



BPW CONNECTION

A Publication of Business & Professional Women, Centralia, IL



Volume XXXVIII, Issue 7

December 2010

Our 2010-2011 Officers

President

Beth Galicia..... 533-2167

Vice President

Patty Brough..... 533-3051

Recording Secretary

Sue Sloat

Corresponding Secretary

Ruth Kasten.....

Treasurer

Karen Deering..... 318-0753

Parliamentarian

Sharon Sanders..... 775-6397

Board

Celia M. Howard/Foundation

Sandra Neabuhr..... 249-6758

Finance

Jackie Gray..... 532-0606

Issues Management

Patty Brough..... 533-3051

Legislation

Karen Rogers

Membership

Anna Humphrey

Public Relations

Karen Walsh

YP/PLD

Tina Suarez

FROM THE PRESIDENT



December has arrived with a nip in the air and our sacred holidays beckoning. Soon it will be time to shed 2010 for the unknowns of 2011 and the hopes we all carry for each New Year. The Community Christmas Concert feels like the official kick-off of the season and I hope that many of you will attend this Sunday.

In this season of giving, we ask once more for our members to give of their time, talents and resources, if they can. At the December

General Meeting, please remember to bring non-perishable food items for the Food Pantry, items for teenagers for the Salvation Army and items for One Hope United. If you need gift ideas for One Hope, please read further in the newsletter to see the "wish list" from the children there. Additionally, the Salvation Army has said that gifts for the teenagers can be as simple as bath sets, perfume sets or watches. We will ring bells for the Salvation Army on Saturday, December 11, and we still have a few spots to fill. Please contact me if you have an hour to help.

I wish you all a safe and joyous holiday season with your family and friends. Spending our Christmas Party with my BPW sisters is something I look forward to each year. And let us go into the New Year with Intelligence, Integrity and Ingenuity.

Beth Galicia
President

-- MEETING MINUTES --

Since the complete meeting minutes appear in the newsletter, there will be no copies on the tables at the Regular Meetings. So, bring your newsletter to the meeting if you feel you need to refer to them.

SIGN IN PLEASE!

The "sign-in" sheet is on the table as you enter the meeting room. Please take a second to sign it no matter what time you arrive - it still counts!

CENTRALIA LO WEBSITE

<http://www.bpwcentralia.org>

You will find a link to this newsletter at our website



ISSUES MANAGEMENT GENERAL MEETING & CHRISTMAS PARTY

December 8, 2010 6:00a

Centralia Elks

Menu: Roast Pork, Fried Chicken, Dressing, Mashed Potatoes & Gravy
Broccoli Cheese Rice Casserole, Carrots, Salad and Dessert



It is time for our annual Christmas party! It is a time where BPW members give to those less fortunate than we and enjoy the company of our friends and colleagues. We will be collecting items for The Salvation Army, Food Pantry (CCBA), and One Hope United. See lists of suggested items in this newsletter.

Our Christmas Party will focus on fun. Following a brief meeting we will have an optional \$5.00 gift exchange and lots of fun! Join us as we celebrate this most joyous of seasons and as we reflect on all of our blessings in 2010.

AGENDA

- Welcome
- Collect & Pledge
- Introduction of Guests
- Library Donation
- PAVE Donation
- Birthdays
- Dinner
- Program
- Business Meeting**
- Secretary's Report
- Treasurer's Report
- Presentation of Bills
- Correspondence
- Standing Committee Reports**
- Celia M. Howard/Foundation
- Finance
- Issues Management
- Legislation
- Membership
- Public Relations
- Young Professional Leadership (YP)
- Special Committee Reports**
- Bylaws
- Old Business**
- OWWI
- IFBPW Interim Board
- IFBPW Vote to Change Name
- New Business**
- Bell Ringing for The Salvation Army
- Christmas Ornament Contest/
- Christmas Concert Ushering

NEED A NAMETAG??

Call Anna Humphrey
533-3900

*Remember!! Wear your
nametag to all meetings! It
helps us to network better!*

**WE ARE 67 MEMBERS
STRONG AND GROWING!**

The newsletters are available on our
website at www.bpwcentralia.org.

MEMBERSHIP DUES

Please send your check for \$39.00
made payable to Centralia BPW to:
Karen Deering
15 Spruce Drive
Centralia, IL 62801



CELIA M. HOWARD/ILLINOIS FOUNDATION

BAKE-LESS BAKE SALE

Thank you to everyone who so generously participated in our "sale."
Our proceeds were \$256.00!



CIVIC LUNCHEON

Monday, November 22nd, 12:00 pm

Roland Burris was the guest speaker at the luncheon attended by
these BPW members:

- | | | |
|------------------|-----------------|------------------|
| Polly Hicks | Ann Chappell | Delores Wanzo |
| Ruth Kasten | Becky Ault | Tina Suarez |
| Lorraine Bassett | Bev Virobik | Michele Garrison |
| Jackie Gray | Myra Owens | Beth Galicia |
| Nancy Greene | Mary Ann Norton | Joyce Johnson |
| Sharon Sanders | Anna Humphrey | Sue Sloat |
| Karen Walsh | | |

Thank you for representing BPW!

RING BELLS FOR THE SALVATION ARMY

These members are signed up to ring bells December 11th
Schnuck's Entry Foyer

TIME	EAST DOORS	WEST DOORS
9:00a	Lorraine & Michele	
10:00a	Patty Brough	Tina Suarez
11:00	Veneda Knolhoff	
12:00p	Sue Sloat & Family	Sue Sloat & Family
1:00p	Sharon & Ray Griffin	



THANK YOU

Thank you to these members who rang bells Friday, November 19th.



- | | |
|---------------------|------------------|
| Audie Cowie | Diana Donohoo |
| Mary Ann Dulumbback | Michele Garrison |
| Beth Galicia | Anna Humphrey |
| Veneda Knolhoff | Carol Manley |
| Myra Owens | Sharon Sanders |
| Brenda White | |



**FESTIVAL OF THE ARTS
CHRISTMAS PROGRAM**

Centralia Cultural Society
December 5, 2010

USHERS

- Patty Brough
- Tina Suarez
- Sharon Sanders

JUDGES

- Bev Virobik
- Brenda White
- Sharon Griffin
- Beth Galicia

Ushers should be there at 12:45p. Doors open at 1:00p, concert starts
at 1:30p. Program lasts approximately one hour.

Special Assignments

- Alta McCullough
- Joanetta Wood 532-0765
- BalloonFest
- Kathy Eifert 533-0150
- Sylvia Mahle 532-0545
- BPW Week
- Ann Chappell..... 532-2508
- Joyce Jackson..... 249-8270
- Bylaws
- Ruth Kasten 533-1838
- Choices
- Patty Hinton 533-4430
- Club Properties
- Pam McKay 533-1416
- Guest Night
- Tina Suarez..... 247-3332
- Newsletter
- Michele Garrison 533-8383
- NIKE
- Vacant
- Realty Store
- Annette Bevel 533-0910
- Pam McKay 533-1416
- Scholarship Salad Luncheon
- Sally Tiemann 249-8101
- Vickie McDaniel 249-6678
- Scholarships
- Maggie Irwin 533-1975
- Website
- Barb Norstrom 533-0052

GET WELL

- Nancy Greene
- Janie Smith
- Bess Wesling
- Mary Ann Norton

IFBPW WEBSITE

<http://www.bpwil>

Visit it often to stay informed on happenings around the state.

Business After Hours

December 8, 2010
5:00p – 7:00p
WILY/WRXX

NEXT BOARD MEETING

January 3, 2011
6:00p
Hosted by Tina Suarez at Michele Garrison's Board Room

DON'T FORGET TO RECYCLE!



NOVEMBER DONATIONS TO P.A.V.E. & LIBRARY



NOVEMBER SPEAKERS

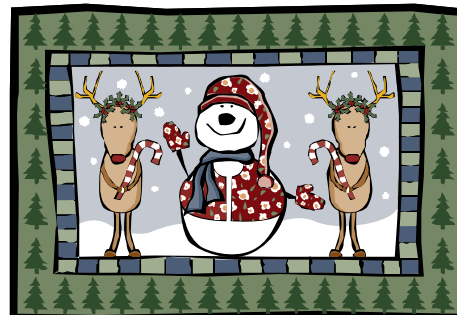
Emily Richert, of Naperville, Illinois and Kelly Kono, from LaGrange, Illinois, recipients of the Ceila M. Howard Foundation grants

OWWI

Do you know an Outstanding Working Woman? IFBPW annually bestows the Outstanding Working Woman of Illinois (OWWI) Award to up to three women. This is the highest honor our state federation can bestow.

The award will be presented at State Convention in O'Fallon in April 2011. If you have a suggestion for a working woman deserving this distinction, please contact Beth Galicia to submit her name. The deadline to submit a name to Beth is January 3, 2011. The deadline for the application to reach the IFBPW State OWWI Chair is February 14. Let's put on our thinking caps - Centralia abounds with women of distinction, and we can make sure that they are recognized for it.

MERRY CHRISTMAS FROM YOUR NEWSLETTER EDITOR





HAPPY BIRTHDAY TO YOU!
DECEMBER 2010

- Karen Deering 12/01
- Sharon Sanders 12/02
- Sylvia Mahle 12/07
- Ernestine Foster 12/12
- Susan Sloat 12/14
- Virginia Yates 12/15
- Connie Swartz 12/18
- Jamie Reynolds 12/24
- Myra Owens 12/27

HAPPY BPW ANNIVERSARY

- Myra Owens 12/89
- Nancy James 12/93
- Karen Deering 12/01

 **MARK YOUR CALENDAR**

- 12/05 Festival of Arts
Community Concert
- 12/08 General Meeting &
Christmas Party
- 12/08 Business After Hours
- 12/11 Bell Ringing at Schnuck's
- 01/03 January Board, Tina
Suarez hosts
- 01/12 January General
Meeting

P.A.V.E.

P.A.V.E. is in great need of these personal items:

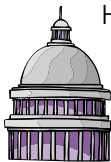
- Large bath soap
- Large shampoo/conditioner
- Kleenex
- Ladies razors
- Large deodorant
- Pampers diapers sizes 2,4,6

These are items for the Safe Kit that each woman/family receives when they have had to leave home quickly. If you can help, please drop the items off at the P.A.V.E office.

IN SYMPATHY

Our heartfelt sympathy to the family of Brenda Chesnek on the loss of her father-in-law

LEGISLATION



Here are some issues being worked on in Washington. All are issues we should be interested in.

Fair Pay Bill: FYI The Senate fell short of the 60 votes needed to move forward on this bill that would require employers to demonstrate that any pay disparity between men and women is job-related and not gender-related. The future of the measure is unknown at this time.

Sen. Richard Durbin voted YES.....

Sen. Roland Burris voted YES.....

If this bill comes up again, we need to support it. A thank you to Dick Durbin for supporting it would be a good idea.

New Health care benefits:

Under a part of the new health care law that went into effect in September, all new insurance plans are required to cover certain preventive measures like mammograms, pap smears, smoking cessation therapy and folic acid and provide them to patients at no cost. To supplement these new rules, the Institute of Medicine has been tasked with addressing serious gaps in the definition of preventive care for women and ensuring that this landmark protection meets the full range of women's health needs. This week the Institute of Medicine's panel of women's health experts held its first meeting to begin the process of making preventive care more accessible and affordable for women.

As a part of this meeting, I(Head of planned Parenthood) testified before the panel about the discrimination women have long faced in health insurance and the key preventive services the panel should recommend to meet women's health needs and rectify some of these inequities. The National Women's Law Center urged the panel to recommend several key services, supplies, and interventions for inclusion in all plans without cost-sharing, including all FDA-approved contraceptive drugs and devices, breast pumps and other lactation supplies; screenings for intimate partner violence and cervical cancer; and others.

CEDAW

On November 18, the Senate Judiciary Subcommittee on Human Rights and the Law held a hearing, "Women's Rights Are Human Rights: U.S. Ratification of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)."

Chair Richard Durbin (D-IL) noted that this was the first Senate hearing on CEDAW in eight years and the first time the Judiciary Committee has ever held a hearing on whether to ratify a human rights treaty. Sen. Durbin continued, "CEDAW is the only treaty to focus on the human rights of women. It addresses issues like violence against women, sex trafficking, the right to vote, and access to education. Why do we need it? Because the human rights of women and girls are violated at an alarming rate all over the world. One example: violence against women is at epidemic levels. In south Asia, countless women and girls are burned with acid, including Afghan girls attacked by the Taliban for the simple act of attending elementary school. And literally hundreds of thousands of women have been raped in the Democratic Republic of Congo and other conflict situations...CEDAW is not a cure all...but it's had a real impact on improving the lives of women and girls around the world."

Can you believe that our Senate has never passed this important human rights treaty!!

Sylvia Mahle
Legislation Team Member

HOLIDAY DONATIONS

We will collect for The Salvation Army, CCBA (Food Pantry) and One Hope United. Bring your items to the December meeting. This is a list of suggested items:



CCBA

All canned goods and dry staples - especially needed are soup, vegetables & fruit



THE SALVATION ARMY

Gifts for teens age 11-18. Limit gifts to \$10 or less and should be new and unwrapped -Hoodies or sweat shirts, body pillows, blankets or bedding, alarm clock radio, cologne or perfume, hair products, stocking stuffers, gloves, hats, 2011 calendars, socks, t-shirts, music CD's, movie DVD's

ONE HOPE UNITED

Gift cards at local stores, scrapbooking items, craft supplies & kits, picture frames, stocking stuffers & holiday items, markers, crayons, coloring books, batteries & chargers, bath products, shaving cream, toothbrushes, toothpaste, hygiene products, colognes for male & female, hair care products, makeup cases, purses, jewelry, journals, pens, pencils, safety scissors, video games for PlayStation, Xbox and Wii, books, puzzle books, games, adult sizes S – XXXL clothing, pajamas, slippers, socks, t-shirts, hats, gloves, scarves

For more info contact Brooke Payne, 532-4311

INTERIM BOARD REPORT

The Board of Directors held their mid-year board meeting at the Hilton Garden Inn in O'Fallon, Illinois November 13 – 14, 2010. The weekend began with a membership symposium lead by Vice President Courtney Tegler. A panel comprised of representatives of four of the larger clubs in the state spoke about their successes and ideas to increase membership growth. President Beth Galicia sat on this panel for the Centralia LO. This was followed by a working lunch, featuring speaker Michelle Nelson, owner of Back 2 Basics Marketing. Her program topic focused on the ways by which social media can help businesses and social organizations maximize their potentials.

After the lunch program, we participated in speed networking. This was a new concept to many of us, and we were joined by four business women from the surrounding community who had seen our invitation to participate in their Chamber of Commerce newsletters. Like speed networking, participants move from table to table interacting for short period of time to share information about their businesses. Many of us made contacts during this session that we have followed up on, in addition to learning more about the businesses owned, operated, or managed by our other state members.

As there was time before dinner, the IFBPW Interim Board meeting was called to order late Saturday afternoon. This first session was dedicated to the reports of the last Executive Committee sessions, the financial reports and the reports of the officers and standing committee chairs. After dinner, most attendees boarded a shuttle and journeyed to the Villa Maria Winery in Maryville for an evening of fun and friendship.

Sunday the business meeting reconvened and other standing committee reports were presented as well as special committee reports. The meat of the session followed with the old business, specifically the proposed name change of the state federation. State officers indicated that they would be soliciting suggestions from members on the name(s) to be voted on by the membership on the ballot that will come out in February 2011. If you have e-mail, you should have received a very detailed notice from President Jones outlining the process on November 16. The state officers feel that it is in the federation's best interests to change the name to avoid any and all possible conflict with BPW Foundation.

We were all confused as to why this needed to be done after what we were directed to do last year by state leadership. There is a long story behind this, but the short version is: all the State Federation did last year was to change their d/b/a, or "doing business as," name. This is not the same as changing your official name or your corporate charter. Further, state officers did not realize why this was such a concern to us, why we said that it would involve so much work on our part to do it again, because we are evidently the only local organization that is incorporated separately from the State Federation. The executive committee was under the impression that all of the locals in the state were under their "corporate umbrella." Therefore, a change at the state level would simply trickle down to the local clubs without all of the effort we went to last year. They now understand why we were so apprehensive.

Although the state officers now understand the depth and nature of our concerns, they will move forward with the plans for the change to the corporate name. If you have not already read the e-mail referenced above, please do so. Please also read the legal opinion obtained in 2009 on the IFBPW website regarding the name change. If you have a suggestion, please submit your proposal to President Jones. We will discuss this at the December and January general meetings.

Attending from Centralia were Beth Galicia, Anna Humphrey, Karen Rogers, Karen Walsh, Ruth Kasten, Jackie Gray, Tina Suarez, Audie Cowie, Pam McKay, Cassandra McKay.

Beth Galicia

Centralia LO of IFBPW

General Meeting

November 10, 2010

Beth Galicia, Presiding Officer

The regular meeting of the Centralia BPW was held at the Centralia Elks Lodge on November 10, 2010, with 42 members and 5 guests present. Prior to dinner, Beth Galicia presented donations from our LO to Tolleyne Ray on behalf of PAVE and Diana Donahoo on behalf of the Centralia Regional Library. Following dinner, Sandra Neabuhr introduced Emily Richert, of Naperville, Illinois and Kelly Kone, from LaGrange, Illinois, who each spoke about what receiving the grant each received from the Ceila M. Howard Foundation meant to their education. In lieu of the customary gifts to the speakers, Beth Galicia advised that donations would be given to the Celia M. Howard Foundation in each girl's name.

Minutes: The minutes of the October General Meeting were approved as printed.

Treasurer's Report: The report for October, 2010, was presented and will be filed for audit.

50/50 raffle was held at this time to accommodate guest speakers who were leaving. Karen Rogers announced the winner of the 50/50 drawing who would receive \$20.50 was Lorraine Bassett.

Presentation of Bills: No bills were presented for payment.

Correspondence: Thank you cards were received from Jan Stinde, SAFE, Chris LaFrance for the donation given in memory of Dr. Ruth Sanders to the Ceila M. Howard Foundation, Brenda White and Perry Robbins of the Skin Care Center. Get Well cards were sent to Beth Galicia, Darlene Pettygrove and Geri Langin and a Thinking of you card was sent to Joyce Jackson. Correspondence was received regarding Melynda Wesling and Adam Breeze's wedding reception, from the Effingham LO regarding their dinner and auction event scheduled for November 29, 2010. We also received a flyer regarding Sears Grand Reopening.

STANDING COMMITTEE REPORTS

Celia M. Howard/Foundation - Sandra Neabuhr passed around an envelope for any member wishing to donate to the Celia M. Howard Foundation. She advised members could still donate to the Bakeless Bake Sale though the end of November, 2010.

Finance: The brag basket total was \$47.00

Issues Management: Patty Brough advised that the December General Meeting would be our annual Christmas Party and the speaker for our January, 2011 meeting would be Mrs. Illinois.

Legislation: Karen Rogers shared an article out of today's Sentinel regarding 21 women who were arrested for picketing in front of the White House in 1917.

Membership: No report.

Public Relations: Karen Walsh advised that there would be a \$5.00 gift exchange at our December general meeting for anyone who wished to participate. She also reminded members to bring donations for One Hope United, the Food Pantry, and Salvation Army.

Young Professional Development Task Force: Tina Suarez advised that she had submitted the goals to Lynette Jones, IL BPW President, who approved said goals. Surveys would be going out shortly and Tina would be going to various LO meetings around the State to get the word out about what the surveys were and what her committee would be doing with the feedback.

SPECIAL COMMITTEE REPORTS

BPW Week - Ann Chappell advised that BPW Week was a huge success and that she had received a lot of positive feedback regarding the events held throughout the week.

Salad Luncheon - Sally Tiemann advised that there were 325 individuals served this year at the Salad Luncheon which was up from 261 individuals served last year and that she too had received a great deal of positive feedback regarding the new location, available parking and wide variety of salads from individuals attending the Salad Luncheon. She further advised that the American Legion had already invited us back for our Salad Luncheon again next year.

Newsletter - No report presented.

OLD BUSINESS

City Wide Fall Clean-Up 10/16 - Beth Galicia thanked Bev Virobik, Karen Rogers, Mel Ainslie, Sylvia Mahle, Michele Garrison, Patty Brough, Tina Suarez and Becky Ault for their participation in this event.

IFBPW Interim Board 11/13 & 14 - Beth Galicia advised that there were 10 members who would be attending the Interim Board Meeting. She asked that all members attending said meeting to meet following our meeting to discuss room and driving arrangements. Beth reminded members to provide any questions they have regarding the BPW/IL's name change to any member attending this event as soon as possible.

NEW BUSINESS

Annual Civic Luncheon 11/22 at Demaree Church, 12:00 p.m. - Beth Galicia advised that anyone wishing to attend the luncheon should see her about tickets which are \$9.50. Tickets could also be picked up from the Centralia Recreational Complex. Beth further advised that Roland Burris would be the speaker at the luncheon.

Outstanding Working Woman of Illinois - Beth Galicia advised members that there was an article in our recent newsletter detailing this award. She indicated that the deadline for all application had to reach the IFBPW State OWWI Chair by February 14, 2011.

Christmas Ornament Contest/Christmas Concert Ushering - Karen Walsh advised that she would be need 4-5 judges to judge the ornament contest. She advised that grades 1 - 8 would be making ornaments out of recycled materials and would be judged on creativity. The winners for each grade would win a pizza party for their entire class. Karen also indicated that she would need 4 ushers and 4 servers to work the Christmas Concert at the Centralia Cultural Society. Ushers would need to be there at 12:45 p.m. and servers would need to be there by 2:00 p.m. The concert was expected to last approximately one hour. Anyone interested in helping should sign up on the Sign-Up Sheet.

Donations for Christmas - One Hope United, Salvation Army, and Food Pantry - Beth Galicia reminded all members that anyone wishing to donate to these organizations may bring their donations to the December meeting. Each organization would have a representative at the meeting to pick up said donations. Beth further advised that the Salvation Army was in need of gifts specifically for teenagers such as watches, deodorant sets, hoodies, pajamas and socks. She also reminded members to review the list provided by One Hope United for donations needed.

Bell Ringing for the Salvation Army - 11/19 and 12/11 (Schnucks Entry Way, both ends) Beth Galicia advised that she had spoken with Dr. Dee Boswell and we would be ringing bells on November 19th and December 11th at Schnucks from 9:00 a.m. to 3:00 p.m. Anyone interested in participating should sign their names to the Sign-Up Sheet.

The meeting was adjourned at approximately 7:50 p.m., with the singing of the Emblem Benediction.

UPCOMING EVENTS

11/13 & 14 - IFBPW Interim Board, O'Fallon, IL

11/22 - Civic Luncheon

12/05 - Community Christmas Concert

12/08 - Business After House at WILY/WRXX

01/12 - Deadline for suggestions for OWWI Candidates

11/19 - Bell Ringing at Schnucks, 9:00 a.m. to 3:00 p.m.

11/19 - December Board Meeting at Midland States Bank

12/08 - December BPW General Meeting/Christmas Party

12/11 - Bell Ringing at Schnucks, 9:00 a.m. to 3:00 p.m.

Respectfully submitted,
Susan D. Sloat, Recording Secretary

BYLAWS TO BE PRESENTED TO THE MEMBERSHIP FOR VOTING IN JANUARY 2011

AMENDMENTS ARE CAPITALIZED AND BOLDED FOR EASE OF UNDERSTANDING ONLY

BY-LAWS

CENTRALIA LO OF IFBPW, INC.

CENTRALIA, ILLINOIS

(revised 05/16/10)

(Underlining signifies State Federation mandated wording)

ARTICLE I

NAME

The name of this organization shall be the Centralia LO of IFBPW, **INC.**

ARTICLE II

MISSION

The mission of this local organization shall be to achieve equity for all women in the workplace through advocacy, education and information.

ARTICLE III

EMBLEM

The emblem shall be as (directed) DETERMINED FROM TIME TO TIME by the ILLINOIS FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC. (IFBPW).

ARTICLE IV

POLICIES

SECTION 1. This local organization shall be nonsectarian, nonpartisan, and non-profit.

SECTION 2. The mission, objectives and policies and procedures of the state federation as applicable shall in every case also be the mission, objectives, and (DELETE THE WORD "AND" policies and procedures of this local organization.

ARTICLE V

MEMBERSHIP

SECTION 1. Membership shall be held by individuals who support the mission and objectives of the IFBPW. (RENUMBER TO ADD SECTION 2)

SECTION 2 Membership categories shall be:

- (a) (Member) **DELETE THE WORD MEMBER—ADD THE WORD "ACTIVE-** Membership shall be open to all individuals.
- (b) Student: **DELETE SEMI-COLON, REPLACE WITH -** Individuals enrolled in a college or university, or any other accredited educational institution above the high school level, with **(a)** minimum of twelve (12) semester hours (or the equivalent course work).

SECTION (2) BECOMES 3. Membership in this local organization shall be (all) **DELETE THE WORD "ALL"** inclusive for membership in the (:

- (a) (DELETE THE SEMICOLON AND THE SUBSET A) Illinois Federation of Business and Professional Women **(ADD 'S CLUBS, INC.)** and Region 5 thereof.

SECTION 3 (BECOMES 4). A member in good standing may request transfer from one local organization to another. ADD:

A local organization may not refuse to accept the transfer of a member in good standing. The member shall be given all rights as a continuing member of the local organization to which she/he transfers.

SECTION 4. A local organization may not refuse to accept the transfer of a member in good standing. DELETE AS ADDED TO PREVIOUS SECTION

SECTION 5. The only criteria for membership shall be per Article V, Section 1, and the payment of appropriate dues.

NEW SECTION 6

SECTION 6 Dual membership is permitted.

(a) An individual may be a member of two local organizations within the state federation by paying state federation dues as well as dues in the two local organizations to which she/he belongs. She/He will have all the rights and privileges of membership in each local organization and the state federation.

(b) An individual may also be a member of the Illinois Federation and another state federation by paying Illinois state federation dues as well as any dues required by the other state federation.

ARTICLE VI

LOCAL ORGANIZATION REQUIREMENTS

SECTION 1. This local organization, to remain in good standing:

DELETE (A), (B) AND (c)

- (a) Shall maintain a membership of at least five (5) members and/or student members,
- (b) Shall not be an integral part of any other national organization; and
- (c) Shall insure that the local organization by-laws are current and not in conflict with state by-laws and policies.

AND REPLACE WITH: (a) Shall maintain a membership of at least five (5) active members, twenty (20%) percent of whom are employed (as defined in Illinois Federation Policies and Procedures); and

(b) Shall insure that the local organization bylaws are current and not in conflict with Illinois Federation Bylaws and Policies and Procedures.

SECTION 2. Should membership fall below five (5) **ADD "ACTIVE"** members (DELETE and/or student members), (DELETE "this" AND CHANGE TO "THE") local organization shall be dropped from the state federation at the end of the second fiscal year.

ARTICLE VII

DUES

DELETE ENTIRE ARTICLE BELOW AND SUBSTITUTE ARTICLE STATED BELOW CURRENT PROVISIONS

SECTION 1. Dues are payable upon application for membership and renewable annually on the first day of the following month."

SECTION 2. Annual dues for each member affiliated with a local organization shall include local and state dues as specified in the current respective bylaws. (See Appendix for current amount.) State dues shall include a subscription to the official state publication.

SECTION 3 Dues for each student affiliated with a local organization shall include local and state dues as specified in the current respective bylaws. (See Appendix for current amount.) State dues shall include a subscription to the official state publication.

SECTION 4. This local organization shall pay annual region dues of two dollars (\$2.00), for each member, based on the local organization membership of May 31 of the preceding fiscal year. Region dues must be paid no later than July 15th of each year to the Region Treasurer.

SECTION 5. A continuing member is one whose dues are paid in the same local organization through the close of the previous fiscal year.

SECTION 6. A member is in good standing only when local organization and state federation dues are paid.

SECTION 7. Any member who does not pay dues on or before 90 days after their anniversary date shall be removed from the local organization roster.

SECTION 8. A person who has been removed from the local organization roster for nonpayment of dues may be reinstated upon payment of all delinquent dues for local organization and state federation.

SUBSTITUTE:

Section 1 Dues are payable upon acceptance to membership and renewable annually.

Section 2 Active Member

Annual dues for each active member shall include local organization, region and state federation dues as specified in the current respective bylaws. (See Appendix for current amount).

Section 3 Student Member, as defined in IFBPW Policies and Procedures

Annual dues for each student member shall include local organization and state federation dues as specified in the current respective bylaws. (See Appendix for current amount.)

Section 4 A continuing member is one whose dues are paid in the same local organization through the close of the previous fiscal year.

Section 5 A member is in good standing only when local organization, region and state federation dues are paid.

Section 6 Any member who does not pay local organization dues within 90 days of annual renewal date shall be removed from the local organization roster.

Section 7 A member who has been removed from the local organization roster for nonpayment of dues, within the last two fiscal years, may be reinstated upon payment of all delinquent dues for the local organization, region and state federation. IFBPW

SECTION 8. This local organization shall pay annual region dues of two dollars (\$2.00), for each member, based on the local organization membership of May 31 of the preceding fiscal year. Region dues must be paid no later than July 15th of each year to the Region Treasurer.

ARTICLE VIII

FISCAL RESPONSIBILITY

SECTION 1. The fiscal year shall commence on the first (1st) day of June and shall end on the thirty-first (31st) day of May.

SECTION 2. An auditing committee of at least three (3) members shall be **DELETE "elected" AND SUBSTITUTE "appointed"** at the October meeting. The committee shall complete a mid-year audit of the treasurer's records from June 1 through November 30. The committee shall audit the treasurer's records within ten days after the close of the treasurer's term of office and shall report to the organization at the next regular meeting.

ARTICLE IX

OFFICERS

SECTION 1. The officers of this local organization shall be a President, Vice President, Recording Secretary, Corresponding Secretary, and Treasurer.

SECTION 2. The term of office shall be one year.

SECTION 3. Officers shall assume their duties immediately following the regular May meeting of the local organization.

ARTICLE X

NOMINATIONS AND ELECTIONS

SECTION 1. Officers shall be elected at the local organization's regular meeting in March. Election shall be by ballot, except in the case of only one nominee, when election may be by voice vote.

SECTION 2. To be eligible to serve as an officer, a member must:

(a) Be in good standing and.

(b) Officially and publicly support the **DELETE "state federation" AND SUBSTITUTE "IFBPW legislative platform.**

SECTION 3. At the regular February meeting, the organization shall elect a nominating committee of at least three (3) members, and the president shall appoint two (2) members. This committee shall present one or more nominees for each office at the March meeting. Nominations may also be made from the floor.

SECTION 4. Vacancies in office shall be handled as follows:

(a) In the event of death, resignation, or incapacity of the President, the Vice -President shall become the President for the unexpired portion of the term.

(b) Vacancies in offices other than President shall be filled for the unexpired term by the Executive Committee.

SECTION 5. No member shall hold the same office for more than two (2) consecutive years.

SECTION 6. To qualify as President or Vice President a member shall have served on the Board of Directors at least one year.

SECTION 7. Six months or more shall be considered a term of office in determining eligibility for re-election.

ARTICLE XI

DUTIES OF OFFICERS

SECTION 1. The President shall be the principal officer of the local organization and shall:

(a) Preside at all meetings of the organization and board of directors; and the executive committee;

(b) Appoint a parliamentarian and such standing committees, special committees, and special appointments as needed;

(c) Serve as ex-officio member of all committees except the nominating committee;

(d) Bring to the attention of the organization all pertinent information from the state federation;

- (e) Sign all orders for disbursement of funds, as directed by the local organization;
 - (f) **DELETE PARAGRAPH IN FULL Be responsible for sending to such" person as the State Executive Committee may designate:**
 - (1) The names and addresses of all officers and chairs immediately following their election or appointment.**
 - (2) An immediate report of all changes affecting the above items.**
- AND SUBSTITUTE**
- (f) **Be responsible for sending to the person designated by the state federation:**
 - (1) The names and addresses of all officers and standing committee chairs immediately following their election or appointment; and**
 - (2) An immediate report of all changes affecting the above items.**
 - (g) The President along with the Treasurer shall individually have signatory power on the organization's checks.

SECTION 2. The Vice President shall:

- (a) Perform the duties of the President in the absence of the President;
- (b) Become President for the unexpired term in case of death or resignation;
- (c) Serve as chair of the Issues Management committee and act as a coordinator with all committees in program development.
- (d) Be directly responsible for the planning, printing, and distribution of the organization yearbook;
- (e) Serve in such other capacities as assigned by the President.

SECTION 3. The Recording Secretary shall:

- (a) Take and record accurate minutes of the proceedings of all meetings of the local organization and the board of directors.
- (b) Preserve in a permanent file all records and letters of value to the local organization and its officers, to be transferred to her successor upon the expiration of her term of office.

SECTION 4. The Corresponding Secretary shall:

- (a) Conduct the correspondence of the local organization;
- (b) Read all pertinent correspondence at the local organization's meetings as directed by the President;
- (c) Be chair of the By-Laws Committee.

SECTION 5. The Treasurer shall:

- (a) Have charge of all monies of the local organization and shall report thereon at all meetings;
- (b) Pay all bills upon the authorization of the President;
- (c) Keep an itemized record, in a permanent file, of all receipts and expenditures and give a written report of same at frequent intervals;
- (d) Forward promptly to the person **DELETE " responsible" AND ADD "designated by the IFBPW"** all monies payable to the State Federation; including state **ADD "Federation"** dues for all new **ADD "continuing"** members;
- (e) Forward promptly to the Region Treasurer all dues and monies owing to the Region.
- (f) Serve as ex-officio member of the finance committee;
- (g) Deliver to her successor within fifteen (15) days after expiration of office, all books, records, and papers, taking itemized receipt therefore;
- (h) Prepare all books and records necessary to meet all State of Illinois corporation requirements;
- (i) Keep and be responsible for the corporate seal;
- (j) The Treasurer along with the President shall individually have signatory power on the organization's checks.
- (k) In conjunction with Cards & Memorials Chair, report a death of a member to IFBPW.

ADD:

- (l) **Maintain a current list of the names and addresses of all members and report the same to the person designated by IFBPW including any corrections as they occur;**
- (m) **File in a timely manner any tax forms required by the federal, state or local Model LO Bylaws May 2010 Page 7 government, including IRS Form 990/990EZ;**

SECTION 6. Each officer, except the Treasurer, shall deliver to her successor immediately after retiring from office all accounts, records, books, papers, and other property belonging to the organization.

ARTICLE XII **MEETINGS**

SECTION 1. Regular meetings shall be held monthly on the second Wednesday of the month, unless otherwise ordered by the local organization or the Executive Committee.

SECTION 2. The regular May meeting of each year shall be designated the annual meeting, at which time reports summarizing the year's activities shall be given and the new officers installed.

SECTION 3. Special meetings may be called by the President or by any five members, provided all members are notified in writing of the time, place, and purpose of such meetings. No matter shall be considered at a special meeting except that stated in the call of the meeting.

SECTION 4. One-third of all members of the local organization shall constitute a quorum, except during the months of June, July, and August, when one-fourth of the members shall constitute a quorum.

SECTION 5. No member shall have more than one vote, and no voting by proxy shall be allowed.

ADD

SECTION 6. At the request of the president, a vote of the members may be taken by mail facsimile (fax) or email. Such vote shall have the force and effect of a vote taken at face-to-face meetings. The secretary's records shall contain an accurate record of all such votes.

ARTICLE XIII **BOARD OF DIRECTORS**

SECTION 1. The Board of Directors shall consist of the elected officers and standing committee chairmen. The Parliamentarian shall sit with the Board of Directors without a vote.

SECTION 2. The Board of Directors shall:

- (a) Supervise the affairs of the organization;
- (b) Make recommendations for the organization's growth and prosperity;
- (c) Make recommendations to the local organization regarding proposed amendments to the by-laws;
- (d) Transact any business of the local organization between meetings and shall report thereon at the next meeting of the local organization.

SECTION 3. The Board of Directors shall meet regularly each month at least one week prior to the regular local organization's meeting unless otherwise decided by the President, the dates to be determined by the Board at its first meeting. A minimum of ten (10) meetings must be held.

SECTION 4. Special meetings of the Board may be called by the President or by one-third of the Board Members, provided two are elected officers.

SECTION 5. A majority of the voting members shall constitute a quorum.

SECTION 6. No member shall have more than one vote, and no voting by proxy shall be allowed.

**ARTICLE XIV
EXECUTIVE COMMITTEE**

SECTION 1. The elected officers of the local organization shall constitute the Executive Committee.

SECTION 2. The Executive Committee shall have the authority to act for the Board of Directors between meetings of the Board and shall report thereon at the next meeting of the Board.

SECTION 3. The Executive Committee shall meet on call by the President, or by any two members of the committee, for the consideration of special matters between regular meeting of the local organization and the Board of Directors.

SECTION 4. Standing and special committee appointments made by the President shall be subject to the approval of the Executive Committee.

SECTION 5. A majority of the voting members shall constitute a quorum for a meeting of the Executive Committee.

SECTION 6. No member shall have more than one vote, and no voting by proxy shall be allowed.

**ARTICLE XV
STANDING COMMITTEES**

SECTION 1. ~~DELETE PARAGRAPH:~~ The standing committees of the local organization shall be Finance, Foundation, Issues Management, Legislation, Membership, Public Relations, Young Professional Mentorship/Leadership, and Celia M. Howard.

AND SUBSTITUTE:

The standing committees of the local organization shall be: bylaws, Celia M. Howard, finance, foundation, issues management, legislation, membership, Personal Leadership Development (PLD), public relations, and Young Professional Mentorship/Leadership (YP).

SECTION 2. To be eligible to serve as a chair or as a member of a standing committee, a member must:

- (a) Be in good standing and.
- (b) Officially and publicly support the DELETE "state" AND SUBSTITUTE "IFBPW" legislative platform.

SECTION 3. The Finance Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Finance Committee to prepare an annual budget for the local organization, to have general supervision of all expenditures, and to assist the local organization in developing a sound financial policy. The finance chair shall be a member ex-officio, without vote, of all committees, which disburse money.

SECTION 4. The Foundation Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Foundation Committee to promote interest in and support of the Illinois Educational Foundation

SECTION 5. The Legislation Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Legislation Committee to carry out the legislative program adopted by the State Federation. The committee shall study local legislative needs in order to make recommendations to the local organization.

SECTION 6. The Membership Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Membership Committee to promote, expand, stabilize and orient the membership.

SECTION 7. The Issues Management Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Issues Management Committee to plan and implement a well-coordinated annual program based on federation objectives. The committee shall meet immediately after appointment to consider the annual program suggested by state and national federations and develop a local organization program, which shall involve all areas of the local organization activities. The Issues Management Chair shall present the annual report to the Board of Directors for approval.

SECTION 8. The Public Relations Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Public Relations Committee to present, state and local programs and activities through available news media.

SECTION 9. The Young Professional Mentorship/Leadership committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Young Professional Mentorship/Leadership committee to:

- (a) Encourage recruitment of individuals into membership; and
- (b) Organize and coordinate the Young Professional Mentorship/Leadership; and
- (c) Promote activities that involve the participation of young people.

SECTION 10. The Celia M. Howard Committee shall be composed of a chair and other members as appointed by the President. It shall be the duty of the Celia M. Howard Committee to promote interest in and support of the Celia M. Howard Fellowship Fund.

**ARTICLE XVI
REPRESENTATION**

SECTION 1. In addition to this local organization outgoing president, any member may register to attend an Annual State Convention with all members in good standing being eligible to vote.

SECTION 2. No individual shall have more than one vote and no voting by proxy shall be allowed.

**ARTICLE XVII
PARLIAMENTARY PROCEDURE**

DELETE: "The rules of parliamentary practice comprised in the current edition of ROBERT'S RULES OF ORDER, NEWLY REVISED shall govern all proceedings of the local organization, the Board of Directors, and the executive committee, subject to such special rules as have been or may be adopted."

AND SUBSTITUTE:

The rules of parliamentary procedure comprised in the current edition of Robert's Rules of Order Newly Revised shall govern all proceedings of the local organization; the board of directors, and the executive committee, subject to such special rules as have been or may be adopted.

**ARTICLE XVIII
AMENDMENTS**

SECTION 1. Amendments to these by-laws may be proposed by the Board of Directors, or a By-laws Committee.

SECTION 2. All proposed amendments shall be sent in writing to every member at least ten (10) days before they are to be voted upon.

SECTION 3. All proposed amendments shall be presented to the Board of Directors prior to presentation to the local organization.

SECTION 4. These by-laws may be amended by a two-thirds vote of the members present and voting at any regular meeting.

ADD

At the request of the president, a vote of the members may be taken by mail facsimile (fax) or email. Such vote shall have the force and effect of a vote taken at face-to-face meetings. The secretary's records shall contain an accurate record of all such votes.

SECTION 5. The final adoption by the local organization of amendments to or revisions of these by-laws shall be contingent upon the approval of the State **DELETE "Bylaws Chair" AND SUBSTITUTE "federation president."**

SECTION 6. **DELETE** "When an amendment is adopted to the State by-laws which affect local organization by-laws, the local organization shall automatically amend its by-laws to conform and shall notify the State By-Laws Committee Chair of the mandatory change adopted. Any conflict shall be resolved in accordance with State Federation policy and procedure."

AND SUBSTITUTE:

When an amendment to state federation bylaws is adopted which affects local organization bylaws, the local organization shall automatically amend its bylaws to conform. (The Model Local Organization bylaws are automatically amended as well.) Any conflict shall be resolved in accordance with state federation policy and procedure.

**ARTICLE XIX
DISSOLUTION**

Upon dissolution of this organization, all of its assets remaining after payment of all costs and expenses of such dissolution shall be distributed to **DELETE "a BPW" AND SUBSTITUTE "the"** State Federation, a **DELETE "BPW "Region, a DELETE "BPW" local organization, or a state DELETE "BPW" Foundation** that has qualified for exemption under section 501(c)(3) **ADD " /501C6"** of the Internal Revenue Code and state tax regulations. None of the assets **DELETE "will" AND SUBSTITUTE "shall"** be distributed to any member, officer, or trustee of this organization.

APPENDIX - DUES

MEMBER (MOL)	Effective 10/1/09 Annual Amount	Effective 10/1/11 Annual Amount
BPW/local Amount (includes subscription to local newsletter publication)	\$9.00	\$9.00
BPW /state Amount (Includes subscription to state publication)	30.00	35.00
Total Amount	39.00	44.00

STUDENT MEMBER (SOL)	Effective 10/1/09 Annual Amount	Effective 10/1/11 Annual Amount
BPW/local Amount (includes subscription to local newsletter publication)	\$5.00	\$9.00
BPW /state Amount (Includes subscription to state publication)	8.00	13.00
Total Amount	13.00	22.00