

community OF *aliveness*



WINTER 2011/12

Hello, District IV!

From the District IV Vice President, Eileen Royer



ABWA is an amazing organization and I am thrilled to be serving as your 2011-2012 District IV Vice President. Like many of you, I am passionate and willing to spend countless hours promoting ABWA activities.

This year the national theme is to Share the Past and Build the Future. Using the example of the hummingbird, we are reminded of the persistence of this miniature bird that can fly 2000 miles to a destination. Certainly we can also find the desire and confidence within ourselves to grow personally and professionally while building this dynamic organization for the future.

My immediate goals are to:

1. Support the bylaw change for Best Practice in Governance which specifically requires three District VP Candidates per district by March 1, 2012.
2. Increase membership by helping ABWA groups to:
 - Use Best Practice Tracking Templates to monitor their progress.
 - Increase visibility by participation in community events.
 - Prepare strategic public relations/ social media campaigns.

No matter where you are in the process of "Building the Future" of your ABWA chapter, express network or council, there are small steps that can be planned and accomplished right now. The incentive is a personal sense of accomplishment as we learn to work together. Please use WIN and the Team boards to share how you are doing and/or if you need some help. The flight of the Hummingbird is in progress. Let's all participate in the Journey.

Eileen Royer
District IV Vice President

*Desire, Achievement,
N-tusiasm, Confidence,
Energy*

FROM THE NATIONAL BOARD



You are only as good as your **TEAM!** If you look at everything you do in life, it involves some level of participation by others. In sharing the past and building the future, we believe Hilary Bufton recognized the positive impact women had on the economy and on September 22, 1949, he and three Kansas City businesswomen incorporated the American Business Women's Association. He did not do this alone. Mr. Bufton had a **TEAM** to assist him.

Our mission does not just reflect individual effort; it inspires us to assist others in personal and professional growth through leadership, education, networking support, and national recognition. We assist in each other's success by extending our hand of friendship and mentorship in order to change the lives of women, one woman at a time. It is a **TEAM** effort and **TEAM** effort can move mountains.

The 2011-2012 National Board of Directors and ABWA National have set goals that are

cont. on pg. 2

Show Your ABWA Spirit!

Jewelry Round Compact Mirror

Silver-plated case, glitter stones cover with lacquer coating.
Size: 2 3/4" x 3" x 3/8"
ITEM #7041 ... **\$24.95**

Business Card Holder

This acrylic business card holder is a conversation starter. "Ask me about ABWA" is imprinted on the front.
ITEM #7045 ... **\$8.95**

Photo/Mirror Key Tag

The photo/mirror key tag is a perfect place to put a picture of loved ones! 1-5/8" w x 1-1/8" h
ITEM #7044 ... **\$6.95**

Wave Frame

Main surface is brushed metal. Two sides feature a slightly raised polished surface with a wave design. Holds a 5" x 7" photo.
ITEM #6024 ... **\$11.95**

Ceramic Mug with Silicone Base

Silicone base provides a skid-proof bottom. Silicone base is removable for easy cleaning. Wide square integrated handle for a firm grip. Dishwasher safe in top rack. Microwave safe. Remove silicone base before placing in the dishwasher or microwave. 14oz.
ITEM #8514 ... **\$9.95**

Tumbler

Double-wall acrylic tumbler, acrylic straw with stopper. BPA Free. 16oz.
ITEM #8515 ... **\$8.95**

FROM THE NATIONAL BOARD



2011-2012 ABWA National Board of Directors Front row (from l to r): National Secretary-Treasurer Pattie Vargas, National President Tina Gandy, National Vice President Tina Ackles. Back row: District VI Vice President MyChelle Andrews, District V Vice President Paula Clutter, District IV Vice President Eileen Royer, District III Vice President Jennifer Childress, District II Vice President Lorie Burch, and District I Vice President Carolyn Parks.

revolved around working together to move our Association forward. Our **TEAM** is working together to encourage members to begin their leadership track by running for the National Board of Directors. Leadership opportunities await you, so what are you waiting for? We look forward to seeing three candidates per district as ABWA continues to give us more opportunities to grow as leaders in the Association, in other organizations and in our professions.

We will continue to promote Best Practices within all ABWA groups and encourage members to log into and be active on the Women's Instructional Network (WIN). Everything you need to be a successful **TEAM** is on WIN.

Finally, ABWA will continue to provide membership and recruitment ideas and

resources to make our recruiting efforts even more exciting! But the best recruitment tool is **your story**, why you joined ABWA. We encourage you to share the gift of ABWA with everyone!

So, how have you assisted in your ABWA group's success this year? Are you striving for Best Practices? Have you logged into WIN? Are you running for the National Board of Directors? These are questions you must ask yourself every year in order to establish goals you and your **TEAM** can work towards accomplishing. More importantly, do what you say you are going to do and be committed.

Let's continue to share the past as a reminder of why this great Association exists; and continue to build the future with the innovative and exciting resources and opportunities ABWA provides us!

Tina Gandy
National President

Tina Ackles
National Vice President

Pattie Vargas
National Secretary-Treasurer

Shop online at www.abwa.org
or call 800-228-0007 to order.



Imagine the **(Recruiting)** Possibilities!

The new ABWA Membership Recruitment Packet provides chapters/Express Networks with an opportunity to recruit new members by showcasing the most important part of our Association—YOU! Along with the ABWA Membership Recruitment booklet (also available in a digital format at www.abwa.org), Association promotional ads, and back issues of *Women In Business*® magazine, you'll find plenty of space in the red tri-fold folder to highlight your chapter/Express Network. You might consider including your chapter/Express Network brochure, district newsletters, chapter/Express Network newsletters, meeting agenda samples, or a welcome letter from your chapter/Express Network president or ambassador. The content possibilities are as endless as the growth potential of your chapter/Express Network!

The ABWA Membership Recruitment Packet includes a 16-page brochure highlighting the benefits of membership, a red tri-fold folder, and a white "Changing Women's Lives **One Woman at a Time**" label. The entire packet may be purchased in packs of 5 for \$24.75 or 10 for \$45.00 (plus shipping). Or save money by downloading the entire brochure as a PDF for your chapter/Express Network to print (available in the WIN library under the Membership Recruitment category).

Shop online at www.abwa.org or call 800-228-0007 to order.



New Members

From June 7, 2011 thru December 15, 2011

(Includes only those members not previously recognized during this period.)

welcome

Michelle Adams
Alta-Gret Charter Chapter
Gretna, VA

Valerie Agnew-Gover
Graham Charter Chapter
Graham, NC

Hope Ballew
Sky-Hy Chapter
Arden, NC

Julie Bannister
Cape Cod Charter Chapter
East Falmouth, MA

Heather Bauer
Sky-Hy Chapter
Asheville, NC

Debra Benjamin
Sky-Hy Chapter
Asheville, NC

Cherie Biddle
River City Express Network
Midlothian, VA

Deborah Bowie
River City Express Network
Mechanicsville, VA

Tricia Branch
River City Express Network
Richmond, VA

Lynn Brooks
Alta-Gret Charter Chapter
Altavista, VA

Laura Burkett
N.Y.C. Charter Chapter
Brooklyn, NY

Joelene Campbell
Women @ Work Express Network
Lancaster, PA

Margaret Campbell
Cape Cod Charter Chapter
West Hyannisport, MA

Lauren Casciani
National Member
Brooklyn, NY

Chanda Casiano
University Chapter
Charlotte, NC

Barbara Caspero
River City Express Network
Richmond, VA

Ambre Cauley
Singing River Charter Chapter
Grand Bay, NC

Joyce Collins
Cape Cod Charter Chapter
Yarmouth Port, MA

Lauren Collins
New River Valley Express Network
Blacksburg, VA

Carol Cool
Lancaster Area Express Network
Ephrata, PA

Jean Cox
New River Valley Express Network
Radford, VA

Meredith Davis
Goldsboro Charter Chapter
Mt. Olive, NC

Deanna Dean
New River Valley Express Network
Hiwassee, VA

Tatiana Denning
River City Express Network
Sandston, VA

Lorri Devlin
Cape Cod Charter Chapter
Cotuit, MA

Teri Driscoll
Furniture Capital Chapter
High Point, NC

Rita Durrah
D.C. Charter Chapter
Cheverly, MD

Linda Eisenstein
NF Women Engaged and
Empowered Chapter
Trinity, NC

Paula Fairbairn
Binghamton Charter Chapter
Apalachin, NY

Elizabeth Fastnacht
Cape Fear Marbella Chapter
Wilmington, NC

Beth Ficco
River City Express Network
Ashland, VA

Moiria Finley
Cape Cod Charter Chapter
Harwich Port, MA

Emily Fischer
N.Y.C. Charter Chapter
New York, NY

Deb Foss
Cape Cod Charter Chapter
Dennis, MA

Lynn Foster
River City Express Network
Henrico, VA

Diana Francis
New River Valley Express Network
Blacksburg, VA

Dina Franco
National Member
Cranberry Township, PA

Linsey Frost
Graham Charter Chapter
Greensboro, NC

Julie Gardner
Women @ Work Express Network
Lancaster, PA

Kim Georger
Western New York Charter Chapter
Amherst, NY

Jamie Gibbs
Maryland Capital Chapter
Brooklyn, MD

Nancy Giere
River City Express Network
Williamsburg, VA

Hanna Gionet
Cape Cod Charter Chapter
Onset, MA

Sarah Gomes
Southcoast Express Network
Acushnet, MA

James Gordon
River City Express Network
Gordonsville, VA

Stacey Grasa
Women @ Work Express Network
Lancaster, PA

Diane Gray
Cape Cod Charter Chapter
Centerville, MA

Aimee Graybeal
Lancaster Area Express Network
Christiana, PA

Tammy Green
River City Express Network
Mechanicsville, VA

Dawn Grenier
Graham Charter Chapter
Thomaston, CT

Grace Hammonds
Pyramid Chapter
Lynnfield, MA

Betty Harkins
Cape Cod Charter Chapter
East Falmouth, MA

Susan Harper
Lancaster Area Express Network
Holtwood, PA

Kelsey Harvey
Western New York Charter Chapter
Amherst, NY

Megan Hazzard
River City Express Network
Richmond, VA

Lita Heckler
Camelot Chapter
Harrisburg, PA

Margaret Hernandez
River City Express Network
Richmond, VA

Christy Hoke
National Member
APO, DC

in loving memory

ABWA would like to pay tribute to the following members to whom we have said goodbye in the past year. These women have inspired fellow members, shaped our experiences, and paved the way for today and tomorrow. Although they no longer join us at events, their love of our organization's mission is still felt today and won't soon be forgotten.

Elizabeth Miller
Williamsport, PA

Mary Wilson
Rockville, MD

Jeannette Miller
Lancaster, PA

Sara Groce
Garner, NC

New Members From June 7, 2011 through December 15, 2011

Brenda Irvin Sky-Hy Chapter Candler, NC	Susan Moulton Southcoast Express Network Plymouth, MA	Karen Renzi Western New York Charter Chapter Youngstown, NY	Judith Szymendera Western New York Charter Chapter Cheektowaga, NY
Linda Jacovino Nutmeg Chapter Waterbury, CT	Peggy Mullens Mid Day Professionals Chapter Ashboro, NC	Delores Ribas Mid Day Professionals Chapter Randleman, NC	Joan Tarpley-Robinson National Member Chatham, VA
Malanie Jordan National Member Delran, NJ	Beth Ann Mumford River City Express Network Henrico, VA	Hope Rice Cumberland Valley Chapter Carlisle, PA	Adriene Thorne Oxon Hill Charter Chapter Brooklyn, NY
Pardeep Kaur National Member Dewitt, NY	Diane Munsell Cape Cod Charter Chapter Marstons Mills, MA	Christine Ridd Camelot Chapter Camp Hill, PA	Cheryl Tishman Oxon Hill Charter Chapter Burke, VA
Constance Kinnick Maryland Capital Chapter Odenton, MD	Sandra Myers National Member Yorktown, VA	Pamela Robinson Oxon Hill Charter Chapter Clinton, MD	Diane Todd Cape Cod Charter Chapter Vennis, MA
Karen Kirkman Heart of the Piedmont Chapter Greensboro, NC	Rachel Narowski Nutmeg Chapter Oxford, CT	Anne Roy River City Express Network Richmond, VA	Deborah Trombly Southcoast Express Network E. Freetown, MA
Kathleen Knoll Western New York Charter Chapter Williamsville, NY	Mollie Neal Graham Charter Chapter Greensboro, NC	Frances Sanders Cumberland Valley Chapter Carlisle, PA	Abigail Tucker Pirate Charter Chapter Sanford, NC
Julie Kumiega Western New York Charter Chapter Batavia, NY	Diane Nero National Member Asbury Park, NJ	Stephanie Savre New River Valley Express Network Christiansburg, VA	Angelique Viamari Cape Cod Charter Chapter Yarmouth Port, MA
Dana Lamb Western New York Charter Chapter Hamburg, NY	Elizabeth O'Boyle Cape Cod Charter Chapter Cotuit, MA	Jayne Schafer Lancaster Area Express Network Lancaster, PA	Kendra Wallin Cape Cod Charter Chapter Marstons Mills, MA
Sandra Loffredo Western New York Charter Chapter Cheektowaga, NY	Olamide Oshokoya Oxon Hill Charter Chapter Hyattsville, MD	Lorraine Scharf-Pierce Maryland Capital Chapter Queenstown, MD	Sheryl Walsh Cape Cod Charter Chapter Centerville, MA
Pirjo Mace Susquehannock Charter Chapter Herndon, PA	Gail Perry River City Express Network Richmond, VA	Diana Schmidt Sky-Hy Chapter Arden, NC	Rose Washington Maggie L. Walker Chapter Richmond, VA
Chere Mairose Lancaster Area Express Network Lancaster, PA	Nancy Perry River City Express Network Chester, VA	Christina Schweitzer Western New York Charter Chapter East Amherst, NY	Nidra Wayne National Member Newport News, VA
Kimberly McAfoos Sky-Hy Chapter Asheville, NC	Maxine Phillips Graham Charter Chapter Raleigh, NC	Phyllis Smith Camelot Chapter New Cumberland, PA	Wanda Whare Women @ Work Express Network Elizabethtown, PA
Delores McClain Oxon Hill Charter Chapter Clinton, MD	Patricia Pillot National Member Bronx, NY	Denise Snader Ephrata Charter Chapter Ephrata, PA	DeKesha Williams River City Express Network Chesterfield, VA
Faith McCreary Granite City Charter Chapter Mt. Airy, NC	Suzanne Pittman River City Express Network Richmond, VA	Shandra Spicer Western New York Charter Chapter Amherst, NY	Melissa Wyatt Granite City Charter Chapter Lowgap, NC
Samantha McGraw River City Express Network Richmond, VA	Maria Quaranta Ephrata Charter Chapter Lititz, PA	Kerry Lynn Spindler National Member Winthrop, MA	Brianna Yoder Berkshire Charter Chapter Myerstavn, PA
Rhonda McLean Graham Charter Chapter Gibsonville, NC	Virginia Quickmire Atlantic City Charter Chapter Somers Point, NJ	Mattie Stevenson Western New York Charter Chapter Tonawanda, NY	Linda Young Yellow Breeches Chapter Carlisle, PA
Eydie Merwtzer Sky-Hy Chapter Hendersonville, NC	Katie Register Goldsboro Charter Chapter Goldsboro, NC	Shawn Stover National Member Clarence Center, NY	Melanie Zepp National Member Ephrata, PA
Deborah Michaux Western New York Charter Chapter Grand Island, NY	Charlene Reid Forsyth Chapter Advance, NC	Kathy Strauss Northern Virginia Charter Chapter Woodbridge, VA	

ABWA has teamed up with The Business Source to offer the **Business Book Summary Program**—concise summaries of books you need to read. Each month, learn best practices and get powerful insights from leading-edge thinkers, industry experts and renowned business gurus.

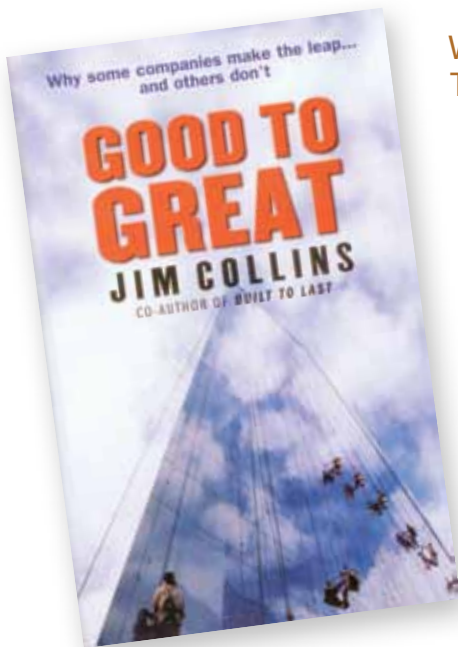
The summaries take just 15 minutes to *read or listen* to and you get two summaries monthly, so your total time investment is only 30 minutes a month!

The next limited-time enrollment for this exclusive ABWA benefit will be in February 2012, so look for the email from ABWA National. You can get a one-year subscription to the Business Book Summary Program for **only \$39**. That's 70% off the regular price and a savings of \$91. The Business Source offers a 100% money back guarantee if you're not completely satisfied.

The following is an excerpt of the book review from Jim Collins' best seller, *Good to Great: Why Some Companies Make the Leap...and Others Don't*. Click on the link at the end of the article to read the entire review.

Good to Great: Why Some Companies Make the Leap...and Others Don't

Written by Jim Collins



WHAT DOES IT TAKE FOR A GOOD OR EVEN MEDIOCRE COMPANY TO BECOME TRULY GREAT? AFTER CONDUCTING A 5-YEAR STUDY OF COMPANIES THAT MOVED FROM AVERAGE TO GREAT, BEST-SELLING AUTHOR JIM COLLINS AND HIS TEAM UNEARTHED THE KEY PRINCIPLES FOR ACHIEVING ENDURING GREATNESS.

What's really interesting is that the principles apply to any organization, be it a large corporation, small business or even start-up. The principles for greatness are the same. They even apply to teams and departments.

So how did they uncover these principles? First, Collins and his team researched over 1,400 established companies and found 11 that made the leap from mediocre to great. How great? After the leap, they averaged returns almost 7 times greater than the market's—more than twice the performance of General Electric under the legendary Jack Welch.

Then they found 11 companies that failed to make the leap despite the fact that they were in the same industries, with the same opportunities and had the same resources. Collins called this group "comparison companies."

For example, the drugstore chain Walgreens wallowed in mediocrity along with its comparison company Eckert's, for decades. And then in the mid-seventies—when both companies enjoyed the same opportunities and had virtually the same sales—Walgreens took off and started generating returns fifteen times greater than the general market! What did Walgreens do that Eckert's didn't?

What in fact did all the good to great companies do that the comparison companies failed to do? That's what *Good to Great* is all about—and greatness starts with the right leader.



THE BUSINESS SOURCE

People who read business books have a constant flow of new ideas and strategies they can use to help their careers and their companies. The problem: who has time for all that reading? There is a solution. ABWA has teamed up with The Business Source to offer concise summaries of the latest business books. Each month, you will learn best practices and powerful insights from leading-edge thinkers, industry experts, and world renowned business gurus! The next limited time offer for enrollment starts in February 2012—watch for an email announcing their latest program!

Click here to read the entire review of *Good to Great* from The Business Source.

American Business Women's Association Annual Theme 2011/12

share ^{THE} past
build ^{THE} future



Hummingbirds can fly forward or backward with ease. Let's use this as a reminder that we can "fly backward" and appreciate our past, as women and as members of ABWA. We can also "fly forward," carrying the lessons and experience of our past as we seek to define our future together.

Hummingbirds are known to wing their way as far as 2,000 miles to reach their destination. This reminds us to be persistent in the pursuit of our dreams and to adopt the tenacity of the hummingbird.

Hummingbirds are tireless, always seeking out the sweetest nectar. In some Native American cultures, hummingbirds are emblems of timeless joy and the nectar of life. They remind us to forever seek out the good in life and the beauty in each day. Let the hummingbird remind us all that this year's theme is to "Share the Past, Build the Future" of ABWA.



Don't miss your chance to own these items featuring ABWA's annual theme for 2011/2012!

Shop online at www.abwa.org or call 800-228-0007 to order.



Theme Tumbler
Double-wall acrylic tumbler, acrylic straw with stopper. BPA Free. 16oz.
ITEM #1307 ... **\$8.95**



Theme Notecard/Envelopes

Packaged in 20s. Notecard is blank inside, mission statement on the back. Can be used for program covers or thank you notes!

ITEM #1308 ... **\$6.95** / pkg

Hummingbird Lapel Pin

Gold-plated enamel, CZ crystal accents. Approx. 2 in.

ITEM #1309 ... **\$19.95**



Theme Notepad
5 1/2" x 8 1/2", 50 sheets.
ITEM #1306 ... **\$1.95**

Reaching for the APEX: ABWA Members Continue to Aim High



Recently at the 2011 National Women's Leadership Conference, we recognized over 200 women who had completed one or more of the APEX courses located in WIN. These awards recognize members for their personal excellence by successfully completing ABWA offered programs. Once again, we will be recognizing members at the 2012 regional events this spring. Complete the coursework below by February 1, 2012; register for a regional conference; and we'll present your APEX during the awards portion of our program. If you're unable to attend your certificates will be mailed at the completion of the spring events.

APEX in Personal Marketing Award

To qualify for the APEX in Personal Marketing Award, complete one or all of the courses below:

- Resumes that Get Interviews and Interviews that Get Results
- The Joy of Jumping In
- The Joy of Starting Over
- The First Days Off the Job

APEX in Teaming Award

To qualify for the APEX in Teaming Award, members must complete the six Team Tools modules listed below. There are two different options. Members may participate in both options.

Option 1

1. Team Roles and Responsibilities
2. Team Problem Solving
3. Team Communication Basics
4. Planning for Action
5. Giving and Receiving Feedback
6. Managing Team Performance

Option 2

1. Creating a Team Charter
2. Goal Setting and Measuring Results
3. Making Group Decisions
4. Facilitating Team Interactions
5. Managing Team Conflict
6. Creating a Collaborative Team Environment

This year, we are offering you the opportunity to participate in ABWA's 2012 web series, **JUST IN TIME!**

Each web event will keep you informed about important deadlines, the latest features, and impactful changes. Everything you'll need to lead your team to an award winning finish in 2012. Our first **JUST IN TIME** event is scheduled for Wed., January 11 from 6:00-7:00 P.M. CST.

JUST IN TIME

Date: Wed., January 11, 2012
Time: 6-7:00 P.M. CST

Space is limited.

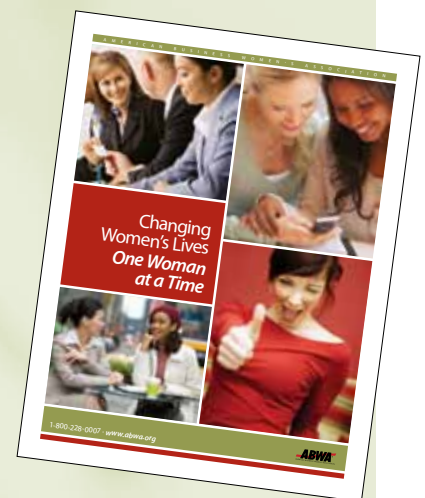
REGISTER NOW!

In this fast-paced session, we will review:

- Best Practices for the 2011-2012 award year;
- Tools available to facilitate a successful spring membership campaign;
- Second local league affiliation;
- WIN features;
- It's a winning decision! Consider running for District Vice President in 2012.

Seats are limited to the first 1,000 registered. Register today and be **JUST IN TIME!** Reserve your webinar seat now at: <https://www2.gotomeeting.com/register/566953842>. After registering you will receive a confirmation email containing information about joining the webinar.

System Requirements for PC-based attendees: Windows® 7, Vista, XP or 2003 Server;
For Macintosh®-based attendees: Mac OS® X 10.5 or newer.



ABWA Board Amendment Provides Second Local League Affiliation

At the 3rd annual board meeting on September 20, 2011, the 2010-2011 National Board of Directors voted to amend Article V, Section 2a and 2b of ABWA's national bylaws thus giving members the right to have more than one (but no more than two) local league affiliations. The following is a brief overview of how these changes will impact you on the local level.

1. WHEN MAY I OPT TO AFFILIATE WITH A SECOND LOCAL LEAGUE?

Effective today, January 4, you may join two local leagues however you must designate which league is your primary affiliation.

2. WHAT IS THE COST OF AFFILIATING WITH A SECOND LOCAL LEAGUE?

The cost of affiliating with a second local league is an annual non-refundable surcharge of \$50 payable to ABWA National plus local dues payable to the chapter/Express Network.

3. HOW WILL "SURCHARGE" BE COLLECTED?

The surcharge payment must be collected by the second local leagues (i.e. Treasurer or the Vice President of Finance) and mailed to ABWA National.

A downloadable form is available in the WIN National Library/ Membership Recruitment Category/Membership Application subcategory.

4. WHEN WILL MY SECOND LOCAL LEAGUE AFFILIATION BE ACTIVATED?

ABWA National will activate your second local league status and add you to your second local league's WIN team board once your payment has been processed.

5. WHAT RIGHTS/BENEFITS ARE INCLUDED IF A MEMBER CHOOSES TO AFFILIATE WITH A 2ND LOCAL LEAGUE?

A member who chooses to affiliate with a second local league will have the same rights and privileges (within the chapter/Express Network structure) as a member that chooses to affiliate with only one local league. For example, a member with a second local league affiliation may:

- Make motions
- Vote on local league matters (e.g., Standing Rules, voting on a candidate for national office)
- Serve on the Executive Board for the chapter/Express Network
- Serve as a Committee Chair
- Serve on a Committee
- Serve as the league's council delegate
- Be nominated as a chapter/Express Network Woman of the Year
- Receive funds by the chapter/network to participate in nationally sponsored events
- **Nominate** a candidate for national office

In addition, a member with a second league affiliation will be:

- Counted as a "member of record" for that league
- Included in the count when determining the "majority" votes required for a motion to pass.

6. HOW DOES THIS AMENDMENT IMPACT THE GOVERNANCE OF THE NATIONAL ASSOCIATION?

ABWA's national bylaws govern its activities exclusively, whereas, Chapter or Express Network bylaws govern that particular chapter or Express Network in a mutually exclusive fashion. Thus, the national association's governance is not impacted by the Chapters or Express Networks (except to the degree the chapter/network nominates candidates for national office), and the governance of each individual chapter/Express Network is not impacted by ABWA's National Bylaws. These relationships are important for understanding the overall structure, framework, and governance of each ABWA entity (National Association, Chapters, Express Networks and Councils).

Team Leader Name	Title	Member Since	Renewal	Local Dues Expired
37 Total Active Primary Members				
		13	Primary Members for more than 5 years	
		2	New Primary Members since August 1st	
		8	Primary Membership National Dues Expired	
		0	Primary Membership Local Dues Expired	
2nd local league affiliation				
8 Total Active Secondary Members				
		0	Secondary Member for more than 5 years	
		0	New Secondary Member since August 1st	
		0	Secondary Membership National Dues Expired	
		0	Secondary Membership Local Dues Expired	
Totals				
		37	Total Active Members	
		13	Number required for Quorum	
		19	Number required for Majority	

Sample roster key showing second league affiliations.

Therefore, a member with a second local league affiliation may participate in any chapter/Express Network initiatives including serving on the Executive Board however, when it comes to national governance, a member with two local league affiliations, may not vote twice in the national election nor can she be nominated as a candidate for national office from her second local league affiliation (Reference: National Bylaws, Article IV, Section 2B and 2F).

With respect to ABWA's national awards and recognition programs such as the Top Ten Business Women of ABWA and Best Practices:

- To participate in the Top Ten program, members must be nominated from their primary leagues and,
- To qualify for Best Practices in Group Management, only members that have a primary affiliation will be included in the membership count. For example, to qualify for Level III Best Practices, a league must have a minimum of 30 members with a primary affiliation on their roster.

7. IS OUR CHAPTER/EXPRESS NETWORK REQUIRED TO ACCEPT MEMBERS WHO DO NOT CHOOSE OUR CHAPTER/EXPRESS NETWORK AS THEIR PRIMARY AFFILIATION?

Your local league cannot exclude a member from joining your Chapter/Express Network as her second local league affiliation (provided that she is current with her national dues).

8. WHAT HAPPENS IF A MEMBER DECIDES TO CHANGE HER PRIMARY AFFILIATION?

ABWA must be notified in writing via webmail@abwa.org.

9. WILL A MEMBER'S 2ND LOCAL LEAGUE APPEAR ON HER MEMBERSHIP CARD?

No, only the name of the primary league affiliation will appear on the membership card.

10. CAN A MEMBER SERVE ON TWO EXECUTIVE BOARDS DURING THE SAME TERM?

Yes, however, this action is not recommended. It is the general consensus that serving in two positions simultaneously requires an enormous amount of time and energy and one or both teams will not benefit from the member's contribution.

American Business Women's Association **Second Local League Affiliation**

11050 Roe Ave, Suite 200 • Overland Park KS 66211 • (800) 228-0007 • Fax (913) 660-0101



Benefits of second local league affiliation begin the date your application and payment are received and processed at ABWA National Headquarters. Second league affiliation surcharge payments are non-refundable and non-transferrable.

Date: _____

First Name: _____ MI: _____ Last Name: _____

Member No. _____

Affiliation Information

Secondary Local League: _____

Primary Local League: _____

Note: Membership in ABWA and local Chapter/Express Network is contingent on timely payment of annual National dues.

Address and Contact Information

Home Address: _____

City / State / Zip: _____

Primary phone contact: _____ Primary email address: _____

Note: An e-mail address is required to access your membership information and conduct business online at www.abwa.org. By providing your e-mail address, you are authorizing ABWA to contact you by email.

Submit the \$50.00 second league affiliation surcharge to your second local league's treasurer or Vice President of Finance along with this application. The application, along with your payment, will be mailed by your second local league to ABWA National for processing. Your second local league status will become active when your payment is processed at ABWA National.

Payment Information

AMOUNT DUE: \$50.00

Check No. _____

Visa Mastercard Discover Card number: _____ / _____ / _____ / _____

Expiration Date: _____ / _____ Security Code (3-digit code on back of card) _____

Name on card: _____ Signature: _____

The American Business Women's Association is a non-profit organization which is serviced by ABWA Management, LLC, a company organized for profit. All ABWA income is received by ABWA Management, LLC and, in exchange, the company provides all necessary services and materials to the ABWA membership. Dues are not deductible as a charitable contribution for Federal income tax purposes; however, they may be deductible under other provision of the Internal Revenue Code.

There's *(Soon-to-Be)* an App for That

Mocaworks has spent the last 3 months developing a WIN iPhone app (followed closely behind by an app for the iPad). We are excited to get the beta version of the app out for some real world testing. Apple has some pretty strict limits on the number of beta testers allowed, so our numbers will be limited. Because of these limits, we are looking for active members in WIN to test the app. The length of the beta test will vary depending on any issues that might be found, but we anticipate it lasting approximately 3-4 weeks.

The WIN app will allow users to:

- Send and receive private inbox messages
- View and post to your teamboards, including viewing and posting photos, videos, and documents to teamboards from your phone
- View all national and team news
- Conduct a Knowledge Object search and view results found during search including videos, photos; Word, PowerPoint, and Excel documents; QuickDocs, internet links, and PDFs
- Set up push notifications to be sent instantly to your phone for any notifications currently generated within WIN
- Provide personal profile information, upload a new personal profile photo, and edit your personal information



WIN App Beta Testing Teams

Let's applaud these members for their contribution

DISTRICT I

- Gloria Christiansen
- Rebekah Hill
- Sandy Waite
- Gail Waller
- Teresa Williams
- Pat Zovickian

DISTRICT IV

- Debra Yates
- Pat Mortensen
- Frances Kunath
- Karen Houghton
- Beth Consugar
- Catherine Cress

DISTRICT II

- Sheree Boegner
- Rose Mesecher
- Peggy Griffin
- Margaret Sinclair
- Karen Angle
- Peggy Webb

DISTRICT V

- Cyd Berry Rice
- Michelle Crone
- Jill Campbell
- Stephanie Kaiser-Winslow
- Gloria Jennings
- Susie Mariuto

DISTRICT III

- Jennie Darby
- Lucinda Sperry
- Susan Dunn
- Nancy Reddick
- Deb Sears
- Dawn Lull

DISTRICT VI

- Barbara Chatzkel
- Jeanne Packard
- Carmen Dickens
- Elena Juarez-Sanchez
- Cathy Dunwood
- Lee Ann Matsuda
- Kerri Dunton



ABWA SPONSORSHIP UPDATE: ABWA National was recently notified by the Hertz Corporation that they are changing their Affiliate Program. Because the Association does not generate enough business to meet their new required minimum, we have made the decision to drop their program. We will evaluate other motor vehicle rental programs and announce if another program has been chosen as a replacement.



www.sbmf.org

SBMEF Qwest

The 2011-2012 Board of Trustees for the Stephen Bufton Memorial Educational Fund is pleased to announce the fields of study for this year's national graduate level scholarships.

The Hilary A. Bufton, Jr. National Graduate Scholarship is in the field of Information Technology/Computer Science in the amount of \$10,000 over two years. The \$3,000 Glorine Tuohey National Graduate Scholarship is in Nursing and the \$3,000 President's National Graduate Scholarship is in Business. For more information or to apply, go to www.sbmf.org and click on Scholarship Opportunities.

The Trustees also voted to continue the \$500 incentive on outright grants completed and received by March 1, 2012. In order to complete the process by that deadline the last meeting for a chapter/Network vote is their February meeting. The deadline for all other SBMEF applications and contributions remains June 1, 2012.



STEPHEN BUFTON MEMORIAL EDUCATIONAL FUND

CAREERS WITH SHELL.

LET'S BUILD A BETTER ENERGY FUTURE.



▶ Apply now at www.shell.us/careers

careers.abwa.org
YOUR CAREER CONNECTION

For more information,
login to www.abwa.org.



Whether you're just entering the job market or looking for a new direction, ABWA's online career connection provides you with access to employers and jobs across the country as well as exclusive career resources available through the Women's Instructional Network (WIN).

Thousands of employers search for resumes online everyday. Help them find yours by uploading your resume to ABWA's online career connection today!

Whether you're looking for a new job, or ready to take the next step in your career, we'll help you find the opportunity that's right for you. We've got the jobs you want and the tools you need to make a career connection. It's as easy as 1-2-3:

1. Create an account to:

- Apply online to jobs.
- Have jobs matching your criteria emailed to you via a Job Agent.
- Post your resume in a searchable database (even confidentially).

2. Browse for jobs:

- Customize your job search based on keywords, job title, location, or our many other search options.
- Find everything from accounting to general business to sales jobs and more.

3. Get answers:

- Visit our extensive FAQs or contact ABWA for help with the site.

ABWA's Career Connection focuses on women's need for a centralized resource for job placement and career enhancement. This system offers many features and benefits designed to connect professionals with quality job opportunities everyday. Simply setup a Job Agent to automatically receive updates when new jobs matching your criteria are posted. Our site makes researching job opportunities faster, leaving you more time to plan your next career move.

It costs nothing to post your resume on careers.abwa.org, but you could make a valuable career connection!

There's only one word to describe what's new in the Women's Instructional Network...**Suite!**



ABWA's latest set of courses—**the Job Suite**—is now complete. Earlier this year, we added two career courses to help ABWA members who have landed a job successfully make the transition. These augmented our existing courses from 2010, and now the final course which encourages action over hand wringing to channel your energies into productive behaviors for finding new work and not dwelling on the past completes the suite:

- *Resumes That Get Interviews*
- *Interviews That Get Results*
- *The Joy of Starting Over*
- *The Joy of Jumping In*
- *First Days Off the Job*

For more information about the Women's Instructional Network (WIN), visit www.abwa.org!

Her Emerging Profile

Four international visitors to ABWA hold key positions in their home countries—but still struggle to balance professional and personal roles. WRITTEN BY LEIGH ELMORE

When you consider the challenges faced on the job by four recent international visitors to ABWA headquarters, you might never complain about your job again. To wit:

- Banker Francisca Brito is a finance minister working to develop a plan to squelch illegal money laundering in her home country of Angola.
- Naheed Sarobi is director of the team developing a rebuilding plan for Afghanistan, where she serves as the only female official in the finance ministry.
- Ya'qud Ananda Gudban, chairs her political party in Indonesia, is a member of Parliament and is working to fight corruption in her national government.
- Lucie Svobodova is a deputy mayor of Prague, capital of the Czech Republic and works to ensure that democratic principles are upheld in the former communist nation as well as working to tear down stereotypes that women should concentrate on domestic roles.

The four were touring several cities in the United States as part of the International Visitor Leadership Program, sponsored by the U.S. Department of State. The professional exchange program seeks to build mutual understanding between the U.S. and other nations through carefully designed short-term visits to the U.S. for current and emerging foreign leaders. The visits reflect the international visitors' professional interests and support the foreign policy goals of the United States.

The tour also allows the visitors to observe the roles that women play in American business and government, as well as society in general. The ABWA staff arranged a panel of women to meet with the visitors to discuss mutual interests as part of ABWA's ongoing commitment to engage with our community and the world. While at ABWA the visitors heard from a successful local mayor, educators from Park University and an official from a strong regional bank as well as René Street, ABWA Executive Director.



International visitors Lucie Svobodova, Naheed Sarobi, Ya'qud Ananda Gudban, and Francisca Brito join ABWA Executive Director René Street (second from right) at ABWA Headquarters in Overland Park, Kan. The four were touring several cities in the United States as part of the International Visitor Leadership Program, sponsored by the U.S. Department of State.

"We are extremely honored to be selected by the State Department to host these four women while they visited the Kansas City area," Street said. "It gives us an opportunity to explain how ABWA works to bring women together in a sisterhood that advances professional development in a relaxed setting. I don't think an organization such as ABWA exists in any of our visitors' native countries, so we were able to plant some seeds in their minds."

Francisca Brito reflected, "We are learning a lot just by being here. It's a big opportunity. We can see how women live in the U.S. ... they are so involved and are just as capable as men."

Peggy Dunn illustrated Francisca's point perfectly, having served as mayor of prospering Leawood, Kans. (a Kansas City suburb) for 14 years and served on the city council for four years prior to her election as mayor.

"During the past 15 years our town has been completely transformed," Mayor Dunn said. "We started out as a residential community almost exclusively, with most of our taxes generated by homeowners."

Dunn helped lead Leawood's planned growth, which has permitted significant commercial growth while retaining the city's residential character. Hers is a story of good government.

"Today our tax base is much more diverse through the growth of commercial sales and businesses located in our commercial corridor," she explained. In Leawood, elected officials work together to set priorities and monitor their progress and adjust growth strategies as necessary. "We set short- and long-term goals and review them regularly. We are generally

cont. on pg. 15

Her Emerging Profile *cont. from pg. 14*



about a year ahead in our budgeting process." She noted that Leawood has been able to weather the storm of the economic downturn and has not been forced to cut city staff. In fact, city employees have continued to receive pay raises.

It's a very different story than the situation faced by Ya'qud Ananda Gudban in Indonesia where vote buying is rampant, she said. "We have 44 political parties, nine of which have active members of our parliament," she said. Of the 500 members of parliament, by law at least 30 percent have to be women. "I saw that as an opportunity for me to try to help people in my country." So she made the jump from educator to public servant and hasn't looked back. She is impressed with ABWA's role in helping women in the United States.

"ABWA inspires me to try to do something like it in my hometown," Ya'qud said. "It means

something more to be a business women here than in Indonesia. We could use something like your association back home."

Dana Abraham, an executive for UMB Bank, gave a lesson in not following fads, especially when it comes to lending money. While many U.S. banks have been weakened by ill-advised home loans, UMB Bank bucked the trend and continued to follow tried-and-true banking practices, such as actually knowing their customers and knowing how loaned money would be used. "We are an 11-billion-dollar bank and one of the strongest banks in the country," Dana said.

Three representatives of Park University discussed the international make-up of their college's student body: Laurie DiPadova-Stocks, Dean of the Graduate and Professional Studies; Diana Boyd McElroy, Dean of Student Life and Rebekkah Stuteville, Associate Dean

and Director of the Hauptman School for Public Affairs.

"Each of these (visiting) women holds responsibilities in difficult areas of public finance, advocating transparency and accountability," said Laurie, noting also that while women comprise about a third of the parliaments in Angola and Indonesia, only 17 percent of U.S. senators and representatives are women.

Despite the overwhelming challenges faced by the four international visitors in their professional roles, each one acknowledged their challenges to juggle their private and personal lives; all have demanding schedules that take time away from their families.

Naheed Sarobi of Afghanistan says that overcoming women's traditional subservient roles in her country is one of the biggest obstacles to building a democracy. "I live in a family with my 80-year-old grandfather and two cousins. My brothers are studying in Turkey. Women are always expected to get the household chores done first. Many families still question the abilities of women to be in business or government. The change in attitudes is happening slowly, family by family," she said.

Ya'hud said she walks a fine line between her professional life and home in Indonesia. "At home I have to emphasize that I am a mother. I cannot be a leader in my house. You can be successful in public, but if you fail at home, that's what translates."

Francisca says her daughter holds her up as an example to follow and she is currently enrolled in a U.S. university. Lucie Swobodova says that she happily turns over the decision-making process in her home to her boyfriend. "I'm constantly making decisions at work, so I hate making decisions at home."

Rebekkah Stuteville of Park University commented that there is still an uphill battle even in the United States to fulfill role expectations for women. "We can't pretend otherwise," Becky said. "There's still the expectation that a man's name will be the first one listed on any official ownership documents."

Naheed amplified Rebekkah's point: "Yes, we have to be twice as smart as a man and work three times as hard."

That seems to be a sentiment shared by women the world over.

2012 ABWA REGIONAL CONFERENCES

CARY, N.C. · OKLAHOMA CITY, OK · LOUISVILLE, KY



You Will Find More to Like Than Ever Before at This Year's Regional Conferences!

ABWA sessions presented by Executive Director René Street and the National Board of Directors with featured speaker Kelly McDonald.



2011-2012 ABWA National Board of Directors

Front row (from l to r): National Secretary-Treasurer Pattie Vargas, National President Tina Gandy, National Vice President Tina Ackles.

Back row: District VI Vice President MyChelle Andrews, District V Vice President Paula Clutter, District IV Vice President Eileen Royer, District III Vice President Jennifer Childress, District II Vice President Lorie Burch, and District I Vice President Carolyn Parks.



Each regional conference will begin Thursday evening at 6 p.m. followed by two full days of sessions, networking, and recognition. (Additional information, including conference agenda, will be available in the Winter 2011/2012 district newsletters coming in January.)



The curriculum for each regional conference event is designed to give you more KASH: K-knowledge, A-attitude, S-skills, H-habits. When you have more KASH, you'll be more effective in your role as an ABWA mentor, team leader, or a member of the executive board. Each breakout session will focus

on a specific area of chapter/Express Network management including operations, membership engagement, and membership growth. In addition, we will review your district performance, the 2011 national bylaw amendments, dates to remember, new products and WINnovations, and the benefits of running for national office.

This year, get the KASH you need while you learn:

- The importance and criteria for being a best practices chapter/Express Network
- How to access the tools, materials, and resources that will help you lead your team
- How to use SBMEF programs
- How to sell ABWA to grow membership and influence in your community.

Register Today for the 2012 Regional Conferences!

Districts I and IV · Cary, N.C. · March 22-24, 2012

2012 ABWA REGIONAL CONFERENCES

agenda

FOR ALL CONFERENCE LOCATIONS

**Thursday**

- 4:00 p.m. - 6:00 p.m. Conference Registration
6:00 p.m. - 8:00 p.m. *ABWA News and Information*

Friday

- 7:00 a.m. - 2:00 p.m. Conference Registration
8:00 a.m. - 9:30 a.m. Celebration Breakfast
9:30 a.m. - 5:30 p.m. Exhibits Open for Shopping
10:30 a.m. - 12:30 p.m. *Professional Development Session 1*
12:30 p.m. - 2:00 p.m. Lunch on Own
Exhibitor Shopping
2:00 p.m. - 5:00 p.m. *Professional Development Session 2*
5:15 p.m. - 6:15 p.m. Meet the Candidates

Saturday

- 8:00 a.m. - 3:00 p.m. Exhibits Open for Shopping
8:30 a.m. - 11:30 a.m. *Ready, Set—GROW!
How to "Sell" ABWA to Grow
Membership and Influence*
Speaker Kelly McDonald
12:30 p.m. - 2:00 p.m. Recognition Luncheon
3:00 p.m. - 5:00 p.m. *ABWA Session*

where you
want to stay

2012 HOUSING INFORMATION

ABWA makes every effort to secure the best possible rates for overnight accommodations. These rates are part of a negotiated overall conference package that incorporates meeting room rental as well as other services associated with providing the conference. ABWA saves money if the number of conference attendees staying at the host hotel exceeds a negotiated minimum (which in turn keeps registration fees from increasing), so please consider that when making your accommodation decisions. **Go to www.abwa.org to download individual housing forms or to access online housing links.**

Eastern Regional
Conference
District I and IV
Cary, N.C.**March 22-24, 2012**

Hotel reservations for ABWA's commitment of rooms must be received by Thursday, March 1, 2012. Please send your forms directly to hotel. Reservation code: ABW

Embassy Suites Raleigh-Durham/
Research Triangle

www.raleighdurham.embassysuites.com
Main number.....919-677-1840
Reservations fax.....919-459-1524
Self-parkingFree for hotel guests

RATES:*

Single (one person/one bed)..... \$115
Double (two people/two beds)..... \$115
Triple (three people/two beds).....\$125
Quad (four people/two beds).....\$135

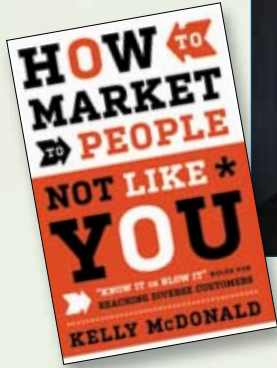
**Prices do not include tax. All rooms in the hotel are non-smoking. Deposit is fully refundable if cancellation is received 24 hours prior to arrival.*

TRANSPORTATION:

Complimentary airport shuttle through the hotel.

Districts I and IV · Cary, N.C. · March 22-24, 2012

2012 ABWA REGIONAL CONFERENCES



FEATURED SPEAKER

Kelly McDonald

Kelly McDonald is a marketing and advertising expert with more than 20 years of ad agency experience. She worked in top positions for several global ad agencies before starting her own marketing firm. Her book, *How to Market to People Not Like You*, is a best seller and was named one of the "Top 5 Best Business Books of 2011."

NEW!

Regional Conference Pre-Payment Plan

The Regional Conference two-part payment plan makes it easy to register for the 2012 regional events. Just complete the registration form, mark the pre-payment plan box, and send your registration form in by Wed., Jan. 25. We'll divide your payment into two affordable installments, charging your account on Jan. 31 and Feb. 28. Fax to (913) 660-0101 or mail to ABWA, 11050 Roe Avenue, Suite 200, Overland Park, KS 66211. You cannot register for the payment plan online.

Kelly McDonald joins us at all three regional conferences for this ABWA Breakout Session.

SATURDAY WORKSHOP

Ready, Set—GROW! How to "Sell" ABWA to Grow Membership and Influence

NEW!

The race to be the best and stay the best has no shortcuts. The best athletes know that they must consistently train to stay fit and that preparation always pays off. "Marketing fitness requires the same dedication, discipline, and training as any other fitness regime. You have to fuel your marketing plans and initiatives with the right healthy ingredients to achieve top performance. This session will focus on how you can effectively market ABWA to your local community and position the organization in the most relevant, compelling, and powerful way to truly entice new prospective members as well as retain the great members you already have.

SBMEF

Participating ABWA chapters and Express Network members qualify for \$80 in SBMEF Business Skills Tuition Reimbursement. Individual members must pay the full registration fee (no discounts). Chapter/Express Networks must be eligible and vote to submit applications for reimbursement. The Friday program is valued at .5 CEUs. To determine eligibility, contact Sara Bufton-Rosen at sbrosen@abwa.org or (800) 228-0007 ext. 259.

NEW!

Meet Your DVP Candidates

NEW THIS YEAR! We hope you'll join us for an opportunity to meet your candidates for district vice president immediately following the Friday afternoon session. Take this time to introduce yourself and ask them about their goals for your district!

Districts I and IV · Cary, N.C. · March 22-24, 2012

2012 ABWA REGIONAL CONFERENCES

2012 Eastern Regional Conference

Robin White joins us in Cary, N.C., from March 22-24, 2012.



SEMINAR SPEAKER

Robin White

With nonstop energy and infectious enthusiasm, Robin White instantly builds rapport with audiences and captures their attention. She is a natural and dynamic presenter, trainer, and professional developer. Wherever she presents, she is a breath of fresh air for participants who easily come away with techniques and practical tools they can put to use immediately to be more effective in their jobs.



VOLUNTEER OPPORTUNITIES

We're looking for 16 members from across both districts to volunteer on-site at the Eastern Regional Conference. Use this opportunity to learn new skills and practice old ones while working with members in your region. If you're interested in being part of this team, please contact Kerri Craven at kcraven@abwa.org or (800) 228-0007 ext. 241.

FRIDAY SEMINARS

Secrets to Creating and Sustaining an Energized, Engaged, Effective Workplace

Contribute to and invigorate your work environment with positive energy, motivation-building, and productivity-boosting enthusiasm—the hallmarks of a great organization! Find ways to build a sense of community by thinking outside the lines and learning how to use humor to motivate yourself and others to higher levels of productivity, better morale, and unwavering loyalty.

COURSE OBJECTIVES:

- Develop and demonstrate key leadership characteristics to energize and engage the team
- Create positive culture and work environment
- Increase effectiveness through strategic communication
- Become personally motivated and enthused about work, the team, and the organization

Getting Results Without Direct Authority

An indispensable part of organization change is positive risk-taking. Innovation requires that business owners and employees at all levels have the power to take risks not only in their departments but in the company as a whole as their actions (or inactions) can have widespread impact on customer satisfaction, speed and quality of delivery, and many other vital business factors. People have competing interests and different priorities, and don't always give you the cooperation you need. So, how do you build relationships that help you accomplish your goals? You need to communicate with tact and finesse, walking that fine line between confident assertiveness and nagging. Even if you're a "people person," you may be committing some of the cardinal sins of persuasion and influence.

COURSE OBJECTIVES:

- Identify your own strengths and weaknesses in your influencing style
- Discover your own leadership style
- Understand the basics of influence and authority
- Use persuasion and influence skills on those above you in the chain of command.

Total of .5 CEUs for Friday Seminars.

Districts I and IV · Cary, N.C. · March 22-24, 2012

2012 ABWA REGIONAL CONFERENCES

2012 ABWA REGIONAL CONFERENCE REGISTRATION FORM

Check One **Conference Date** **Conference Location** **Districts** **Early Registration Date**

- March 22-24 Eastern: Cary, N.C. Dist. I and IV Feb. 15
- March 29-31 Western: Oklahoma City, OK Districts II and VI Feb. 22
- April 26-28 Central: Louisville, KY Districts III and V March 21

Name: _____ Email: _____

Address: _____

City/State/Zip: _____ Daytime phone: _____

Member No. _____ Chapter or Express Network _____

First Name Preferred on Member's Badge _____



PAYMENT PLAN: CHECK BOX FOR PAYMENT PLAN. This form must be received by Jan. 25, 2012; cannot register online. Divide my payments into two parts charging my credit card on Jan. 31 and Feb. 29. **Early registration pricing applies.**

Conference Fee Schedule	Office Use	Early	Regular	Non Member	
Complete Registration (Celebration Breakfast and Recognition Luncheon included.)		\$278*	\$328	\$378	\$
Guest Luncheon (Saturday)		\$45	\$55		\$
				TOTAL	\$

*Early and regular rates are available to those ABWA members whose national dues are current.

Food Allergies (please describe): _____

CANCELLATIONS: Registrants acknowledge that ABWA will incur expenses as a result of this registration. Therefore, a fee of \$100 will be charged for any cancellation. Two weeks prior to the start of the conference, the **entire registration fee** will be forfeited.

PAYMENT METHOD

Check/Money Order (payable to ABWA) Check No. _____ Date of Check _____

Visa MasterCard Discover

Card # _____ Exp. Date _____ Security Code _____

Card Holder Signature _____

Permissions: Holder grants permission to ABWA to use their image or likeness incidental to any live or recorded display or other transmission or projection in whole or in part of the event to which the ticket is issued.

MAIL WITH PAYMENT TO:

ABWA Registration
11050 Roe Avenue
Suite 200
Overland Park, KS 66211

Register online at:
www.abwa.org

Or charge by fax: (913) 660-0101

Phone: (800) 228-0007

Questions?
Email kcraven@abwa.org

Districts I and IV · Cary, N.C. · March 22-24, 2012

10 YEAR MEMBERS

Jean Belton
Manassas, VA

Jenifer Daniels
Charlotte, NC

T. Fetsko
Enola, PA

Stephanie Frymyer
Ephrata, PA

Cindy Gleim-Pool
Carlisle, PA

Cyndy Graham
Christiansburg, VA

Connie Guthrie
Elkton, MD

Patricia Hackett
Egg Harbor City, NJ

Martha Hall
Mt Airy, NC

Judith Kellar
Arlington, VA

Susan LeBaron-Tonini
Elizabethtown, PA

Viola Morris
Rustburg, VA

Vernelle Newson
Washington, DC

Andrea Nunez
New York, NY

Kathy Paige-Smith
Mashpee, MA

Jennifer Rathmann
Blacksburg, VA

Eunice Reist
Lebanon, PA

Mildred Rittle
Lebanon, PA

Eileen Royer
Ephrata, PA

Amy Swinehart
Dornsife, PA

Matilda Turner
Danville, VA

JoAnna Watson
Bass River, MA

Linda Witt
Christiansburg, VA

Pat Campbell
Halifax, VA

Pamela Carvell
Leola, PA

Mary Lou Chandler
Willingboro, NJ

Bernadette Cookson-Stone
Worcester, MA

Lucille Dowtin
Silver Spring, MD

Sondra Draper
Richmond, VA

Hazel Fontaine
Chatham, VA

Joann Herron
Fayetteville, NC

Jeanne Jannette
West Harford, CT

Mildred Jenkins
Pineville, NC

Toni Johnson
Kernersville, NC

Susan Landis
Lancaster, PA

Gloria Lawlah
Temple Hills, MD

Earsie Lee
Clinton, MD

Kathryn Lewis
Richmond, VA

Sandra Maupin
Charlotte, NC

Penny McDaniel-Jones
Danville, VA

Sylvia Miller-Freeman
Eastover, NC

DeLaine Neathery
Suffolk, VA

Barbara Raco
Mays Landing, NJ

Linda Rafferty
Niagara Falls, NY

Trudy Rutherford
Fayetteville, NC

Susan Schley
Carolina Beach, NC

Millicent Smith
Upper Marlboro, MD

S. Celeste Toombs
Durham, NC

Cynthia Waggoner
Raleigh, NC

Mary Williamson
Raleigh, NC

Muriel Wimberly
Richmond, VA

Melody Wrenn
Mebane, NC

30 YEAR MEMBERS

Shirley Allen
Raleigh, NC

Katherine Arthur
Troutville, VA

Jean Beard
Montoursville, PA

Peggy Bentzel
Mechanicsburg, PA

Ruth Bolling
Richmond, VA

Shirley Carter
N. Tonawanda, NY

Della Clemons
Wendell, NC

Glinda Creech
Snow Hill, NC

Ruth Cummings
Reidsville, NC

Vinceretta Davis
Glen Allen, VA

Sarah Goodfellow
York, PA

Delia Greene
Richmond, VA

Etta Greene
Goldsboro, NC

Mary Harris
Mechanicsburg, PA

Alice Kendall
Richmond, VA

Beryl Kimes
York, PA

Carolyn Krempf
Buffalo Junction, VA

Sally Luckey
Lancaster, PA

Lynne Lund
Waterbury, CT

Gloria Martin
New Holland, PA

Emily Mayhew
Hurt, VA

Sandra McCaffrey
Penns Park, PA

Bertha Monar
Raleigh, NC

Faye Mowrer
Lancaster, PA

Paula Moynahan
Middlebury, CT

Hazel Pridgen
Snow Hill, NC

Marva Purvis
Chambersburg, PA

Jane Rader
Alexandria, VA

Peggy Reynolds
Charlotte, NC

Elizabeth Schmidt
Ocean City, NJ

Debbie Skold
Fairfax, VA

Bessie Sparks
Eden, NC

Maxine Tillery
Richmond, VA

Angela Trapani
Endwell, NY

Beverly Trimble
Lancaster, PA

Bernetta Williams
Richmond, VA

40 YEAR MEMBERS

Ruby Bailey
Wake Forest, NC

Irene Bates
Richmond, VA

Ruth Bellamy
Fayetteville, NC

Judith Blouch
Lebanon, PA

cont. on pg. 22

anniversaries

From June 7, 2011 through December 5, 2011

You spent weeks looking for that little black dress.

Fortunately, it only takes 15 minutes to see how much you could **SAVE WITH GEICO.**

ABWA members could get an additional discount on car insurance. How much could you save? Call 1-800-368-2734, visit geico.com or stop by your local GEICO office today.

Get a free quote. **GEICO**
geico.com

AUTO • HOME • RENTERS • MOTORCYCLE • RV • BOAT • PWC



Some discounts, coverages, payment plans and features are not available in all states or in all GEICO companies. GEICO is a registered service mark of Government Employees Insurance Company, Washington, D.C. 20070; a Berkshire Hathaway Inc. subsidiary. GEICO Gecko image © 1999-2011. © 2011 GEICO

anniversaries *cont. from pg. 21*

40 YEARS (cont.)

Roysetta Bruner
Lebanon, PA

Sharon Burd
Loysville, PA

Edith Burns
Ringgold, VA

Ruth Capps
Julian, NC

Linda Carter
Amherst, NY

Marilyn Cervenka
Fairfax, VA

Jane Deibler
Lancaster, PA

Elizabeth Evans
Hampton, VA

Betty Evelhair
Pennsdale, PA

Frances Ford
Hampton, VA

Joy Garrett
Newport News, VA

Virginia Getz
Highland Springs, VA

Geraldine Gorst
Marion, NC

Esther Greiner
Lancaster, PA

Margaret Groff
Lancaster, PA

Peggy Guerrero
Fayetteville, NC

M. Handshaw
Newville, PA

Beryl Herr
Lancaster, PA

Carrie Holmes
Richmond, VA

Gladys Hood
Jacksonville, NC

Lorraine Long
Lebanon, PA

Lydia Marshall
Columbia, PA

Pauline Oiler
Carlisle, PA

Darlene
Oldershaw
Yorktown, VA

Hazel Pugh
Graham, NC

Hettie Rigdon
Fayetteville, NC

Jacqueline Shope
Harrisburg, PA

Henrietta Steiner
Lebanon, PA

Evelyn Stephens
Calabash, NC

Betty Tate
Winston Salem, NC

Ann Tilley
High Point, NC

Suzanne Troy
Lebanon, PA

50 YEAR MEMBERS

Tootsie Bennett
Pinnacle, NC

Margaret Byrd
Winston Salem, NC

Tommie Carter
Reidsville, NC

Julie Chupak
New Wilmington, PA

Mary Dobrovich
Raleigh, NC

Paulene Gibson
Charlotte, NC

Magaline Riddle
Charlotte, NC

10 YEAR CHAPTERS

River City Express
Network
Richmond, VA

20 YEAR CHAPTERS

Raleigh Triangle
Chapter
Raleigh, NC

30 YEAR CHAPTERS

Forsyth Chapter
Winston-Salem, NC

Maggie L. Walker
Chapter
Richmond, VA

40 YEAR CHAPTERS

Lebanon Valley
Charter Chapter
Lebanon, PA

James River
Chapter
Richmond, VA

Cumberland
Valley Chapter
Carlisle, PA

Cavalier Chapter
Richmond, VA

ABWA members could get an **ADDITIONAL DISCOUNT** on car insurance.

Now you can stay connected with ABWA wherever you go!

- Become a friend of Executive Director René Street and a fan of ABWA on Facebook:

To "friend" René—
www.facebook.com/rene.street

To become a fan—
www.facebook.com/home.php?sk=fl_10150806180785046

- Follow us on Twitter ... ABWAHQ
www.twitter.com/abwahq
- Login to the Women's Instructional Network (WIN). *There's always something new to explore in WIN!*
- Contact us via email ...
webmail@abwa.org

Don't be cruel!

Make plans now to join us for the 2012 National Women's Leadership Conference in Memphis, Tennessee. If you are in business—as an employee, employer, business owner, service provider, consultant, or looking for your next opportunity—this conference is designed to challenge you!

You *can't help falling in love* with ABWA at our biggest networking event of the year!

**NATIONAL WOMEN'S LEADERSHIP CONFERENCE
OCTOBER 11-13, 2012
MEMPHIS, TENNESSEE**

AT THE MEMPHIS MARRIOTT DOWNTOWN AND MEMPHIS COOK CONVENTION CENTER



WE CAN'T WAIT TO SEE YOU IN MEMPHIS THIS OCTOBER!

Start a Conversation...

...*about a prestigious, dynamic,
and innovative organization.*

This spring, make it your goal to invite a prospective member to lunch or coffee and introduce her to ABWA. It's as simple as starting a conversation...with a co-worker, a recent college graduate, a friend, or maybe someone from your church, family, community organizations, or other professional associations. Share your personal ABWA story: all that you've gained from being a member, all of the things you've learned, and all of the connections you've made. Now, think of all the women you know who could benefit by becoming a member of the leading career-building organization for women...and **start a conversation.**

Help Your Chapter/Express Network Grow

Make a commitment today to introduce just one woman to the community of ABWA. As a member, she will become a part of an Association that is constantly evolving to meet the needs of today's changing business environment. As an added bonus, each team who recruits five or more members during the Spring Membership Recruitment Campaign will receive a \$50 ABWA merchandise gift certificate and five membership recruitment packets (*valued at \$25*).

Keep the Conversation Going

The Women's Instructional Network (WIN) provides you with all the tools you need to help with your recruiting efforts. You can also share your recruiting success stories and best recruiting tips with other ABWA members on your Team Board.

You can download this ad from the WIN library to promote the 2012 Spring Membership Recruitment Campaign to your chapter/Express Network!

ABWA Wants You...

...to become a leader in your Association!

ABWA gave me my voice. By becoming an officer I overcame shyness and fear of public speaking. I feel I could speak to Congress and not be afraid.

–Catherine Cress

ABWA has been very inspiring in my life because I have accomplished tasks I wouldn't have otherwise. I have served as treasurer, secretary, vice president, president, and on other committees which have given me the opportunity to grow personally.

–Thernisa Hindsman

A word of advice for anyone in ABWA: Get involved! I have found that the more roles I accept, the more events I attend, and the more responsibilities I shoulder, the faster I grow.

–Holly Hengstebeck

ABWA has afforded me to explore opportunities I never dreamed I would have opened to me. It has helped me to develop my leadership, training, and speech skills, and attain an entirely new level.

–Casey Coven



If you're looking for a unique growth opportunity, ABWA invites you to consider running for national office. Not only does it provide a chance to expand your professional network, but you'll also have an opportunity for personal growth. Running for office is a great way for you to develop leadership, training, organization, and speech skills through hands-on experience. You will find that it is definitely worth the commitment.

Even If You Lose, It's a WIN

Whether you win or lose, the experience you gain as a candidate for a position on the national board is priceless. Former District Vice Presidents Nancy Ballenger and Judy Torrey may not have won during their first bids for office, but the experience encouraged them to run again—**and win!**



"The idea never entered my mind, or heart, that I should run for DVP until I began to understand the concept that a leader is actually someone who serves," says 2007-2008 District III Vice President Lara Neidel. "Little did I realize that this serving experience would be one of the most humbling experiences of my life. I came away with a deeper insight of the organization, a deeper insight of myself, and a deeper respect for ABWA members. Although I didn't go forward the insight that I obtained as a DVP has helped me to advance in my career. The DVP experience provided me with more confidence, more goals, in short more of an awareness of myself. One of the greatest compliments that I have received as a past DVP is when a member comes up to me and states that she still remembers something from my speech. I walk away and say to myself, 'Wow it feels great to serve.'"



"I thought long and hard about how I could best serve ABWA," says 2010-2011 District V Vice President Judy Torrey. "I wanted to give back to the organization since it had been such a big part of my life and being able to finish my degree. So I threw my hat into the ring and I ran for DVP. Did I win? No! Did it hurt my feelings? No! Because the woman who won is a fantastic person and I had grown to really like her. I was encouraged to run again and I did. My year on the board was definitely among the best of my life. I grew personally and professionally more than I thought possible. And I made eight of the best friends ever! I am still indebted to ABWA, and I am still looking for ways to serve the organization."

Everything You Need to Move Forward is Available in WIN

All the information you need to get started as a candidate is in the WIN National Library under the category "2012 National Officer Election Information." **Your completed nomination forms and supporting documents need to be received at ABWA Headquarters no later than March 1, 2012.** For more information, contact Betty Burns at 1-800-228-0007.

Energy at Work for Our Customers & Neighbors

IPR-GDF SUEZ North America brings clean, safe, and reliable energy to the communities it serves in the United States, Canada, and Mexico.

Through our operations in power generation, LNG and natural gas distribution and transportation, energy products trading and hedging, and commercial and industrial electricity sales, we manage the diverse portfolio of North American energy assets of the global energy groups International Power and GDF SUEZ.

Bringing more than 175 years of history to the marketplace, we operate in nearly 70 countries with a workforce of almost 220,000 employees. Join us. Explore our job opportunities and apply online in the Careers Section at www.gdfsuezna.com.



EXPECTATIONS

ABWA Has a New Look on Facebook

We've been hard at work updating the ABWA presence on Facebook—including an opportunity for prospective members to apply online. We just know you're going to "LIKE" it and help other women find their way to ABWA. Simply show your support by clicking the "LIKE" button and a link back to the ABWA National page will be added to your wall.



American Business Women's Association



CONNECT women NOW


Could you benefit from joining a prestigious, dynamic and innovative organization?

As a member of ABWA, you will be a part of an organization making certain that women continue to move forward, understand new technology, embrace new concepts, and improve their leadership skills.

Hundreds of ABWA teams are working around the country. Sign up below and join one in your own community today!

Find **YOUR** way...

ABWA
AMERICAN BUSINESS WOMEN'S ASSOCIATION

Unite **PERPETUAL** Growth



Don't Miss Your Next Issue!

RENEW YOUR MEMBERSHIP TODAY to continue receiving *Women In Business*®—ABWA's award-winning publication for working women and women business owners. *Women In Business* is dedicated to helping women stay current with issues that affect them both inside and outside the workplace. As women continue to transform the places where they live and work, *Women In Business* is the one resource full of relevant, inspirational tips, information, and ideas for women working and living in the real world.



Not able to renew your dues, but want to stay in touch with ABWA? You can subscribe to *Women In Business* for only \$32 per year!

Call 1-800-228-0007 to renew your membership or subscribe to *Women In Business* today!



11050 Roe Avenue, Suite 200 · Overland Park, KS 66211
1-800-228-0007 · www.abwa.org

NATIONAL AWARDS

Newsletter Competition Entries

The newsletter competition is a highlight at the regional and national conferences. We want to take a moment to feature some changes to the judging process effective this year.

Teams wishing to enter their newsletter in the district competition must mail a signed copy of the Newsletter Confirmation Form printed from the WIN National Library along with two different newsletter publications, dated in the current Award year to ABWA national headquarters office by **January 31, 2012, and mark the envelope "DISTRICT NEWSLETTER."**

The entries will be qualified based upon the criteria below. Three non-member judges will select five winners from each district prior to the regional conference for a total of thirty newsletter winners. The winners will be announced at their respective 2012 regional conference events. District-winning newsletters will be automatically entered into the national newsletter competition. Three non-member judges will select five national award winners and one Council newsletter prior to the national conference. The winning newsletters will be announced at the National Women's Leadership Conference.

Entry Requirements

Newsletters entered into the competition at district and national conferences must adhere to these guidelines:

1. Chapter must be in good standing (e.g., all officers and committee chairs are in good standing).
2. Chapter must MAIL two copies of two different newsletter publications, dated in the current award year (Aug. 1 through July 31) on or before Jan. 31, 2012 AND a signed copy of the newsletter confirmation form.
3. Member representing the chapter in the newsletter competition is required to:
 - Be a primary member of the chapter
 - Have purchased a complete conference registration
 - Be present at the time winners are announced, otherwise, their award is forfeited and another selection is made

Judging Requirements

1. The identification information must appear on the newsletters:
 - Chapter's full name, city and state
 - Primary contact information including the name of primary contact for the chapter, email address of chapter's primary contact, editor's name and email address, month and year of issue
2. Demonstration of ABWA brand consistency and compliance with ABWA's Brand Standards for logos and trademarks usage:
 - Official ABWA logo in a prominent position on the front and/or back page
 - "American Business Women's Association" spelled out, not an abbreviation
 - Association's mission and proud code of conduct are included in each newsletter publication
 - Chapter "vision" statement, clearly marked "vision statement," is included in each newsletter publication
3. Demonstration of excellent writing mechanics, page layout, and design and use of graphics including:
 - Grammar and spelling
 - Formatting consistency
 - Stimulating, informative business and market relevant content

Spring Membership
Recruitment Campaign

March 1-May 30, 2012

All the Tools You Need to Sponsor, Recruit, and Grow.

If every member of ABWA recruited just one new member this Spring, we'd double the size of the Association in only a few short months. Imagine having twice as many members in your chapter or Express Network, increasing the size of your own networking circle, and doubling the personnel resources of your Association. Women need a strong and vital community like ABWA, then we stay strong—*together*.



This spring, make your recruiting efforts a little easier by first logging into the Women's Instructional Network (WIN). We've created tools, like the membership recruitment brochure, that you can download from the WIN library. All the tools you need to:

- **Sponsor a member**—a colleague or co-worker, someone new to your networking circle, any woman you think would benefit from a membership in ABWA.
- **Recruit a member**—a friend or family member, perhaps someone from your church, community service organization or other professional organizations.
- **Grow your chapter/Express Network**—in the process, you grow your team, your networking circle, and your Association!

Make a commitment today to introduce just one woman to the community of ABWA. As a member, she will become a part of an Association that is constantly evolving to meet the needs of today's changing business environment. Share your favorite issue of *Women In Business* or login to WIN and give her a sneak peek of the latest features. There are hundreds of ways you can show a potential new member the benefits of joining ABWA.

As an added bonus, each team who recruits five or more members during the Spring Membership Recruitment Campaign will receive a \$50 ABWA merchandise gift certificate and five membership recruitment packets (valued at \$25).

It's Never Too Late to Give the Gift of ABWA!

Great Things Come In Small Packages



It's the perfect time of year to reflect on our collective experiences, celebrate our successes, and look forward to a new and exciting year in ABWA!

In ABWA, we ...

- ...connect with lifelong friends;
- ...never stop learning;
- ...are inspired by women who help us fulfill our dreams;
- ...become part of a leading women's organization that has changed thousands of lives—*one woman at a time!*

Are you looking for the perfect gift for a friend or colleague? This year, *share the past* and *build the future* of working women and women business owners everywhere by giving the gift of ABWA! In the process, you help grow your team, your chapter/Express Network, your own networking circle, and the Association.

The Gift of ABWA is the Perfect Gift to Give at Anytime of the Year!

To purchase a "Gift of ABWA" Membership, call 1-800-228-0007 or shop online at www.abwa.org today!

Give the Gift of ABWA!

One Membership, A Lifetime of Possibilities

ABWA
AMERICAN BUSINESS WOMEN'S ASSOCIATION