



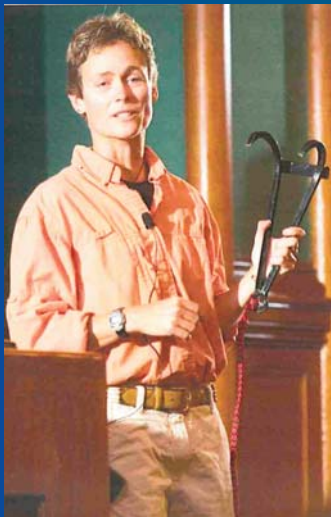
The Minnesota *Business Woman*

The Official Publication of Minnesota Business Women

Vol. 81, No 3 • Winter 2014-15

Dynamic Women to speak at MBW's Annual Event!

Chris Heeter *Isn't it time for a little more Wild in your world?*



Selected as one of the Top Ten Speakers of 2014 by Meetingsnet, Chris Heeter is on the move, spreading her Wild message near and far. An award winning speaker and business owner, she set out to create a Wild revolution in the workplace, and most especially in courageous organizations like MBW. In planning the 2015 State Event, it was an easy and natural fit. Chris is excited to encourage the rabble rousing spirit of MBW as you listen carefully to one another and work toward changes in the organization that hold on to our amazing and powerful history, and also explore what works best for our membership today.

A wilderness guide since 1984 and member of the National Speakers Association, Chris has led and worked with countless groups, encouraging their Wild side, helping them find their way as teams, organizations, and individuals. Featured on The Discovery Channel's "National Geographic Today," she brings decades of leadership experience indoors, to conferences and offices, working with teams and leaders, helping us recognize that leadership and communication doesn't have to be so complicated, and change, like what we are experiencing at MBW, is uncomfortable, but important and worth it.

Karly J. Peters, CPC

Karly Peters is a professional coach who has a passionate devotion to helping others claim their inner-power and live their true purpose. Karly has a unique professional background that includes business ownership, big corporate, and helping students align their goals and true purpose with higher education.



Patty Tanji

Patty Tanji combines Minnesota Nice with her passion for helping women earn more in the workplace. Borrowing techniques from improvisational theater, the entire audience will get comfortable acting as if they were already six-figure earners and beyond! Patty is the President of the Pay Equity Coalition of Minnesota, a lobbyist and advocate who works with state and national legislators, and a pay strategist who works with individuals to maximize their income. She has been featured in Finance and Commerce magazine, KS95, Fox 9 and KARE-11. She is also a contributing writer to Put Magic in Your Message, and a Fortune in Your Future. Best of all, Patty is a past state president of MBW!



Minnesota Business Women
 – Working Women Working Together

Happy New Year!



Joni Fauchald
 President

With the New Year, do you have resolutions to be more organized, lose weight, exercise consistently, be more effective, and make a difference? The list is endless! I think we all want to improve our lives somehow, someway and the start of a new year always seems to be a good time. Now the hard part is keeping and sticking to our resolutions. How do we do that? Well, maybe it's achieving our goals through baby steps or it's announcing to the world our intentions, whatever works best for you. Just remember, we're women of our word, we walk the talk, if we say something, we mean it. We feel empowered when we make a commitment and follow through with it. The confidence we gain is priceless!

Resolution: a firm commitment to do or not to do something. Intention, decision, aim, plan.

Last April we all made a bold and resolute decision to remain viable as an organization. BPW/MBW is part of our lives and who we are today. It would be like losing a friend if we didn't have it. Our personal and professional life wouldn't be the same without BPW. Clubs are growing and learning through programs, speakers and networking; they are in turn doing good things in their communities and making impactful connections. Our clubs are also learning from each other, I love that!

Now I'm bursting at the seams to talk about our State Event coming up April 24 and 25 in St. Cloud. Your Board of Directors is beyond excited for this! We have a top notch Keynote Speaker, Chris Heeter, lined up, as well as Karly Peters and Patty Tanji. We have so much planned; it will be fun, educational, meaningful and affordable. This Event is for all of you and will be well worth your while to attend! The event (not meeting) will start April 24, evening, and continue till about 3:30-4pm on Saturday, April 25. Which club will have the most members

in attendance? We have a surprise for that club! Which club will have the most growth percentage? Who will be Club of the Year? Keeping with our theme, *Our LegacyPreserving....Living....Sharing*, we hope each club will put together a skit, presentation, video, whatever works for your club. What a great and fun way to celebrate MN BPW's 95th anniversary. Your board members have already been talking up the event to your clubs and you'll be hearing more. The BOD met at the Le St-Germaine Suite Hotel in St. Cloud on January 10 to iron out the final agenda details. Just make the New Year "resolution" to attend, NO REGRETS!

State Event – Tentative Agenda • April 24-25, 2015

Friday, April 24

6:30 - 7:00 p.m.

Registration

7:00 - 9:00 p.m.

Wine and Chocolate — Tasting, sampling and wine pairings, Wine Connoisseur and Chocolatier, trivia and games

Saturday, April 25

7:30 - 8:00 a.m.

Registration

8:00 - 8:45 a.m.

Breakfast

9:00 - 10:30 a.m.

Welcome

Membership Awards — *Club % of Growth** & *Club of the Year***

Drawings

"Keeping History" club skits

10:45 - 11:45 a.m.

Keynote Speaker, Chris Heeter

11:45 - 11:55 a.m.

Announcements

Drawings

2:00 - 1:20 p.m.

Lunch

Awards

1:30 p.m. - app. 4

Afternoon Session

Chris Heeter, Karly Peterson & Patty Tanji

Drawings

*Traveling Trophy Award****

Closing

* The award for Club % of growth will be determined by the dues received, for the 2014-2015 fiscal year, by the state treasurer by April 20, 2015.

** The award for Club of the Year will be determined on site by the board of directors. Entries must be received by the state president prior to 9 p.m. Friday night, April 24, 2015. All samples submitted will be returned on Saturday. Please include a list of everything the club is involved with, include samples of event media coverage, ads, etc.; scrapbooks, photo albums, flyers and what outcomes were achieved during the year.

*** Presented to the club with the most members in attendance and held until the next state event.

Tradition Lives On

Joyce Humphreys, PSP

I became a charter member of the Leech Lake Area BPW organization in 1962. My daughter and two sons grew up knowing that once a month I would miss dinner with them and sometimes I went to district and state meetings. We ran a resort so the state convention in May was always a challenge. Joni knew I would not miss meetings if at all possible. She did so much brother sitting and just being responsible I could not have climbed the MNBPW ladder without her.

Joni participated in our Individual Development program and throughout her young life developed into a very independent young woman. I am so very proud of her, her family and her leadership ability.

As a member of this great organization I feel we are very fortunate to have a Board of Directors made up of dedicated women willing to face and help make the needed changes. Keep up the good work!

Membership

Julie Asmus, Director & Membership Chair

Membership is the lifeblood of any organization. Attracting and retaining members can be a very challenging task, but there are many simple ways to help keep your present members and attract new ones.

Use the Internet — Set up a Facebook page and use it to advertise BPW activities. Increase awareness and news about your membership and their accomplishments. There should be information about each month's meeting and follow-up pictures and information about what happened. Let people know what they missed so they're sure to show up the next month. Keep members updated with e-mails about member news and upcoming meetings.

Provide Networking Opportunities — Help members get to know each other. Make sure everybody has a name tag and make sure their name is large and legible. Start your meetings by having each person introduce themselves. Maybe answer a question about BPW or their business. Have a membership directory so people can call or e-mail other members.

Make it Fun — Few members want to sit in solemn meetings and focus on business 100 percent of the time -- formal and informal activities add fun and keep everyone interested. Ask long-standing members to greet newcomers and guests with a warm and friendly greeting at the door. Providing food, getting-acquainted games and celebrations of success also create an engaging atmosphere. In Willmar we start off the business meeting with a brag box members put in a dollar and share their accomplishments, either personal or professional.

We are such a great group of women that everyone should want to be a part of. Let's start by making sure they know about us!!

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1. Paid/Requested Outside-County mail subscriptions stated on Form 3541	141	140
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1. Outside-County as stated on Form 3541	0	0
2. In-County as stated on Form 3541	0	0
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F. Total Distribution	177	165
G. Copies not Distributed	12	10
H. Total	189	175
I. Percent Paid and/or Requested Circulation	89.83%	93.94%
17. I certify that the statements made by me above are correct and complete. (Signed) Faye Crane, Editor.		



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- **Articles** are subject to editing for space availability, clarity, etc.
- **Photos** are appreciated. High resolution digital photos (approx. 1 MB) are preferred, but regular photos may also be submitted by postal mail.
- **Contact:** Faye Crane, editor
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Legislative Update

Susan Jordahl-Bubacz
Director & State Legislation Chair

This has turned out to be an interesting position within our MBW/BPW State organization. So many of you have voiced that you care about our laws, but don't know or vaguely remember 6th grade government class and the who, what, where of our state government...just that it's still in business. You are busy juggling all the things women do these days, job, family, community, special interests, but you care about the issues of education, equal pay, economy, women's issues, etc., etc. very much. Yet, perhaps you aren't quite sure where to exactly begin to understand and to get more informed on key laws and policies that affect the people and ideals you value?! Got that? Thus, having been candidly a couple of times now, thought I'd share a little basic refresher course on how it all works within our legislature. Below, part one (you can find this on our state legislative website). Here goes my dear friends and colleagues--

What is the structure and function of the Minnesota Legislature?

To better understand the role of the Minnesota Legislature, it's helpful to simply review basic government structure. Please bear with me here until from the very basics we get to where we need to go to be 'in the know' from that point on. You'll hear some of the same old political jargon, but, as you read on you might have that 'ah, yes' moment where you go, indeed, I remember/that what they mean kind of light-bulb on kind of milestone. But, it's truly important to remember the very basics in order to decipher the political and policies machine, for it affects us greatly, and our ability to delve it and have our voices heard!

Ok, take a deep breath, let it out and here goes... Our democratic system of government is separated into different levels and branches. The three levels of government—federal, state and local—all function to meet separate responsibilities. Each level of government is made up of three separate branches—the executive, the legislative, and the judicial—with each exercising individual authority in order to serve the people of the community, state, and nation.

The responsibilities of each branch of government differ, and no branch of government is given power over another. This system of "checks and balances" insures that no single group can dominate the workings of government and that no one part of government can dominate another part of government.

The legislative branch is responsible for the enactment and revision of laws. The United States Congress forms the laws at the national level, and the Minnesota Legislature is the lawmaking body for the State of Minnesota. Both Congress and the Minnesota Legislature consist of two bodies: a Senate and a House of Representatives. This two body system is referred to as a bicameral system.

The executive branch administers and executes the laws passed by the legislative branch. The President of the United States is the chief executive at the federal level, and the governor serves as the state's chief executive.

They are aided by the officials appointed to head the various agencies and departments and by the other officials elected to the executive branch. The persons elected to executive branch positions—governor, lieutenant governor, secretary of state, state treasurer, state auditor, and attorney general—are referred to as constitutional officers.

The judicial branch enforces the laws and insures that the interpretation of the law is in accordance with the U.S. and state constitutions. The federal and state court systems compose the judicial branch for those two levels of government.

The United States Congress

Many citizens confuse the elected officials who represent them in the state legislature with those who work for them in the U.S. Congress. At the national level, every citizen is represented by three persons—two senators and one member of congress. While every state has two senators, the total number of members of congress representing each state varies in proportion to the state's population. In Minnesota, eight members are elected to the U.S. Congress. In all, the U.S. Senate has 100 senators and the U.S. House of Representatives has 435 members. Their responsibility is to concentrate on issues of national interest, such as federal tax policies, immigration laws and national defense. They are your voice in Washington, D.C.

State legislatures

Citizens in every state also elect officials to represent them at the state level. Those elected to the state's lawmaking body, referred to as Legislators, work on state issues, such as funding the elementary and secondary education system, setting state tax policy, and funding state human service programs.

The legislatures' size and structure vary among the different states. Nebraska's Legislature is unicameral (one body) and all the rest are bicameral. In some states the larger body is called the Assembly, rather than the House of Representatives. (How this is determined will be shared in a future article.)

New Laws, as of Jan. 1, 2015

Four Minnesota laws took effect on Jan. 1, 2015. There were several new laws passed, but some of the less obscure ones that will be in affect:

1. Starting Jan. 1, a teen will need to log more practice time behind the wheel to get their driver's license. Teens will be required to have at least 50 hours of behind-the-wheel training, up from 30 currently, and complete a supervised driving log before they can take the road test. Within those total practice hours, 15 must be driven at night, up from 10 currently. The law also encourages parents to take a class to learn more about teen driving risks and the role families can play in influencing safe behavior. If a parent or guardian completes the 90-minute class, the

minimum number of practice hours drops to 40.

The Minnesota Department of Public Safety says, "Inexperience is often a factor in crashes involving teens, who are involved in more than 16 crashes a day in Minnesota."

- 2. New Minnesota veteran's license for female veterans.
The state's 29,000 female vets can now have license plates bearing the inscription, "Woman Veteran." They'll pay the same \$10 fee charged for other specialized plates.
- 3. Better trained lifeguards at public beaches
Under "Tony Caine's Law," public beaches that provide lifeguards must ensure the lifeguards are certified through the American Red Cross or a similar program and that they are certified in first aid and CPR for adults and children. The new law, named for a 6-year-old boy who drowned at a Minneapolis beach in 2012, does not require lifeguards at public beaches.
- 4. Expungements and second chances
This new law may make it easier for reformed offenders to find work or a place to live. It lets Minnesota judges permanently seal the criminal records of reformed offenders. Judges were already allowed to expunge court records, but not records collected by state agencies — information frequently surfaces in background checks for jobs and housing. The law extends expungement eligibility in several circumstances. This new law will take away many of the barriers faced by folks who have broken the law in the past and because of it face hurdles to housing, jobs, benefits, promotions, etc.

The state's minimum hourly wage begins its climb to \$9.50 by 2016. First, the state's minimum hourly wage will increase from \$6.15 to \$8, phasing up to \$9.50 by 2016. Beginning in 2018, all wages would increase each year on Jan. 1 by inflation.

- 2. Domestic abusers, stalkers prohibited from having a firearm
A new law prohibits a person subject to an order for protection in a child or domestic abuse case from possessing weapons. It also requires them and someone convicted of a domestic assault or stalking offense to surrender their firearms if it is part of their punishment.
- 3. Law targets synthetic drug problem
The manufacturing and distribution of synthetic drugs continues to remain problematic; however, a new law aims to reduce the chances of these ending up in Minnesota communities. The law expands the definition of drug to include "any compound, substance, or derivative which is not approved for human consumption by the United States Food and Drug Administration or specifically permitted for human consumption by Minnesota law."
- 4. Data breach prompts new protections, penalties
Several recent high-profile data breaches by public employees spurred a new law that lays out penalties and preventive measures. The law will require procedures for ensuring that private data is accessible only to those whose work assignment calls for it.
- 5. Motorists involved in a collision required to stop and investigate
This law expands a driver's responsibility following a collision. It requires them to stop and investigate what was struck. It also expands what conditions require a motorist to remain at the scene.

The 83rd Minnesota Legislature reconvened at noon on Tuesday, January 6, 2015.

In case you missed it, five new laws started on August 1, 2014

- 1. Minimum wage increased for the first time in 10 years

Minnesota Business Women State Event — April 24-25, 2015

Le St-Germaine Suite Hotel, St. Cloud — Registration Form Due By April 15, 2015

MAKE YOUR ROOM RESERVATIONS WITH: Le St-Germaine Suite Hotel, St. Cloud, MN

404 W St. Germaine • St. Cloud, MN 56301 • PHONE: 320-654-1661

Room Block under: "Minnesota Business Women"

Standard room (2 queen beds): \$129.00 + 12.37% tax; parking ramp - \$4.00 per night

**HOTEL
DEADLINE:
MARCH 24, 2015**

Name _____ Work Phone _____

Address _____ Home Phone _____

_____ Email _____

Cell Phone _____ Member of _____ Club

The event fee is all inclusive: Friday night Wine and Chocolate, Saturday continental breakfast, event speakers and lunch.

DUE: APRIL 15, 2015 MEMBER FEE \$ 49⁰⁰ NON-MEMBER FEE \$109⁰⁰

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

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

DALA of MORA BW *Leona Dressel, secretary*

Life is full of surprises....why should today be any different? With that thought in mind and listening to or reading the local news on “scams”, our November meeting included a panel of experts that explained what scams are now circulating and how to protect yourself. What an informative meeting! Statistics from: www.enlightenme.com indicate that males are slightly more likely to be victims of online fraud, accounting for 55.4 percent of all filed claims. Additionally, males tend to lose more money than females (\$1.69 per every \$1.00 lost by a female). Close to one half of all filed claims were reported by individuals between the ages of 30 and 50. Of all filed claims, roughly one-third originated in California, Texas, Florida and New York. Approximately 74 percent of all scams were initiated via email. On the other side 77.4 of those who perpetrate identify theft scams are estimated to be male. Of all thieves, 66.1 percent reside in the US. The panel presented a variety of ways to self-protect your confidential and private information. And what to do should you happen to fall victim of a scam. A worthwhile topic for other locals to consider.

Everyone needs a little pick me up once in awhile, a cup of coffee, a piece of chocolate or a few minutes of time with your feet up on your desk and “resting” your eyes. In December, Dala of Mora’s pick me up included a winter holiday party and gifting program. On December 8th members brought in items to donate to the local food pantry and to the transitional shelter program. It was a means where we could support local businesses with our shopping and then give those items to the two local organizations helping those in need. The evening also included a dice game where we “exchanged” white elephant gifts. Lots of fun and fellowship at our winter party!

We welcome renewing member Beatta H and new member Evette W. Our upcoming events include: Author’s Night, Girl Friends Evening Out, CSA-Eat Good Food, and then a Celebration of Women.

GRAND RAPIDS BPW *Susan Jordahl-Bubacz, president*

Salutations and a Happy New Year from the great white north of Minnesota. As we close out the old year and ring in the new, our Grand Rapids members celebrate and take pride in our many great meetings, speakers, initiatives, scholarships given, a new signature event - THE Craft Show, Taking Action politically, mentoring youth to do good in our community, Women in Business Week, working women working together and our wonderful group of members, near and far!

As we ring in the new, we strive to continue in our mission, grow in numbers, and make our voices heard. We have great programs and speakers on tap for the upcoming months. As always, among our resolutions and to do's are staying politically aware, keeping our fingers on the pulse of policies and laws for women, family and education. We are fired up to strategically plan regarding our local initiatives, membership drives and the second year of our new signature event in the fall! 2015 is going to be a great year for our local and we are ready to take it on!

Our Grand Rapids women are also VERY EXCITED about how our new state board of directors have been working diligently together! Great investments on behalf of each and every Director from each local! What great partnerships and flow! AKA, #working women, working together!

We are also full of great anticipation for our state event coming up in April... A fresh and new 'event,' not divided floor of pros and cons..but, a new direction! An event of our BPW sisters, for our sisters and with our BPW sisters. Great speakers, great topics...informative, updates to things we care about as per our mission and goals, fun and the networking fabulous - need I say more?! This will be an event to enjoy, remember and WELL worth our Friday and Saturday! We hope there is as great a turn out from you clubs as we believe we will have! (Ok, here tips my personal enthusiastic scale..."IT IS GOING EDUCATIONAL, AND, IT IS GOING TO BE A BLAST!" - sorry, couldn't contain myself! :D)

If you ever have any questions regarding things we're doing, have done, our local's individual initiatives...or would like to arrange an interclub where we'd visit each other's clubs or events - please give me a call or email me at 218-259-4455, or susieq80@outlook.com - it would be my pleasure.



*Liz Olson
Taking Action*

MANKATO BPW

Kelly Hulke, president

The Mankato BPW is still reeling from the success of our cheese ball fundraiser. The Mankato BPW “mixing” date for cheese balls was Wed. Nov. 19th and the “rolling/delivery” date was Nov. 23 (Right before Thanksgiving / Christmas / Super Bowl.) We offered three flavors of cheese balls: Plain, Tangy



Perfect for consumption, and topped with a red cherry, the Parmesan Cheese Ball.

Chipped Beef and Pecan with Raspberry. Our goal this year was to sell 100 cheese balls and we sold 272! Total profit, including matching funds was over \$2,500!



Tami Ellis (left) and Brooke Forstner enjoy working with the mixer making their specialty, the Spicy Pecan Cheese Ball.

A HUGE thank you to Fergus Falls BPW! They were the inspiration for our success! Sue Van Boening, our head cheese master, attended the Fergus Falls “rolling” day and brought back to us many helpful hints, plus her company provided matching funds. And another member to mention is Lana Karstens, her company also provided matching funds. Thanks Ladies! Personally, it was a lot of fun and it was nice to know each other better, other than seeing each other at meetings. How can you not laugh with cream cheese up to our elbows? We also have some great ideas to make the process go smoother for next year.

After many years, we are now able to offer a \$1000 post-secondary scholarship at one of our local colleges: Minnesota State University-Mankato, Bethany Lutheran College, Rasmussen College and South Central College. Application forms are being finalized and will be sent out in January. The scholarship recipient will be chosen in April and we have enough proceeds for next year’s scholarship winner also.

Our last “Clothes Closet Service Project” for the year, was Dec. 9th. We had over a dozen women attend and chose free clothing, shoes and accessories. This project is a joint effort between the clubs of Mankato BPW and Zonta. It helps disadvantaged women from three facilities in Mankato.

The Mankato BPW meets the 3rd Wednesday of every month at the WOW Zone which is owned by one of our long-time BPW members, Pam DeMarce.

New member, Brooke Forstner, is a CPA and tax manager for Eide Bailley LLP in Mankato. Brooke says, “with a two year old daughter, my current hobbies involve being a mom and doing fun things with my daughter. I am a huge sports enthusiast, so love watching and participating in different sporting activities.”



FERGUS FALLS BPW

Kelly Weinandt, co-president

We have just completed another successful cheese ball fundraiser that raises money for scholarships to non-traditional females at a local college in Fergus Falls. This year we made around 1,100 cheese balls. On November 13th Brittany Conrad and I attended the scholarship ceremony to meet four recipients. It was rewarding to see their appreciation, hear their stories of their past and future plans.

Our programing chairs and committees have been enjoyable this year! In October for our program we had Josh Mohagen, a local chocolatier from Terroir Chocolate. November was about Holiday decorating. We ended 2014 with our annual Christmas party. We enjoyed a wonderful meal, games, and a silent/live auction.

For membership, Erin Easton with 715 Hotheads recently joined our membership. We are so excited to see new faces! In October we had a membership mixer at our member Kesley Hexum’s house. We got the chance to tour a dairy farm, pick apples, make caramel apples, and drink warm apple cider. With many requests in the near future we are having another murder mystery mixer.

New member Erin Easton found BPW through Annabelle Lee who was in communication with her employer about the group. Erin says she joined BPW, “because I am new to the professional world of Fergus Falls and I decided that networking with a group of business and professional women in my community would be refreshing and rewarding. It’s a beautiful way to continue to invest in the women of this community as well. It’s a well rounded group.” She loves being with her family, “I have two new nieces as of this year. They have kind of stolen my heart, and my free time! My dream pet would be a Goldendoodle or a pure bred Poodle.”



Calendar

2015

- March 1copy deadline for winter issue
Minnesota Business Woman
- MarchWomen’s History Month
- April 15Equal Pay Day
- April 24-25MBW Annual Event
Le St-Germaine Suite Hotel, St. Cloud

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TO:

MENTORING

Julie Asmus, Director

The Willmar Area BPW has been involved with mentoring young girls for over 20 years. The project started out as a partnership with our area Women's Shelter. It originated with several BPW members committing to a year long, one-on-one relationship with young girls whose families had contact with the shelter. It has progressed over the years to a much longer relationship between the BPW member and the young girls. We now partner with the elementary schools and they refer girls to join our group in the 5th grade. Now the BPW mentors and girls have been together for over 4-5 years. The girls graduate out of our program when they reach the 9th grade and are in the Sr. High School.

The BPW mentors still commit to a one-on-one relationship, but we also have monthly group activities with all of the girls. Our activities focus on academic success, character development and community service. A majority of our girls come from homes where parents may not even have a high school education. When we're eating at a restaurant we can talk about the importance of education, being responsible at home and at a job. Even if we're having a fun outing, like swimming or going to a play, there seems to be oppor-

tunities to talk to the girls about every day teen issues that they deal with like bullying and appropriate relationships. We participate in service projects and volunteer activities, like ringing bells for the Salvation Army and adopting a highway, to teach the importance of community service and giving back to others.

The middle school years are a very critical stage in a young girl's life for developing self esteem and self confidence. At its most basic level, mentoring helps our young girls because it guarantees them

that there is someone who cares about them and their success. But with our program they not only have one caring adult to help provide advice and share positive, fun experiences, each girl knows they have a whole group of women that supports them. The girls know that all of the Willmar BPW members help raise money for the monthly activities at our "Girlfriend's Night Out" fundraiser in the spring. And at Christmas, the BPW members are very generous in providing small presents for each of the girls.

We have been blessed over the years with the number of wonderful girls that have gone through our program. And they have been blessed with the BPW village that has helped raise them.

