

Minnesota Women of Today Chapter Mailing



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We, the Women of Today, are service, growth and fellowship. We believe that through us great lessons can be learned, worthy deeds performed and a hand of fellowship extended to millions of women everywhere. May we leave the world a better place because we lived and served within it.

Dear Minnesota Women of Today,

What a great celebration we enjoyed in Brainerd at our Fall State Convention.

During the business meeting, I shared a story about a little frog that fell into a pail of milk. Unable to hop out, it kept squirming and kicking until it had churned the milk into butter and was able to hop out. I am asking members to “just keep hopping” and go that extra mile to “Be the Difference.” Just think of all this organization can accomplish if each member does one thing extra this trimester to ensure our organization continues to thrive.

Pick a goal in Programming; invite a State Program Manager or other speaker to your meeting, complete your reports, fill out transmittals, certify or pick a programming area new to your chapter and learn about it. Ask yourself; how can I make my chapter better and work to make it happen? Together as a board, review your goals and make sure you are on the road to success. Consider adding a goal for 2nd trimester. We need members all over the state to “hop up” and offer to help chapters in their area that need a little extra help.

Have you heard...we have 2 new chapters? That makes 4 chapters on the 2 and under list. We need assistance-are you willing to be on a team to attend a meeting, do some training or assist in other ways? We will use skype or zoom to work with a lot of these chapters so you don't have to be close to them to help.

WE GREW in Membership first trimester...good job to all. Make membership a priority this trimester; get members activated, hold a social and M-event and give the gift of membership this holiday season. Keep this momentum going forward. MVP Julie's goal is growth and 80% retention for 2nd trimester. Look in her CIP to see what awful thing will happen to this Packer Backer President if this happens.

This is a team effort. I ask every member and chapter to join us in our efforts. The difference that each chapter makes in their community is enormous. I am so proud of each of you. My staff and I are here to assist you, as together we can “Be the Difference.”

Jane Hanson

Minnesota Women of Today 2016-2017

Small Changes Can Make a Big Difference!

Lisa Hahn
Administrative VP

Congratulations and Thank You to the District Directors and State Delegates who completed their Fast Starts. Great job to all this first trimester. Growth plus 2. How exciting is that? It was great to see so many of you at Fall State. We are now well into our second trimester and I'm hoping you are all enjoying "flying with me" on all our wonderful adventures. Have you started your mid-year evaluation? Just a reminder that they are due to the RR SPM and/or IVP Julie Hammel, postmarked by November 4th. Remember to promote attendance at your Fall District meetings. Please check out my CIP for more details.

JoAnn Miller
Chapter Management VP

What a GREAT first trimester we had! We had GROWTH!!!! It was so much fun to celebrate at Fall State! Our growth wouldn't have happened if we hadn't gained two new chapters: Eastern Carver County and Hutchinson! Welcome to Minnesota Women of Today!

Unfortunately, we lost two chapters in the first trimester because they did not have ten members. I do NOT want to lose any more chapters. We can't grow if we can't keep the chapters we currently have while extending to new chapters. I am still looking for Gold Team members to work with those chapters that are struggling to get and keep at least ten members. If you are interested in helping our organization grow, please contact me at cmvp@mnwt.org and I will work with you to find a way to use your skills in helping other chapters. This could be creating flyers, helping them with a Facebook or web page, making phone calls, etc., or even going to those chapter meetings and/or M-events to help out. Let's continue to GROW Minnesota Women of Today!

Julie Marchand
Membership VP

Wow! All the members of this organization make an amazing team! You helped the membership numbers grow in 1st Trimester. We achieved 74% retention and added 52 NMA's (not including the extensions). It was fun to celebrate at Fall State Convention with those that attended. It was a great convention. Highest percentage of growth and highest percentage of retention was received by District 5 and the chapter that received highest percentage of growth was Big Lake. There were two chapters that achieved Growth +5 in 1st Trimester. Way to go Rice and Monticello!! Keep on rollin'.. An In-Chapter Extension in August and One-A-Month Club for 1st Trimester was achieved by the Rice chapter. Congratulations!!

ATTENTION: ALL CHAPTERS - The 2nd Trimester promotion for the state is to achieve 80% retention plus have growth then President Jane (the ultimate Packer Fan) will dress in purple with purple hair. Start contacting those up for renewal now so we can obtain 80% retention.

Chapter promotion for 2nd trimester: Achieve 80% retention, hold 2 M-events and sign 2 new members in 2nd Trimester and your chapter will receive an incentive at Winter State. See my CIP for ideas for this promotion.

Brenda Kennelly
External VP

It was so nice to see so many smiling faces at the Fall State Convention again this year ~ Thank you so much for making the time to come to our project fair Friday night. As you are cruising through fall and holding some of your big projects, please do not forget to submit LPM reports and transmittals for each one so ALL of your hours and money raised gets reported to the state.

Please start working on your nominations for the big awards that we honor very special individuals

with at Winter Fall Conventions ~ It will be here before we know it! This is one of my very favorite banquets to attend each year ~ I'm always very touched by the stories our chapters share as the people just light up when they are talked about. THANK YOU for making this possible! Without your sharing all the good work going on around you, we wouldn't be able to celebrate each year.

Julie Hammel
Internal VP

Thank you for attending the project fair. The SPMs appreciate your support of their program areas. Has your chapter submitted an outstanding award before? Consider submitting a nomination for the Outstanding Person with Developmental Challenges, Outstanding Young Adult, or Women Who Impact award. Nominations are due on November 1st.

Cathy Snyder

I would like to thank my extensions team for all of your hard work 1st trimester. Congratulations to the Eastern Carver County for chartering at Fall State. We will have many other new chapters celebrating at Winter State. Keep up the great job Coon Rapids and Lakefield chapters on all of the events you are doing in your community to make a difference. Also congratulations to the Hutchinson Area for chartering on August 29th. Make sure to check out my Fall State CIP for the Foundation Rebates and the Two and Under Chapters Challenge for 2nd trimester. Together we will "Explore across Minnesota" with Extensions .

Joanne Larson
Parliamentarian

After the fun Fiesta at convention, I am glad to have had a chance for a Siesta. Now back to work and looking for more chapter and district bylaws to review. Reminder! Once you submit your bylaws and policies to me, you will be in the drawing for that basket at Annual Convention. If you would like me to attend your bylaw review, just send me an email and we can work out the details.

I am looking forward to seeing you at the MNWT Bylaw and Policy Review on October 22nd, 2016, 12:00 pm at Billy's in Anoka. We will be located in the upper meeting room off the main dining area. Please send me your proposed bylaw and policy changes by October 18th. A GoTo Meeting can be arranged if you are unable to attend in person. Please let me know if you will be attending by sending me a message at parli@mnwt.org and I can get that set up. Looking forward to a great 2nd Trimester!

Shelli Struzyk
Secretary

Thank you so much to those that have donated to the State POA. Unfortunately, I'm only half-way there. I will once again be offering an incentive to any chapter, district or individual that makes a donation. For every \$25.00 donated you will go in to a drawing for a fabulous basket at Winter State. I will also be working on getting feedback out to those Secretaries that submitted their minutes 1st Trimester, as well as an incentive 2nd Trimester for doing so. Please see my CIP for details. Keep up the good work everyone, your positions as Secretary are so important and the work you do is GREATLY appreciated!

Cathy Shuman
Treasurer

Congratulations to all of the chapter and district treasurers who completed the Treasurer Fast Start and Challenge for 1st trimester. Check out my Fall State CIP for a 2nd trimester challenge - remember, you will be entered in a drawing for a fabulous basket at year-end. There are a lot of other treasures for treasurers in my Fall State CIP, so please take a few minutes to look through it. Hope you had a chance to stop at the Project Fair and State Store while you were at Fall State convention. Watch for the state store to start appearing on the state website - work is in

progress.

Did you have a chance to sample the World's Finest Chocolate candy bars? Have you ordered any cases of candy bars to sell (or eat)? The 2nd trimester promotional features the World's Finest Chocolate, a very yummy candy bar that comes in a variety of flavors and sells for \$1 each. If you are interested, the order information is on the Treasurer's webpage or you can contact me at treasurer@mnwt.org for information to be emailed to you. We'd love to put together another order for more cases of chocolate! This is a fundraiser that benefits your chapter as well as the state organization.

Minnesota Women of Today will again hold a prize raffle with ticket sales starting in November. Tickets will be priced at \$5 each and there will be a limited number available. The drawing will take place at Winter State Convention in St. Louis Park (need not be present to win). We are looking for vacation stay packages (overnight or weekend). If you can help out, please contact me at treasurer@mnwt.org.

I'd like to encourage your chapter to donate to state ways and means. A minimum of \$35 will earn SUCCESS points for 2nd trimester. A check can be made out to "Minnesota Women of Today" and mailed to me or the Chapter Service Center.

Terri Dahlberg
Chairman of the Board

Thank you to everyone who has purchased an ONTO shirt prior to or at Fall State convention. President Jane will feel your support when you wear the rainbow tie dyed shirt everywhere. Did not get a chance to get yours yet? NO PROBLEM, contact me to see what sizes I still have available. Email me at cob@mnwt.org or by phone message or text at 952-221-4971 by January 4th. The order form is available online at www.mnwt.org under members~staff pages~COB.

I am still looking for more ONTO committee members, please let me know if you are interested. I'm also accepting pre-orders for the ONTO flowers given out at the Winter State luncheon! The order form is available online at www.mnwt.org under members~staff pages~COB, or you can find it in my Fall State CIP.

Are you wondering what you should do next in your Women of Today Career? Have you served at least one year on Executive Council already? Then I have a way for you to "SPREAD the JOY" serving on state staff. If you're interested in serving on staff or running for State President or Treasurer, I can start taking information on these positions on December 1, 2016. Just a reminder: out of respect for President Jane and confidentiality, you cannot talk to anyone but the chair of the elections committee (that's me!) about your desire to serve on state staff.

If spreading joy in 2017-2018 means taking on a district director, state program manager or a committee chair position please do not hesitate to talk to AVP Lisa Hahn, IVP Julie Hammel, EVP Brenda Kennelly, or to one of the committee chairs Teyvan Sorenson, Sharon Erickson, or Wendy Homyak. They would love to give you information and answer your questions.

Nicky Anderson
Presidential Assistant

Your District Director received a 12 X 12 inch scrapbook page for each chapter at the Fall State Convention. We are requesting that each chapter and district prepare a scrapbook page (front and back) including pictures and mementos of events from your chapter. The completed pages are due to me by March 1, 2017. These will be compiled into a large scrapbook and given to President Jane at year end.

Katie Castro
Executive Director

Watch for your 2nd trimester dues billing in your chapter mail - they should be in your chapter mail the first week in October. If you do not receive it, or misplace it, please contact Katie for a copy.

If your chapter needs assistance filing their 990n or Annual Registration, please contact me in the CSC at 952-406-8578.

Winter State "Hats Off to Women of Today" will be January 27-29, 2017 at the DoubleTree Park Place in St. Louis Park. Color in your registration form to be entered in a drawing, and watch Facebook for fun ideas and information!

Priority Bids for Annual 2018 are open to Section 3 South (Districts 9, 10 & 11) and are due to me by Friday, January 13th, 2017.

Cindy Umland
Living and Learning

Wasn't Fall State a fiesta of a good time? I enjoyed hearing those who competed in the Impromptu Competition. Congratulations to all those who participated for the first time, GOOD JOB!!! I hope many of you are starting to work on your nomination for the Lois M. Christensen Woman Who Impact Award nomination. Don't forget to start coloring your picture for Winter State. It will be great to see how creative you all are. I am looking forward to getting many certifications. The combo form is available online on the LL SPM webpage.

Amy Pumper
NEWSLET

It was great to meet so many of you at the Fall State project fair and share ideas on newsletters, have personal messages completed and "getting framed" for Facebook! The next issue of the NEWSLET will be out soon and it is time to be thinking of an article to submit for the next issue to come out in February. I will be highlighting chapters and districts in Districts 2, 5, and 10. Personal messages can be submitted any time and are just \$2 or can be bought in bulk 12 for \$20 or 25 for \$40. I will keep track and let you know where you are at if you buy in bulk! Recognize others - it can make someone's day!

OPEN
Public Relations

Women of Today week was September 18-24. How did your chapter or district celebrate? Share what your chapter did to celebrate by submitting a Shout Out With Pride form. Send to the pr@mnwt.org email and copy USWT PR Director Kimberly Rowland (prdirector@uswomenoftoday.org) to be placed in a drawing to be awarded at Winter State.

OPEN
Records and Recognition

Thank you to the 19 chapters that submitted SUCCESS first trimester. If you did not try SUCCESS first trimester, consider submitting for second trimester. It is a good chapter management tool.

Join IVP Julie at a webinar on mid-year evaluations on October 4, at 7:00 pm. She would love to answer any questions you have about the process.

Kandy Dorlack
Community Connections

October is Domestic Violence Awareness month. Have someone from a shelter come in to speak at your meeting and donate needy items to them. Do not forget to submit your certification to dva@uswt.org and send the transmittal to me.

Continue to collect items from the "WISH LIST" for True friends.

Remember to submit your nominations for the Outstanding Person with Development Challenges

(OPDC) award. The nominations are due to the Awards Committee Chair by November 1st!

Sherry Boike
Breaking Free

Thank you everyone for a great turn-out at Fall State. We were able to fill 236 hygiene bags for Breaking Free. The new socks and underwear collection was a huge success.

Please check my CIP for information on "Buy a piece of the van" and the Luminary walk. Please contact me for bags.

Jessy McShane
Women's Wellness

Thanks to the 31 members who participated in the 10,000 steps/ snack attack challenge! You guys ROCK! We have a new challenge for Trimester 2. "What's YOUR sleep number?" Here we will focus on filling in the healing gap in our sleep pattern, and strive to achieve our perfect number every night! See my CIP for details, then join our Facebook group HERE! <https://www.facebook.com/groups/1711478362441040/>

If you haven't heard of our AMAZING foundation yet, I would like to share the Women's Veteran Initiative with you! We have some very "fun" fundraisers for you to think about in my CIP. These funds will go right into the distribution of pamphlets and materials to help spread the word about the amazing work that this organization is doing. <http://womensveteransinitiative.com>

Illeana Miller
Youth of Today

Who's ready for some Timberwolves action? We have once again teamed up with the Minnesota Timberwolves to fundraise for the Outstanding Young Adult Scholarship fund. Please join us on February 4th to watch the Wolves take on the Memphis Grizzlies.

Nominations are due by November 1st for the Outstanding Young Adult Scholarship. Please let me know if you have any questions on how to submit a nomination or see my CIP for additional information.

I will be taking donations for Bridge For Youth throughout the year. If you see me at your chapter or district feel free to hand some over! We are hoping to make a delivery of goods prior to the holidays to help out youth in need. If you would like a list of donations, see my CIP or feel free to contact me for that list. I would be more than happy to provide it.

Thank you to all who are working with the youth in your community!! If you ever have any questions, don't hesitate to reach out. I would love to hear from you.

Sharon Erickson
Marketing Committee

I hope you enjoyed the Fall State Project Fair, did some shopping and learned about the different opportunities in our organization. Make sure to take time to look at the special CIP for our Buckets of Sunshine Project, The Firefly Sisterhood. Let's help them make a greater impact in Minnesota by talking about it with our family, friends and co-workers. Maybe somebody you know will want to be a mentor or need a mentee in their journey with breast cancer. Check out the Marketing CIP to learn how your chapter can apply for the Marketing Grant, this is a matching grant up to \$250. Be sure to mark your calendars for the next State Committee meetings to be held on Saturday, December 10th in Eden Prairie at Star Bank. Everyone is welcome!

Wendy Homyak
Membership Management

I sure enjoyed getting to know all the first timers at Fall State convention! Our next Out and About day is on Thursday November 10th. Let's have a social

media blitz and post your event on Facebook #MNWT. Those chapters entered will be in an M-event drawing at Winter Convention. Go have fun ladies!! Our next MMC State Committee meeting is on Saturday December 10th in Eden Prairie at Star Bank. Come join us. Watch for more details.

Tevyan Sorenson
Future Directions

The sub-committees are working hard on building the future of Women of Today and we need your help. Have you held a position on your local board? Have you participated in a PEP course? Share your expertise and provide feedback on the manuals for these areas. Manual Review Chair Cat Shuman needs you! Check out the FDC CIP or webpage on mnwt.org for more information. The next Statewide Committee meetings will be held on Saturday, December 10th at Star Bank in Eden Prairie. All MNWT members are welcome to attend.

The Go-Green Sub-Committee is bringing recycling to conventions and other state meetings/events! Help us to purchase the recycle bins needed for this and more shredding events by purchasing your own Flings Pop-Up Home Recycle Bin for \$6! What is a Flings Pop-Up Home Recycle Bin? It is made of an extra-strong, leak-proof plastic printed with a recycling symbol design, and the same size as a tall kitchen trash bag - large enough to hold 60 cans or bottles. It can be re-used many times! What a convenient way to recycle at home! We will have them available for purchase through Annual Convention 2017 - Find us at conventions or fill out this form to pre-order yours: <https://goo.gl/forms/aRUeDWopXVHu8nrt2>

Jen Kinzer
MNWT Foundation

Remember the MNWT Foundation this month! There are many ways to contribute to the Foundation. Has your chapter or district considered a sustaining membership? They are only \$25 and are renewed annually. Your donation helps to fund various MNWT activities including trainings and speakers. Thank you for your continued support!

Due to space limitations, the Fall State Convention Executive Council meeting minutes will be in the November issue of the Chapter Mailing. This will save on postage, thus saving money for the Minnesota Women of Today!



Executive Council Meeting Minutes
Fall State, Cragun's, Brainerd, MN

September 17, 2016

- President Jane Hanson called the Fall State business meeting to order at 9:01 am.
- Cindy Umland, Living and Learning SPM, read an invocation. Community Connections SPM Kandy Dorlack led the Pledge of Allegiance. District 03 Director Leslie Goble led the United States Women of Today Creed.
- Convention co-hosts Jen Kinzer and Heidi Westerlund gave a welcome.
- Parliamentarian Joanne Larson read the Orders of the Day. We have 30 of 63 chapters present, a quorum has been established.
- Minutes of the Annual Convention Business Meeting on May 21, 2016 were approved as written.
- Minutes of the Annual Election Meeting on May 21, 2016 were approved as written.

Secretary-Shellie Struzyk

- Have you read your Chapter Mailing Highlights? It is mailed each month that we don't have a convention to all chapters. For those that have opted out, a link to the online version is emailed. If you haven't seen one, you can read it by going to the Secretary page on the MNWT website and clicking on the Chapter Mailings.
- From the programming evaluations for PALS last year it was decided, brought to Future Directions and passed to discontinue this program. We are however encouraging chapters to still unofficially participate in activities with other chapters on a regular basis. We are working on updating all publications to reflect this change.
- The State POA was completed and mailed out! We still need donations to cover the cost of printing and postage. So far we have received \$425.00 but we still need \$429.43. I am offering another challenge 2nd trimester for any chapter, district or individual that donates. See my CIP for details.
- Thank you so much to the 9 Secretaries that completed their Fast Start! The winner of the basket for that challenge is Betsy Rosol from Coon Rapids WT.
- I also want to thank the 10 Secretaries that submitted their meeting minutes for me to review. I apologize that I didn't get feedback out on these yet, 1st Trimester just flew by! I will be getting feedback out for these submissions very soon. The winner of my basket for that challenge is Linda Wenker from the Melrose Area WT.
- If you haven't done so already, you can still submit your minutes for review and I will have another drawing for a basket 2nd trimester for those that do. See my CIP for details.
- Finally, thank you so much to those individuals and chapters that have donated to the State POA. The winner of my basket for doing so is Aitkin WT.

Administrative Vice President-Lisa Hahn

- Welcome to Fall State. Your District Directors have been working very hard this trimester, and I would like to thank you for supporting them.
- I would now like to introduce your amazing District Directors.
 - ⇒ District 02 Janice Nelson
 - ⇒ District 03 Leslie Goble
 - ⇒ District 04 Shellie Lemmerman
 - ⇒ District 05 Barb Zeroth
 - ⇒ District 06 Jenny Morrison
 - ⇒ District 07 Jenise Teske
 - ⇒ District 11 Cindy Golbuff
- Do we have any excited districts out there? The District Excitement judges are watching you and are hoping you will be named the most excited district. Support your District Director by sharing your enthusiasm this weekend.
- I also want to thank the 5 DD's that completed their Fast Starts.
- I see there are several State Delegates out there. These busy women are keeping their chapters informed of all the district, state and national events happening. Congratulations to the 15 State Delegates who completed their Fast Starts and are continuing to "Fly With Me" this year. It is now time to start working on those Mid-Year Evaluations. They are due emailed to the RR email address by November 4th.
- Thank you to all the State Delegates who will be attending the State Delegate Round Table this afternoon at 3:30 in the Pioneer room. My nephew is getting married this afternoon, but I am leaving you in wonderful hands. Nicky Anderson has agreed to help me out. She will be leading the round table and will be able to answer any questions you may have.
- Could all the State Delegates in the room please stand and be recognized.

Membership Vice President-Julie Marchand

- Membership stats for 1st Trimester: 74% retention, 56 NMAs not including extensions, Growth +2.
- Impact Membership Monday is October 31, 2016.
- 2nd Trimester Foundation Membership Rebates include:
 - a. Sign 3 New Members and receive \$25 rebate.
 - b. Sign 5 New Members and achieve 80% retention and receive \$50 rebate.
- 2nd Trimester Promotions (see my CIP).
- Membership Forum will be held in Lakeshore 2 at 11:15 am.

Chapter Management Vice President-JoAnn Miller

- Thank you to the 19 Presidents who complete their fast starts. Your certificates are in the DD bags. The winner of the wine and chocolate basket is Heather Simenstad from the Aitkin Chapter.
- We had 12 Presidents and 8 State Delegates attend the President/State Delegate retreat in Rice on July 23rd!
- Unfortunately, we lost GMT and Mahnomen chapter in 1st Trimester. We currently have 4 chapters that are in their second trimester on the TLC list and 4 chapters were just added to the TLC list.

Extensions Director-Cathy Snyder

- Currently we have one extension in progress in Alexandria.
- Our two and under chapters are as follows: Coon Rapids, Eastern Carver County, Lakefield and Hutchinson Area.
- Target areas we are looking at are St. Joseph, Owatonna, Cambridge and Rush City/Pine County.
- We had two chapters that completed my first trimester challenge. Congratulations to Coon Rapids and Lakefield.
- At this time I would like to recognize my extensions team please come forward as I call your name. Lisa Hahn, Cindy Umland, Brenda Kennelly and Shellie Lemmerman.
- Complete an extension by October 1st and receive \$200. Complete an extension by November 15 and receive \$100 from the Foundation. A big Thank You to the Minnesota Women of Today Foundation!
- At the luncheon this afternoon the Eastern Carver County Women of Today will be celebrating with a chartering ceremony.
- I am looking for help with training with the new extensions. Please contact me if you are able to help me out.
- M/S/P (Extensions/DD05) I move that we accept Hutchinson Area as a chapter in to District 05.
- M/S/P (Extensions/Eden Prairie) I move that we accept Eastern Carver County as a chapter in to District 08.

Internal Vice President-Julie Hammel

- Thank you to the chapters and districts who participated in programming, especially the hearts of programming-LPMs, DPMS, and PVPs who worked hard this trimester to get their programs started for the year. 9 chapter and 2 district programming vice presidents completed their fast starts. Thank you!
- The programming area evaluation results for Living and Learning will be available in early November. Thank you to all who completed an evaluation. Internal areas being reviewed beginning in January 2017 are Public Relations and NEWSLET.
- Did you enjoy the Fiesta last night? EVP Brenda and I appreciate your support for this year's program managers and the different areas they are promoting. Thank you for stopping by.
- Please join LL SPM Cindy and myself at our forum "Salsa-ing Your Way Through Certifications" at 11:15 this morning in Room 340, the Hospitality Room.
- Is there a programming area that you are passionate about? Would you like some general information about the role of an SPM? Join EVP Brenda, the current SPMS, and myself at the Future SPM Open House in Lakeshore 1 at 4:00 pm today. This is a no pressure, no commitment open house to see if being an SPM is something you might consider.
- Would the Internal SPMS please stand. Thank you LL SPM Cindy and NEWSLET SPM Amy Pumper for stepping up to take on these positions. Both stepped up over the summer to fill these two positions. Thank you both for being the hearts of programming this year. They have both worked hard to start the year in a short amount of time.

Living and Learning-Cindy Umland

- Thank you to the 11 program managers for completing a Fast Start.
- I received 14 Living & Learning, 17 Personal Development and 39 Health & Wellness certifications 1st Trimester.

Resolving conflicts within your chapter...

Conflict at a chapter meeting can occur at random and without warning. The key to handling it is to be prepared for it when it happens and resolve it immediately. If you don't, members will leave the meeting feeling bitter and discouraged. Some tips for when conflicts arise:

- ⇒ **Always use parliamentary procedure.** Parliamentary procedure helps focus on the “what” instead of the “who” in a discussion. If motions are made, encourage members to discuss the motion, without pointing fingers. A chapter vote will determine the outcome—and everyone has a say.
- ⇒ **Clarify objectives.** Some conflicts arise and escalate over a misunderstanding. Make sure people understand the issue at hand.
- ⇒ **Understand both points of view.** Ask one side to take the position of the side they do not agree with, and try to explain why they think the others feel that way. Switch, and let the others do the same. Maybe people will find they're really not that far apart.
- ⇒ **Suggest or ask for a compromise solution.** People that are not at either extreme of an issue may be able to think of alternative solutions. Spend some time brainstorming.
- ⇒ **Take a five minute break to gather your thoughts.**
- ⇒ **Table the issue until a later date.** You may need to have people do additional research, or present the issue in your chapter newsletter, or in a prepared speech at the meeting.
- ⇒ **Assertiveness.** If it is always one person causing the disagreement, you may have to speak with them one on one. Use “I” statements, “I am trying to understand why you feel this way”, “I felt like I lost control of the meeting when you and Jane were arguing”, etc. You may have to be very direct with some people.

Do not allow one person to dominate the chapter, or spread negativity.

...and if it's an on going conflict... what then?

What if your chapter is under the strain of continuous conflict?

The situation must be addressed, for internal problems and strife can destroy a chapter. **Ask for help!** District Directors and Staff members are ready to assist in all ways possible.

If you are experiencing on-going conflict, you may want to call a special meeting, or set aside part of your regular meeting to deal specifically with the situation. Two good rules to follow during the meeting: discuss only one topic, and make it clear that no one is allowed to interrupt the person who is

speaking.

Start the meeting by reminding everyone that each member is important, and as Women of Today we have a purpose and share many common goals. Our organization attracts a variety of women and each one is unique; sometimes the result is that we don't always agree.

Ask everyone to write down 3 positives about the chapters, and 3 things challenges. Read the positives first, then challenges—focusing on solutions to the challenges and goal setting. Avoid placing blame and finger pointing, and create a solution that works for everyone.

Redistricting Survey 2016-2017

Please return by November 1, 2016 to:

Terri Dahlberg
Chairman of the Board
977 Duchess Lane
Apple Valley, MN 55124

If you prefer to email comments, send them to cob@mnwt.org.

You can also find this survey online at mnwt.org on the Chairman of the Board webpage.

Your Chapter: _____ **Your District:** _____

1. Which chapter in your district is the strongest?
2. What are the strengths of your district:
3. What are the weaknesses of your district?
4. Who are the current leaders of your district?
5. Who are the future leaders of your district?
6. What are your feelings about your chapter moving to another district?
7. Name an area/community near you that could benefit from having their own Women of Today Chapter.
8. Name a chapter near you that is not in your district, yet would fit well in your district.

Our bylaws state that a district must have at least 4 chapters and no more than 12 chapters. What do you feel is the perfect number of chapters? _____

If you would like me to call you and discuss this, please include your name, phone number, and the best time to call.

- Please come to the forum “Salsa-ing Your Way Through Certifications” at 11:15 today in Room 340. The Impromptu Competition will be at 4:30 in the Pioneer Room.
- Please consider submitting a nomination for the Lois M. Christensen Women Who Impact Award. Nominations are due **NO LATER THAN November 1st**. Please see my CIP for more details.
- Thank you so much to everyone that submitted an LPM report and transmittals. Please remember if you report money raised or donated on an LPM report a coinciding transmittal **MUST** also be submitted. Also, don't forget those service hours on your LPM reports. If you have people that participated, you have hours worked.
- We had a total of 1,891.50 service hours and \$56,574.04 in donations reported for 1st Trimester in the 4 External Programming Areas.

NEWSLET-Amy Pumper

- NEWSLET had 8 LPM reports and 2 DPM reports received.
- There were 2 LPM and 2 DPM Fast Starts.
- I have received 9 chapter and 2 district newsletters, would love to receive more and I am willing to help create one with you if your chapter or district does not have a newsletter. Newsletters will be evaluated during the year.
- Articles for the February issue are due January 14 with chapters in Districts 2, 5, 10 being highlighted. A reminder that any chapter can submit an article at any time and will be included based on available space.
- The chapter and district with the most messages purchased for each issue will receive an incentive at the following convention with messages due September 20th for the next issue and February 1st for the February issue. There is a minimum of 5 purchased to be eligible for this challenge.

Public Relations-OPEN

- Since there is not a PR SPM this year, only minimal programming will occur in this area at the state level. All chapters and districts are encouraged to continue their PR activities. I am available to answer questions and provide guidance this year for the chapters and districts. I look forward to receiving updates on PR activities, reporting, along with nominations for the Outstanding Program Manager and Project of the Trimester.
- 4 LPMs complete their Fast Starts this year. 4 chapters submitted reports for first trimester.
- Are you ready to celebrate Women of Today week? It starts tomorrow. Women of Today week is September 18-24. Do you have special events planned? I would love to see many Shout Out With Pride forms listing what the chapters and districts have done this year. The Shout Out With Pride form is available on the MNWT website. I will forward the forms on to USWT PR Director Kimberly Rowland.
- At this time I would like to call forward, LL SPM Cindy Umland and President Jane for a special presentation. President Jan was presented with a proclamation from Governor Mark Dayton, naming September 18-24 as “Women of Today Week.”

Records & Recognition-OPEN

- For this year, the R&R area will be concentrating on SUCCESS along with the mid-year and year-end evaluations since there is not an SPM. All chapters and districts are encouraged to continue their RR activities. I am available to answer questions and provide guidance this year for the chapters and districts. I look forward to receiving updates on RR activities, reporting, along with nominations for the Outstanding Program Manager and Project of the Trimester. If any chapter or district has questions, please use the RR email address.
- Thank you to the 2 LPMs who completed their Fast Starts. 7 chapters submitted LPM reports for first trimester.
- 1st trimester, 19 chapters submitted SUCCESS. Thank you for participating. SUCCESS results will be given at tonight's banquet. At this time, I would like to thank Vicki Rockwell for her help and work on the SUCCESS program and submissions. With her help, the SUCCESS program was available as a chapter management tool this year. Vicki, please come forward for your thank you.
- Mid-year evaluations for chapter presidents, state delegates, and Exec Council are due on Friday, November 4th. Electronic submissions to the RR email address are highly encouraged. If you are unable to email your submission, they can be mailed to me. Contact me if you have any questions. There will be a webinar to answer questions about the evaluation and process on Tuesday, October 4th at 7:00 pm. Please register for this webinar if you would like more information on evaluations.

External Vice President-Brenda Kennelly

- Thank you to all of you who attended the “Fiesta” Project Fair last night. Our SPMs worked very hard to present relevant information.
- I would love to have four bidders for the external programming areas at Winter State Convention. If you are interested in an SPM position, please see Julie or myself. You can also attend the Future SPM Information Open House today at 4:00 pm in Lakeshore 1.
- The winner of the Fiesta basket is Radka Leng of Brooklyn Park.

Breaking Free –Sherry Boike

- The winners of the 2 baskets from the project fair are Shawna Pratt from Aitkin and Radka Leng from Brooklyn Park.
- Thank you to the 4 LPMs and 4 DPMs who completed their Fast Starts.
- There were 21 transmittals received with \$4,268.32 raised for 1st Trimester.
- Breaking Free had 21 LPM reports with 233 service hours.

Community Connections-Kandy Dorlack

- Please refer to my CIP for wish list items needed for True Friends.
- Please remember when report on your LPM reports, you need to add your hours and number of members helping. Also remember to complete a USWT DVA transmittal. That way it gets report to all staff at the end of the year.
- The winner of the 1st Trimester Challenge drawing is Mary S. from Burnsville.
- Thank you to the 10 LPMs who submitted their Fast Starts.
- There were 66 transmittals with \$37,051.89 raised for 1st Trimester.
- Community Connections had 66 LPM reports received with 1,208 service hours.

Women's Wellness-Jessy McShane

- There were 9 transmittals received with \$3,177.25 money raised for 1st trimester.
- Women's Wellness had 5 LPM reports received with 130 service hours.
- The winner of the first trimester 10,000 steps challenge basket is Amy Pumper from Byron.
- Second trimester challenge is all about YOUR sleep number! See my CIP for details.

Youth of Today-Illeana Miller

- There were 31 transmittals received with \$12,076.58 money raised for 1st trimester.
- Youth of Today had 10 LPM reports received with 320.5 service hours.
- The winners of the Project Fair Baskets are Cat Shuman from Monticello and Jenny Morrison from East Central/Mora. All proceeds from these baskets go to the OYA Scholarship Fund.
- The winner of my 1st Trimester Challenge for having a project or event for Kid's Week is the Avon Chapter.
- Accepting Outstanding Young Adult Nominations through **NOVEMBER 1st**. Email yt@mnwt.org for additional details or questions.
- Accepting cash or in-kind donations for Bridge for Youth. Contact me if you need the wish list.
- The OYA Sporting Event Fundraiser will be a Timberwolves Game on Saturday, February 4th, 2017 at 8:00 p.m. Deadline to order tickets is Wednesday, January 4th, 2017. There is a flyer in my CIP or you can contact me about tickets.

Treasurer-Cathy Shuman

- Recognition of Treasurer Fast Starts and 1st Trimester challenges: These names will be announced at the Awards Banquet later today. Certificates and incentives were placed in the DD Bags.
- Thank you to the chapters that made donations to state ways and means for 1st Trimester.

• Aitkin	• Fridley
• Anoka	• Madelia
• Brainerd Lakes Area	• Monticello
• Burnsville	• Rice
• Eden Prairie	• St. Michael/Albertville
- I would also like to give a “shout-out” to Kimberly Finch of Brainerd Lakes Area for the great job she has been doing for her chapter as treasurer and with ways & means.

- State Store featured new items: crystal star, bookmark with charm, and pocket buddy notebook. You don't want to miss President Jane's colorful rainbow mug and special square rainbow notepad. Be sure to stop and see the new items as well as all the other great choices you will find at the store. Make sure to say hello to our State Store Manager, Jane Holmberg.
- 1st Trimester Fundraisers: Thanks to those that purchased Fun Pasta. Your orders can be picked up at the state store. Fun Past orders totaled \$575. Chapters who ordered will receive a check this weekend for their share of the profit.
- There are 2 fundraisers this weekend at convention. The book fair is being held in the pool area on Friday and Saturday, and there is a Gift Card Lucky Buck Auction at the Saturday Banquet. Remember to bring your bucks to purchase chances to win the whole pack of gift cards. The value of the gift cards is \$435. Please note that Jen Kinzer and I are still accepting gift cards or cash donations for the auction.
- 2nd Trimester Fundraisers: World's Finest Chocolate promotion and a Raffle Fundraiser. If you or your chapter ordered any cases of chocolate, they can be picked up this weekend at the Project Fair or state store or you can see me. Additional cases of chocolate can still be ordered if you missed out on the pre-convention order. Delivery will likely be in October. Raffle tickets will be available by Mid-Year Exec on November 5th and the prize drawings will take place at Winter State. Tickets will be \$5 each. We are looking for prizes such as hotel, resort, and short-stay vacations. If you have ideas or can help solicit donations, please see me.
- Next Finance Committee meeting at Bonnie Waller's: January 6th (mid-year budget review) and January 7th (Finance Meeting).
- M/S/P (Treasurer/Duluth WT) I move that we approve the MNWT State Budget for 2016-2017 as printed in the State Plan of Action.
- M/S/P (Treasurer/Duluth WT) I move that we adjust the Membership VP budget from \$299.98 to \$614.98.
- M/S/P (Treasurer/Duluth WT) I move that we adjust the Living and Learning SPM budget from \$382.00 to \$382.95.
- M/S/P (Treasurer/Duluth WT) I move that we adjust the NEWSLET SPM budget from \$382.00 to \$503.98.
- M/S/P (Treasurer/St. Cloud WT) I move that we adjust the Community Connections SPM Budget from \$381.32 to \$357.87.
- M/S/P (Treasurer/St. Cloud WT) I move that we adjust the Breaking Free SPM budget from \$381.32 to \$404.61.
- M/S/P (Treasurer/St. Cloud WT) I move that we adjust the District 05 Director budget from \$338.50 to \$368.58.
- M/S/P (Treasurer/Duluth WT) I move that we adjust the District 06 Director budget from \$249.32 to \$558.70.
- M/S/P (Treasurer/St. Cloud WT) I move that we adjust the District 07 Director budget from \$238.75 to \$260.79.
- M/S/P (Treasurer/Madelia WT) I move that we adjust the District 10 Director budget from \$285.42 to \$245.67.
- M/S/P (Treasurer/St. Cloud WT) I move that we accept the review of the MNWT Financial Statement for the year ending May 31, 2016.

Parliamentarian-Joanne Larson

- The MNWT Bylaw & Policy review date has been changed to October 22nd and will be held at Billy's Bar & Grill in Anoka. We will meet in the upstairs meeting room. The deadline of October 18th is still in effect. Please have your proposed bylaw and policy changes to me by that date. Hope to see you there. Please email me at parli@mnwt.org to let me know if you will be attending. The option of a GoTo Meeting will be available, please let me know as soon as possible so I can get that set up. Thank you.
- I have received 5 chapter and 1 district bylaws and policies for review. I am looking for more. You can send them to me via email at parli@mnwt.org or you can mail them to me at the address on my CIIP.

Chairman of the Board-Terri Dahlberg

- The US Women of Today National Convention was held in June in Lincoln, Nebraska. Those who attended had a great time! We introduced President Jane, and congratulations to our members who are now serving on National Staff. Nicky Anderson-Member VP; Colleen Todd-Extensions Director; Laura Gaylord-Women's Wellness Program Manager; Cindy Umland-Parliamentarian and Kimberly Rowland-PR Director.
- Mid-Year National Convention is coming up on October 7-9 and will be held in Kansas City, MO. If you are planning to attend, and I don't know about it, please tell me as soon as possible!
- Staff, President and Treasurer filings for next year will be accepted starting December 1st. Remember, NO ONE may publicly state intent to seek ANY staff position prior to February 15, 2017 to anyone other than the chair of the elections committee.
- ONTO shirts are available for \$13 and \$15. ONTO flower sales will be held at Winter State. Chapters please see your DDs for order forms.

Additional order forms will be available on the website Chairman of the Board page soon. If you are interested in joining the awesome ONTO Committee it's not too late! Please see me.

- The following members have been approved as elections representative: Tana Engen-Area 1; Noel Ness-Area 2; Tawn Hanson-Area 3 and Michelle McGowan Area 4.
- Yesterday at Exec Council we approved the following members for the ONTO Committee: Christine Sibilleau; Michelle McGowan; Shelli Matthies; Shelli Lemmerman; Colleen Todd; Cathy Snyder; Cathy Shuman; Cindy Golbluff; JoAnn Miller and Nicky Anderson.
- Members of the MMC Committee approved were Cindy Umland-Area 2; Jenise Teske-Area 3; Michelle McGowan-Area 4 and Dawn Scouton and Kimberly Rowland as general members.
- Laura Gaylord and Jen Kinzer were approved as co-chairs of the Future Directions, Strategic Plan sub-committee.

Executive Director-Katie Castro

- Winter State will be held January 27-29, 2017 at the DoubleTree Park Place.
- Annual 2017 will be at the Sanford Center in Bemidji. Full information will be available at Winter State.
- Late fees for both the 990 n and Annual Registration have been assessed. Thank you to the 43 chapters that completed these filings by the September 1st deadline.
- I have reached out to a couple of Districts about hosting Fall State 2017. Priority Bids for Annual 2018 are open to Section 3 South (Districts 9, 10 and 11) and are due to me by Friday, January 13th, 2017. For further information, please see me.

Presidential Assistant-Nicky Anderson

- As President Jane is traveling to your chapter/district, please take pictures and send them to me. The Madelia chapter is compiling Photo Books as a gift for her.
- It is tradition to present the State President with a gift at year end as a thank you for her leadership. We ask Chapters/Districts to donate \$10.00 to this gift.

MNWT Foundation Chair-Jen Kinzer

- Unfortunately, the Foundation Retreat was cancelled because we didn't have enough registrations. Any registrations received will be refunded. We are working on ideas for a different fundraiser and will keep you posted.
- The MNWT Foundation is currently participating in the Amazon Smile program. See my CIP for details.
- Become a member of the Sapphire Club. There are two levels, \$500 and \$100. You have 3 years to complete your pledge. See me for more information. Other donations are also being accepted for sustaining membership. Outstanding programs, scholarships, grants, etc.
- Chapter Grant applications are due December 1st.
- Annual Report from last year is available. Yesterday we approved the following members of the Foundation Board: Terri Dahlberg and Shelli Struzyk. They join: Vicki Rockwell, Joanne Larson, Nicky Anderson, Christine Harkess, Stephanie Putzier, Lisa Hahn, Leslie Goble, Jen Kinzer and Cindy Sanders as renewing members.
- The additional members of the Foundation board are: Jodie Meyer, Cindy Umland, Laura Gaylord, Anna Nichols, Candi Frick, Wendy Lindberg, Julie Hammel, Wendy Homyak, Dawn Scouton, Jane Hanson, Katie Castro, Cathy Snyder, Cathy Shuman and Brenda Kennelly.

Future Directions Committee Chair-Tevyan Sorensen

- You are making a difference...a 19% difference through MNJOTS. That's how many chapters opted out of paper Chapter Mailings and CIPs starting with MNJOTS. Even more chapters and districts have opted out starting with the Fall State CIPs. It's not too late to make a difference. Contact Katie at the CSC to opt out of printed CIPs and Chapter Mailings.
- Laura Gaylord is chairing the Strategic Plan sub-committee with help from former chair Jen Kinzer. They are reviewing the plan now and identifying actions that need to be taken. Contact Laura to find out how you can get involved with this important effort to refresh the blueprint for our future.
- The Statewide Committees will hold their winter meeting on Saturday, December 10th at Star Bank in Eden Prairie. Registration & Refreshments will begin at 10 am, Marketing at 10:30 am, Membership Management at 11:30 am, Lunch at 12:30 pm and Future Directions at 1:00 pm. Committee members should plan to attend or contact your committee chair to ensure a replacement is identified. All members are welcome to visit. Earn SUCCESS points for your chapter!

Membership Management Committee Chair-Wendy Homyak

- If you weren't able to attend the Committee Meetings, here are a few things you may have missed.
 - a. Our next Out and About night is on Thursday, November 10th. Let's have a social media blitz posting and encouraging your event for the evening. Remember to use #MNWT.
 - b. 2020 x 2020 is still our vision. Continue to submit your pledges online. As we focus on our new year, we will have a Picture Perfect Party at Annual Convention. More details at the business meeting tomorrow.
 - c. Looking for a subcommittee to be a part of? Both the Leadership and 2020 x 2020 subcommittees are looking for members. Please contact me at mnc@mnwt.org.
- Our next meeting will be on Saturday, December 10th in Eden Prairie.

Marketing Committee Chair-Sharon Erickson

- Thanks to the members who participated in the State Marketing Committee meeting on July 30th in New Ulm. Many thanks go to Sue Ellen Toppings who chairs the Branding Subcommittee, Daina Mirsch-Wenner and Bonnie Olmanson who spend their time keeping the MNWT website current, Kimberly Rowland who chairs the Promotional Subcommittee and finds great opportunities to promote our organization and Melissa Redzuan who chaired the Social Media Subcommittee but has since resigned.
- Shelli Matthies is our new Social Media Review Subcommittee chair.
- We now have one open position for the Marketing Committee-Expo Coordinator Chair. Please let me know if you are interested in this position at marketing@mnwt.org.
- The Firefly Sisterhood is the statewide Buckets of Sunshine project for this year. Sue Ellen Toppings is our chair. Sue Ellen has great ideas on how we can help women learn more about them, find them, volunteer or be supported by them. Through our many chapters in Minnesota we can accomplish this in a great way. Please check out our special CIP to see how we can support them this trimester.
- Check out the MNWT Marketing webpage for a copy of the Marketing Grant application. Any chapter or district can apply for reimbursement funding for an event/project focused on gaining new members. If you are interested in recruiting new prospect names for your chapter or a new extension, consider a grant application. This is a matching grant for up to \$250.
- MNWT is teaming up with the Minneapolis Firefighters to help raise money for Operation Warm? We will be decorating a 7' artificial tree that is part of the Minneapolis Holiday Boutique's Festival of Trees. We have been given the theme-EXPLORE MINNESOTA. We need chapters and members from across the state to send in ornaments related to the theme, and of course some rainbows too. Please send them to the Chapter Service Center. As soon as we have the details about the actual decorating of the tree we will share that too.
- The State Committee meetings for the second trimester will be held on Saturday, December 10th in Eden Prairie at Star Bank.

President of the Minnesota Women of Today-Jane Hanson

Ongoing Business-None

New Business-None

Announcements-None

Living and Learning SPM Cindy Umland read a benediction.

Breaking Free SPM Sherry Boike led the Minnesota Women of Today Creed.

The meeting was adjourned at 10:53 am.

Respectfully Submitted,

Shelli Struzyk, Secretary

Three Year Priority Area Bids

What will our New 3 Year Priority Project Be?

As you know we have just ended our first year strongly supporting Breaking Free as our current priority project and we are building even stronger support as our second year begins. HOWEVER, it is already time to start thinking about what our next priority project might be. Please put the word out to foundations that you know of that might be interested in bidding with the Minnesota Women of Today to be a 3 year priority project beginning May 2018.

Any organization that is interested may contact External Vice President, Brenda Kennelly for more information. She can send them the outline and requirements needed for them to begin the bid process. All bids are due to EVP Brenda by December 1st, 2016. Presentations are made by the bidding organization at Annual 2017 with the vote held at Fall State 2017 Convention for the Priority Project that will begin in the year 2018-2019.

Outstanding Awards at Winter Convention

Is there anyone in your local school or community that is Outstanding? Please consider nominating someone for one of the Outstanding Awards that will be presented at Winter State Convention.

The Awards are as follows:

Outstanding Young Adult (OYA) Youth of Today

Outstanding Person with Developmental Challenges (OPDC) Community Connections

Women Who Impact (WWI) Living & Learning

You can find all the submission manuals on the MNWT Website by going to the book of forms and they are under "Recognition: Leadership". You can also contact the SPM for that area with any questions you may have. They are willing to help you with ideas of how to identify and select nominees, how to nominate them and how to fill out the forms. Please DO NOT submit nominations to the SPMs though.

ALL submissions are due

NO LATER THAN November 1st.

They can be submitted electronically to the Awards Chairperson-Daina Mirsch-Wenner at

fdc-awards@mnwt.org



**Minnesota
Women of Today**

PO Box 44242

Eden Prairie, MN 55344

Upcoming State Events

Winter State Convention

January 27-29

**DoubleTree Park
Place**

**1500 Park Pl. Blvd.
St. Louis Park, MN**

Hosted by:

The Web Team

**Daina Mirsch-
Wenner and
Bonnie Olmanson!**

2020 By 2020!!

We can Do it!

**Sign Those
Members!**

**Calling All Purple
People Eaters!**

**Help the state achieve
80% retention and show
growth for 2nd trimester
and President Jane
(the Ultimate Packer
Fan) will dress in purple
and get her hair colored
purple too!**

2nd Trimester

Membership Rebates

**\$25 rebate when you sign 3
new members**

**\$50 rebate when you sign 4
new members and achieve
80% retention**

**\$200 rebate to the new
chapter if extension is
completed by October 1st.**

**\$100 rebate to the new chapter
if extension
is completed by
November 15th.**

**All Rebates provided
by the Minnesota Women
of Today Foundation!**

Winter Convention

**Help your chapter achieve
80% retention, hold 2 M-
events and sign 2 members in
2nd trimester and your
chapter will have Mimosa's at
Winter State Convention with
State President Jane!**