that would be interesting and valuable for members
- If the state organization is not adequately supported by the members it is time to dissolve.

Annual Meeting

April 25-26, 2014

McQuoids Inn & Event Center
Isle, Minnesota

Tentative Agenda

Friday, April 25

3:00 - ?? Executive Committee Meeting

7:00 - 9:00 Conversation about BPW/MN understanding where we are, exploring where we might go

Saturday, April 26

8:00 - 9:00 Networking

9:00 - 12:00 Business Session
Keynote Speaker – Theresa Rose ...
"Growing Into Greatness: Using Life's Gift's to Unleash the Bigger You"

12:00 - 1:00 Awards Luncheon

1:00 - 3:00 Business Session

Rationale for the substitute bylaws:

Because we know that so many people have invested so much time (heart, soul) into this organization, we feel that there should be an alternative available so that we can have a more streamlined federation that can hopefully appeal to younger people.

The basic premise is changing over to a board of directors (BOD) driven state where the BOD would elect a president, secretary and treasurer from the BOD members and be in charge of overseeing virtually everything except changing bylaws. The dues are cut in half since the state doesn't need money... if we were to dissolve, we would spend a great deal of angst deciding which (or how many) 501(c)3 would get our money. Should the membership want to keep the state going, this document could give them the vehicle to be able to spend down the monies to the educational benefit of the members. It would also allow a smooth flow into the next fiscal year.

By empowering a BOD, whose members come selected by their clubs, there should be more "ownership" from the clubs. By having a small BOD elect the officers from the core group, we eliminate the search for "someone, anyone" to step forward. The membership will also know that they do not have to sit through the "nuts and bolts" of the organization unless they want to and that there will be an event once a year that will give them something to attend at no cost, or a low cost, as the state certainly has the money to put on an event and absorb the cost as long as it fits our mission and purpose. Since we thought that there should be "some" dues, they are reduced to half and the member-at-large dues are lowered to what the highest total club dues would probably be.

A quick breakdown of the major differences from our current bylaws:

- No executive committee, nominations or elections
- No state convention/annual meeting
- Board of Directors (see next bullet) ...
A president (to preside), secretary (take minutes) and treasurer (pay bills) elected by the BOD at a June meeting of the BOD.

- Clubs (in May) will elect or appoint member(s) to serve on the BOD each year based on the clubs' membership as of April 30

5-19 members	=	1 director
20-29 members	=	2 directors
30 + members	=	3 directors

(based on the above schedule and our current membership totals -

2014-2015 could have 13 directors)

- Annual Event (planned by the BOD or a task force): the event should be designed to involve the members by highlighting our "mission" (even if only 20-30 members show up, those 20-30 will benefit from the event).
- A special meeting only if bylaws need to be changed or the members later decide to dissolve the state (which would be the "final" bylaws change) ... this would not be a BOD meeting ... all members in good standing could/would/should vote.
- These streamlined substitute bylaws would serve to keep the state organization viable for the future time when the bylaws can be expanded back to include some of the past features or reincarnated again to meet the needs of a future we can only dream of at this time.
- *Let's not forget that Minnesota BPW/MBW should be celebrating 100 years in 2020!*