

Having trouble viewing this email? [Click here](#)

# ewi CONNECT

CORPORATE EDITION

ewiconnect.com

ISSUE: 2014-15/2

NOVEMBER 2014

## Letter from President



**Darlene Banogon**  
2014-2015 Corporate President  
North Island Credit Union, EWI of San Diego

It's the time of year when we think about how thankful we are for the gifts we have received and how excited we are about new gifts we are about to receive. What am I thankful for? Each and every one of our EWI members and the work we all do in our communities. There is so much right in EWI and this is the time of year to celebrate the good works our Chapters and Corporate do for our local communities. We can't fix our membership problems overnight, it will take time and energy from each of us, but let's be thankful for what we have, and be optimistic and excited about the coming year. Let's start this year off fresh, not thinking about past problems but going forward and experiencing new successes.

### Chapter Standards of Excellence

I'm also thankful that this year at LCAM we were able to award two of our Chapters the designation of EWI Chapter of Excellence. Congratulations to **EWI of Des Moines** and **EWI of Wichita** for meeting the criteria of EWI's Standards of Excellence. At Leadership Caucus the attendees reviewed the Standards of Excellence and learned how to build a strategic plan around Standards of Excellence. When the program was created in 2012 the goal was to offer Chapters a guideline to assist them in becoming stronger. Don't give up if you don't meet all the requirements immediately; structure your goals to work towards achieving the Standards of Excellence. Des Moines and Wichita have proven Chapters *can* achieve this status!

### Individual Membership

At LCAM an Individual Membership classification was approved by the delegate body. It is a Chapter's option on whether to accept individual memberships. I'm sure all of you have been or will be discussing this at a Chapter business meeting. I have heard from several chapters that they have voted to include Individual Membership and then some have reported they are polling their firm executives on the topic. My own chapter voted to approve Individual Membership but wrote in the Chapter Standing Rules that the number of individual members would not exceed ten percent of the total membership of the Chapter. I urge you to keep a good balance between member firms and individual memberships, and to remind you that individual membership does not become official until January 1, 2015. The Standards of Excellence are in the process of being revised to include individual memberships in the membership breakdown for those chapters that decide to accept this membership category. An update will be out shortly.

### Chapter Standing Rules

For those Chapters that would like to add items that were deleted from the Chapter Bylaws to the Chapter Standing Rules, a list has been posted to [ewiconnect.com](http://ewiconnect.com) under Chapter Resources/Best Practices.

### Membership Posting

Bev Kennedy, Corporate Bylaws Chair asked me to remind Chapters that all applicants for membership, Member Firm or Individual, should continue to be posted, with only member firms being classified within the NAICS classification system. The reason for posting is that EWI does not elect applicants for membership, the posting process functions in place of the election process and the member becomes an official member of EWI when the application and appropriate dues and assessments are received in the Corporate Office.

A Member Firm or Individual Member may object to an applicant on any grounds EXCEPT

## In This Issue

[Annual Meeting Recap](#)  
[Professional Development Article](#)

## Save the Date for Professional Development

### Employee Engagement

Tuesday December 2 - 3:00pm ET

[Register Now](#)

### Recruitment Tip of the Month

Enthusiasm makes all the difference.  
Read on to find out where enthusiasm starts...

[READ MORE >>](#)

## 2014-2015 Officers & Directors

### President

Darlene Banogon  
North Island Credit Union  
EWI of San Diego

### Vice President

Dianne Luckett  
Irby Electrical Distributor  
EWI of Jackson

### Secretary/Treasurer

Cheryl Hawkins  
American Clinical Laboratory Association  
EWI of Washington DC

### Director

Cortney Ihde  
ViSalus, Inc.  
EWI of Milwaukee

### Director

Diane Barber  
Capital Region Benefits  
EWI of Harrisburg

### Director



those of gender, race, color, ethnicity or national origin, or religion or against any other class of person that is protected under applicable federal, state, or local law. Each Chapter is free to set its own process as to how an objection is handled including the number of days of the posting, in the Chapter Standing Rules.

#### Membership Renewals

The Corporate Office is ready to start the end of the year anniversary renewal processing. In fact, the first renewal notices should go out this week. During LCAM it was reported that a survey of Chapters showed 77% of Chapters were in favor of maintaining the dues renewal process with the Corporate Office. The following favorable comments were reported by Chapters:

- *Having Corporate collect annual dues has provided workload relief to chapter membership and treasurer efforts.*
- *Members paying dues through the Corporate Office provides a "feeling" of being a part of a larger organization.*
- *Reporting from Corporate provided opportunities for chapter leadership to communicate with representative and members who were unpaid.*

The survey also indicated areas where improvement needed to be made and corrective actions are being taken. The first step was requesting from Chapters validation of their chapter rosters and any changes in Chapter dues. The office has now input that information into the system. In addition, the Corporate Office held a technical assistance training to review the dues process with Chapter Treasurers and Retention and Recruitment Directors on October 28. If you didn't have a chance to listen, it was recorded and has been posted to [ewiconnect.com](http://ewiconnect.com) under Chapter Resources/Chapter Development.

#### Say "Thank You"

Once the renewal notices are sent to your members, a good practice for Chapters is to follow up with your members who have renewals due thanking them for their continued membership, reminding them to be on the lookout for the electronic billing from the Corporate Office and include an update of what the Chapter accomplished this past year and plans for the coming year. And throughout the year as renewal notices are sent out from Corporate the Chapter should continue to follow up with renewing members.

#### Dates and Deadline Calendar - Due November 30, 2014

- **Annual Operating and B/C/DP Financial Reports:** This past year the Corporate Office did not require quarterly financial statements, just the year-end annual report, which is due this month. Please make sure to include copies of your September-end bank statements with these reports. This information is used for filing the corporation's tax filings and it is important that the reports be received in a timely manner.
- **B/C/DP Projects Participation Form:** This form is for Chapter philanthropy projects which occurred from October 1, 2013 thru September 30, 2014. This form also assists the Corporate Office with grant filings.
- **On-going:** Please remind your new Communications Directors and Secretary's to send Chapter newsletters and minutes monthly to [secretary@ewiconnect.com](mailto:secretary@ewiconnect.com)

Our Canadian members' celebrated Thanksgiving last month and I hope that they and the rest of our membership this month will spend it with family and friends. This is a time to be thankful for all that we have, so I urge you to remember to say "Thank You" to those that matter! So with that in mind, I say *Thank You* to each of you for all the hard work and energy you give to EWI and your chapters.

## EWI Foundation Update

- The Room to Read Initiative Challenge Grant ended on September 30, 2014. Thanks to the following chapters that participated: EWI of San Diego, EWI of Dallas, EWI Collegiate, EWI of Detroit-Windsor, and EWI of Salt Lake City. These Chapters were able to make a big impact in their local communities with their projects and donations.
- The Corporate Board voted to assign the donations from the Chapters this past year, totaling \$3,000, as follows: \$2,500 to the Girls' Education Program and the remaining \$500 to purchase books for the general program. These funds are being held at Room to Read awaiting our decision. At this time no additional funds are budgeted to be distributed to Room to Read. Over the past two years, our total contribution to Room to Read was just under \$10,000.
- The "Scholars of Capital Character" Reading Rally at Houston Elementary in Washington, DC was a huge event. Please visit [ewiconnect.com](http://ewiconnect.com) to view the video and the highlights of the day. Thanks again to the committee for their hard work. A special thanks to Dominion Resources Inc., EWI of Richmond member firm, for their generous contribution of producing the video.

Jill Gaffney  
Greenleaf Landscaping, Inc.  
EWI of Spokane

**Advisor**  
Ronwyn Anderson  
Soft-Lite Windows, LLC  
EWI of Nashville



#### JOIN THE CONVERSATION!



#### JOIN US ON PINTEREST!

The Corporate Office has recently launched a Pinterest profile! We are collecting links, resources, articles, and all types of useful information. Come over to Pinterest and check out our pins! Our pin boards range from professional development and leadership, to healthy living and recipes. Find and follow us at [pinterest.com/ewicorporate](http://pinterest.com/ewicorporate).



New to Pinterest? Check out this awesome introductory video.

## Chapter Anniversaries

**EWI of Albuquerque**  
November 1978  
Celebrating 36 years

**EWI of Denver**  
November 1954



- The Professional Development Webinar Committee is up and running and is looking for your ideas. Please contact one of the committee members with any suggestions or comments. Committee members include:
  - Tracey Amernick, EWI of San Diego - [tracey@dinecra.com](mailto:tracey@dinecra.com)
  - Darlis Vauble, EWI of Des Moines - [duvauble@woodmen.org](mailto:duvauble@woodmen.org)
  - Jennifer Stephens, EWI of Wichita - [jstephense@starlumber.com](mailto:jstephense@starlumber.com)
  - Sylvia Hepler, EWI of Harrisburg - [Sylvia@launchinglives.biz](mailto:Sylvia@launchinglives.biz)
  - Shelley McDowell, EWI of Spokane - [smcdowell@21goldchoice.com](mailto:smcdowell@21goldchoice.com)
  - Diane Barber, EWI of Harrisburg, Corporate Board Liaison - [dbarber@crbenefits.com](mailto:dbarber@crbenefits.com)
- A literacy grant has been submitted to "Wish You Well" Foundation. We are seeking funds to provide each Chapter a \$100 gift to be used to purchase books and supplies for their upcoming Reading Rallies.
- We are always researching grant opportunities. If you have an organization or foundation that you think meets our priorities of literacy, scholarships or professional development opportunities, please contact me.
- We had mentioned that Walmart has Community Grants available from each local store. We received word that they have changed their four core areas of giving. One of the core areas includes scholarships. The grants range from \$250 - \$2,500. Visit their website at <http://foundation.walmart.com/apply-forgrants/local-giving-guidelines>.
- Reading Rally Ideas:
  - Kohl's: Visit their website at [www.kohls.com/employeesinaction](http://www.kohls.com/employeesinaction). You can submit a brief application for 5 volunteers for 4 hours and receive \$500. You can apply at each Kohl's stores for your event but must fill out an application from each store.
  - Don't forget your local community programs that offer a percentage to your organization such as Kroger's Reward Program, Fred Meyer, or City Bank Rewards Program? Do you have ideas that you can share with other Chapters about national programs? If so, send them my way and I will compile a list to share.

## Professional Development Article

### Your Investment Is the Ticket to Full Engagement

Wouldn't it be nice if people were like robots that could function optimally no matter what? Wouldn't it be great if every employee you ever hired was completely self-motivated regardless of circumstances? Well, all of this would indeed be wonderful, but you and I know it's only a fantasy. Organizations don't run on dreams. To enjoy the benefits of actively engaged staff you've got to make several different types of investments.

Here are five types of investments:

1. **Resources** - Plan to invest dollars into developing and growing each employee. Stagnant staff jumps ship eventually. According to the Society of Human Resource Management, replacing one \$8 per hour employee costs more than \$3,500.
2. **Time** - Schedule regular staff meetings, both individual and group. Investing some of your precious time into coaching people, providing feedback, and helping them to understand the larger picture yields an attractive ROI.
3. **Empathy** - Whatever your technical skills and experiences, they alone are not enough to actively engage human beings. You must show appropriate empathy when situations call for it. Make it a point to stop by someone's work space to express concern for her sick child.
4. **Trust** - This can be challenging. It's not easy to believe and assume that folks will do their jobs well by the deadline established. And yet, if you've given them what they need to succeed, you must demonstrate reasonable trust. This investment-above all others--is the silver lining in your relationships.
5. **Culture** - Because most people spend more time at work than anywhere else, isn't it wise to invest in the organizational "living room"? Consciously create a culture that celebrates communication, encourages learning, and rewards innovation.

*Sylvia Hepler, is President of Launching Lives, LLC. She is a career development specialist for managers & executives. She supports clients as they upgrade their current job performance, seek a promotion, and navigate a career transition.. You can learn more tips and tricks from Traci during the December EWI professional development webinar. [Click here](#) to register.*

[Forward email](#)

 SafeUnsubscribe

This email was  
sent to  
[bonny@ewiconnect.com](mailto:bonny@ewiconnect.com)  
by

Celebrating 60 years

### EWI of Honolulu

November 1967  
Celebrating 47 years

### EWI of Huntsville

November 1992  
Celebrating 22 years

### EWI of Northwest Arkansas

November 1993  
Celebrating 21 years

### EWI of Pomona Valley

November 1951  
Celebrating 63 years

### EWI of Shreveport-Bossier City

November 1951  
Celebrating 55 years

## Corporate Office Serving EWI Membership

The Corporate Office deepens its commitment and level of service to EWI. We commit to 24-hour turn-around in email reply and answering voice messages, unless the office is closed or the person you need to reach is out for the day.

**Wendy H. Cowley**  
Executive Director, COO

**Kristine Pepin**  
Managing Director

**Brittany Jones**  
Operations & Events Administrator

**Vacant**  
Member Services Administrator

**Bonny Steele**  
Webmaster

**Office Hours:** 9:00am-5:00pm MT  
**Email:** [ewi@ewiconnect.com](mailto:ewi@ewiconnect.com)  
**Phone:** 801.355.2800  
**Address:** 3860 S 2300 E, Ste 211  
Salt Lake City, UT 84109

[ewi@ewiconnect.com](mailto:ewi@ewiconnect.com)

|

[Update](#)

[Profile/Email](#)

[Address](#) | Rapid

removal with

[SafeUnsubscribe™](#)

| [Privacy Policy](#).



*Try it FREE today.*

Executive Women International | 3860 South 2300 East, Suite 211 | Salt Lake City | UT | 84109