

- ▶ PRESIDENT'S MSG....1
- ▶ ANNOUNCEMENTS....1-4
- ▶ CONTACT INFO.....4
- ▶ SPONSORS.....4



**Bozeman
Business &
Professional
Women**

*Representing the Bozeman Area
Business & Professional
Women's Community
Since 1930*



Bozeman Chapter Newsletter

www.bozemanbpw.org

*REPRESENTING THE BOZEMAN AREA BUSINESS
AND PROFESSIONAL WOMEN'S COMMUNITY SINCE 1930*

APRIL 2010

Message from the President

April is a month to declutter. Thoughts of work life balance, Feng Shui, Fly-Lady.net, new members, and Jeff Kaufman's Rules of Full Circle Leadership come to mind.

In Karen Kingston's book, CLEAR YOUR CLUTTER WITH FENG SHUI, she offers the following Clutter Test. If your answer isn't a resounding yes to question 1, and an equally resounding yes to either question 2 or 3, then what is it doing in your life?

1. Does it lift my energy when I think about it or look at it?
2. Do I absolutely love it?
3. Is it genuinely useful?

Katherine Gibson in her book, UNCLUTTER YOUR LIFE, asks if you are ready to move into a bright clutter free future. She says clutter affects ALL aspects of our lives from noise pollution, to financial messes, to stressful relationships, to our physical space. One new member for BPW states that she wants to be a part of the professional working woman community/networking and to advance leadership skills. We offer that and much more as members of the Bozeman Business and Professional Women. This month we are doing an Honor's Social to celebrate young careerists, women of achievements, and

employers of the year. On April 20 we recognize Equal Pay Day. We have two exciting programs being presented at our bi-monthly meetings. We are nominating members to practice their leadership skills as board and committee chairs and active members of BPW. So, yes, the Bozeman BPW does lift my energy when I think about it and look at it. Yes, I absolutely do love BPW. And yes, the Bozeman BPW is genuinely useful.

P.S. See the Rules of Full Circle Leadership by Jeff Kaufman below.

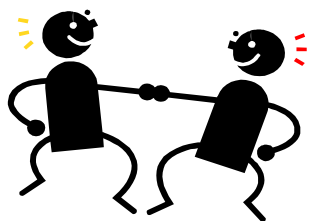
Sally Larson Babcock
Bozeman Business and Professional
Woman's President

Jeff Kaufman's RULES OF FULL CIRCLE LEADERSHIP

At the Leadership Bozeman workshop I attended in March, Jeff Kaufman of the Full Circle Foundation offered the following rules for LEADERSHIP, LIVING, AND LEGACY.

1. Do What You Say You Will Do; TRUST is the most important leadership behavior.

2. Leverage Your Fish Bowl: Leaders are constantly WATCHED.
3. The Business Must Survive
4. Leaders Can't Be Normal; Leaders MUST LEAD.
5. Communicate, Communicate, Communicate!
6. Be An Artist; Paint a Picture of a Bright Tomorrow.
7. Be A Good Follower.
8. When Given Command, Take Charge!
9. Constantly Raise the Bar; Continual Improvement!
10. Deal With Bullies; never allow disrespect.
11. Care About Your People; simple acts of kindness.
12. Build Morale; raise the SPIRITS.
13. If It's Broken Fix It. If It's Not Broken Make it Better.
14. Always Be Under Construction; Leadership SKILLS are never complete.
15. Teach About Becoming An "Obvious Choice"; teach Successful Behavior.
16. Make The World A Better Place; acknowledge Blessings and Privilege by Helping Others..
17. Leverage The Many Faces of Leadership: Friend, Coach, Mentor, Boss, Parent.
18. Manage "Me" Issues.
19. Make Diversity A Strategic Tool.



April Networking Social & Honors Ceremony

On April 22nd, 6:00 PM, please join us at the Story Mansion for a very special gathering to celebrate some of the most outstanding women in our community for:
Young Careerist, Employer of the Year, and Woman of Achievement.

We will start the evening at 6pm with socializing and networking, after which we will promptly move on to the Honors Ceremony at 6:30pm. You will be proud to see some of the exceptional women in Bozeman being honored for their (numerous!) accomplishments.

Following the ceremony, we will resume our mingling with dessert and the always anticipated door prizes. We will see you there!

EQUAL PAY DAY

What is Equal Pay Day?

April 20 symbolizes the day when women's wages catch up to men's wages from the previous year. Every year in April, Business and Professional Women's Foundation along with hundreds of other women's, civil rights, labor, and community organizations team up with the National Committee on Pay Equity (NCPE) for a national day of action promoting fair pay known as **Equal Pay Day**.

"The bottom line for women and businesses is that pay discrimination happens and steps need to be taken to remedy it. This persistent wage gap not only impacts the economic security of women and their families today; it also directly affects women's retirement security down the road." said Roslyn Ridgeway, Chair of National BPW Foundation.

Gender Wage Disparity Continues

In 2007, the gap between men's and women's earnings was 22 cents. According to the U.S. Census Bureau, full-time working women earned, on average, 78 cents to every dollar earned by men. The gap is even worse for women of color.

Over a lifetime of work this loss adds up. On average, the families of working women lose out on \$9,575 per year because of the earnings gap. Women may lose \$434,000 in income, on average, due to the career wage gap.

Wage disparity persists across all educational levels and in all states. Women with the most education lose the most in earnings. Studies show that women with a college degree or higher lose approximately \$713,000 over a 40-year period versus a \$270,000 loss for women who did not finish high school.

Forty-six years after President John F. Kennedy signed the Equal Pay Act women working full time earn on average 22% less than their male counterparts. This is a marked improvement over the 41 cent gap in 1963, but it is far from true economic and social equality.

What Next?

In 2009, the Lilly Ledbetter Fair Pay Act was passed ensuring that victims of discrimination have fair access to the courts on pay equity issues. However, additional legislation is needed to close the persistent gap between men's and women's wages. **The Paycheck Fairness Act (HR 12/S 182)** will strengthen the Equal Pay Act in ways necessary to guarantee that women workers are not shortchanged solely because of their gender. This bill would strengthen the Equal Pay Act closing loopholes and improving the laws effectiveness.

MONTANA WBC MENTORING PROGRAM

The Montana Women's Business Center is delighted to announce the launching of our new mentoring program. This program emphasizes on relationship building by matching the more experienced women in business with women entrepreneurs and women in business requiring further knowledge and guidance. Time requirement: 2-6 hours/month for one year.

If you are interested in becoming a mentor or protégé, please complete the attached application and submit with a current resume by mail, fax or email to:

Prospera Business Network
Attn: Lisa Heath
222 E Main Street, Suite 102
Bozeman, MT 59715
Fax: 406.587.9565

email: LHeath@ProsperaBusinessNetwork.org
Completed applications must be submitted by Thursday, May 14.

GIRLS FOR A CHANGE CONFERENCE UPDATE

The conference was such a success!! We had a record number of girl attendees from all over the state this year. 204 girls from 41 Montana communities gathered on Saturday February 27th at Montana State University for the 2010 "Live Out Loud" Conference hosted by Girls for a Change.

We couldn't continue to offer this incredible conference year after year without the support of our dedicated sponsors, volunteers, presenters, and community partners! Thank you to everyone for making this year the best ever!

If you have any questions, feedback, or ideas please give us a call!

Girls' and Women's Core Committees
Kate Peterson 922.4250 & Vanessa Skelton 922.4249

BBPW is a contributor to this valuable program.

Learn and Serve America: An Introduction to Youth-Led Service-Learning Projects & Opportunities for Sub-Grant Awards

Hopa Mountain will be hosting free webinars for those who are interested in learning more about the goals of Learn and Serve's Youth Leaders in Service projects and Service-Learning.
Monday, April 12 3:30 p.m. - 5 p.m.
Please contact Marissa Spang at (406) 586-2455
marissa.spang@hopamountain.org

LIBRARIAN OF THE YEAR!!

Congratulations to BBPW member, **Alice Meister**, will be awarded the Librarian of the Year Award at the Montana Library Association's Awards Luncheon on April 8th.

ARE YOU A "CLOSET" BOARD MEMBER??

Step up to the Plate!
Openings for the Board coming soon!
Committee Folks ALWAYS welcome!
Get Involved, Make Friends,
Business Contacts, and Have Fun!

**APRIL
2010
CALENDAR**

PRUDENTIAL ANNUITIES MASTER COUNCIL

Congratulations to BBPW member and Board Member, **Sydney Rick**, was recently named a member of the Prudential Annuities Masters Council. This program was established in 2007 to recognize the exceptional achievement of top-performing financial professionals in annuity sales and service.

NETWORKING SOCIAL & HONORS COMMITTEE

Don't forget to RSVP to our April 22nd NETWORKING SOCIAL and HONORS CEREMONY:
We hope you already RSVP'd to our Evite inviting you to BPW's very special gathering to celebrate some of the most outstanding women of our community. On April 22nd, at the beautifully restored Story Mansion, we will be honoring Bozeman women in the following categories: Young Careerist, Employer of the Year, and Woman of Achievement.

This promises to be a wonderful evening. The venue is exquisite, Sola Café is generously catering the event, and beverages will be provided by Stockman Bank and Montana Travel. As always, there is no charge for you or your guests to attend.

We will start the evening at 6pm with socializing and networking, after which we will promptly move on to the Honors Ceremony at 6:30pm. You will be proud to see some of the exceptional women in Bozeman being honored for their (numerous!) accomplishments. Following the ceremony, we will resume our mingling with dessert and the always anticipated door prizes. We will see you there!

BPW ANNIVERSARIES!

Kathy Hayner 2007
Deb Larson 2008
Maria Letitia Evanson 2008
Lauren Goeddell 2009
Andra Spurr – 2009

NEW MEMBER ALERT!

Tanaya Carter, American Bank
Nicole Ehresmann, American Bank

BBPW Members are encouraged to use the services of fellow BBPW Members!

SCHOLARSHIP COMMITTEE

The Scholarship Committee received 16 complete applications for our 2010 - 2011 Career Advancement Scholarship! We met last week to review the applications and decided upon three outstanding women to be our scholarship finalists. We will be holding brief interviews with the three finalists soon and will announce our scholarship recipient the last week in April. She will be invited to a lunch meeting in May so our membership can meet this worthy scholar!
Beth Johns, Committee Chair

LEAGUE OF WOMEN VOTERS

The League of Women Voters of the Bozeman Area invites you to share in the celebration of our 50th Anniversary.
Saturday, April 10, 2010
Riverside Country Club
Cocktails 5:30 – 6:30
Dinner 6:30 – 7:30
\$25/Person
RSVP asap to Cathy Weeden 582-1014

MONTANA QUICKBOOKS USERS CONFERENCE

May 6, Holiday Inn, Bozeman
Go to
www.prosperabusinessnetwork.org
for more Information

MARCH FUN STUFF

6th: Rail Jam, Gallatin Fairgrounds
13th: Run to the Pub
20th: Emerald Equinox Ball, Emerson
27th: Guys and Dolls, Firehouse 5 Playhouse

go to www.bozone.com
for more details

GET THE WORD OUT!

Advertise on the BBPW Website

www.bozemanbpw.org for only \$10/year!

Check out the following Member Pages, and be sure to use these members' valuable services!

Ann Schrader, Business Coach & Consultant – Changing Directions Inc.
Arison Antonucci-Burns, Realtor/Property Manager – Keller Williams, Above & Beyond Property Management
Barbara doAmaral - Century 21 Summit Realty

Beth Bridgers Johns, Architect – Living Places Design Studio

Bonnie J. Anzick, Agent – Central Insurance Agency

Dr. Breana McElgunn, Owner/Naturopathic Physician - Gallatin Valley Natural Medicine

Casey Magan, Attorney – Waddell & Magan Trial Lawyers

Chrissy Frank, Loan Officer – First Security Bank

Heather Jacks, Owner – Dust Bunnies

Kelly Gaugler, Real Estate Loan Officer – Stockman Bank

Dr. Kimberly Maxwell, CEO/Chiropractor – Abundant Health Family Chiropractic

Kris Zimmermann - Energy Healing, Dowsing, Feng Shui Consultant

Laura H. Young, NCBTM – Holistic Hand Massage Therapy

Lauren Goeddel, Financial Advisor and Registered Investment Advisor Representative - S.G. Long and Company

Marian Steffes, Owner – Bear Creek Respite Care Center

Sally Babcock, Owner - Whitepine Counseling Services PC

Sydney Rick, Agent – The Prudential Insurance Company of America

For more info, contact Pat Simmons at psimmons@imt.net Or Visit www.bozemanbpw.org/memberpageshowto.html

SPONSORS

SUPPORTING OUR COMMUNITY
**BOZEMAN DAILY
CHRONICLE**

<http://bozemandailychronicle.com>



BY CHOICE HOTELS

www.comfortinnbozeman.com



<https://www.firstinterstatebank.com/about>



www.boreasgroup.us

GOT NEWS??

Please send your newsletter items to me by April 29th!

Bonnie Anzick,
Corresponding Secretary

(406) 209-3756

banzick@gmail.com

MISSED THE LAST MEETING?

Minutes are posted on our website:
www.bozemanbpw.org/minutes.html

Please let us know of any corrections!

For a complete list of BBPW's sponsors, go www.bozemanbpw.org

2009-2010 OFFICERS

President:	Sally Larson Babcock	sallybabcock@gmail.com
1 st Vice-President (Issues Mgmt):	Sydney Rick	sydney.rick@yahoo.com
2 nd Vice-President (Membership):	Jennifer Hoskins, Co-Chair Marlene Ostby, Co-Chair	jhoskins@firstmontanabank.com marleneostby@gmail.com
Corresponding Secretary (Newsletter):	Bonnie Anzick	banzick@gmail.com
Recording Secretary:	Carol Scott	cscottnepal@msn.com
Treasurer:	Chrissy Frank	chrissyf@ourbank.com

Bozeman BPW

Local – Bozeman BPW www.bozemanbpw.org

State – Montana BPW www.montanabpw.org

National – www.bpwfoundation.org

Become a Fan on Facebook