



# The Kitsap Wave



A Newsletter for Port Orchard Business and Professional Women  
(Editor: Barbara Luddon, 360-373-0431, [barbluddon@q.com](mailto:barbluddon@q.com))  
**June 2012**

## Port Orchard BPW Officers 2012-2013

- President  
Wilma Eads  
(360) 871-2445
- Vice President  
Leslie Cole  
(360) 373-5875
- Secretary  
Claudia Heckart  
(360) 275-1216
- Treasurer  
DeLona Kent  
(360) 871-0208

Website:  
[www.bpwportorchard.org](http://www.bpwportorchard.org)

State Website:  
[www.bpwwa.org](http://www.bpwwa.org)



BPW WA 2012-2013:  
"Planting Roots for the  
Future"

**Business and Professional Women's Foundation** is creating successful workplaces by focusing on issues that impact women, families and employers. Successful Workplaces are those that embrace and practice diversity, equity and work life balance. BPW Foundation supports workforce development programs and workplace policies that recognize the diverse needs of working women, communities and business. BPW Foundation is a 501(c)(3) research and education organization.

**The Business and Professional Women's Foundation**  
1718 M Street  
Washington, D. C. 20006  
[www.bpwfoundation.org](http://www.bpwfoundation.org)



### Meeting

#### Port Orchard BPW

Wednesday  
June 13, 2012  
5:30 PM  
**Lighthouse Restaurant**  
429 Bay, Port Orchard  
Order from the Menu

Contact DeLona Kent at 360-871-0208 for additional information or reservations.

#### **President's Message ...** Highlights from 91st Conference

Dear ladies,

We had a great time at the 91st BPWWA Conference in Tukwila.

Fabulous Friday Night Extravaganza - The Cold Water Creek Presentation - creating 50 different looks out of six main garments, marvelous prizes for all kinds of activities, the photo booth photographs and prizes - Barbara won for the best smile category. We had so much fun and laughed so loud.

Memorial Service - honoring our dear, Marie Erdmann.

Christy Karras, author of "See the USA from a Motorcycle," - she had lovely photos and a romance tinged story.

Lilly Ledbetter - Discussed her determined struggle to achieve pay equity for women and her book, "Grace and Grit."

Inspirational Ecumenical Church Service - I was in charge and Melinda sang "The Lord's Prayer." Cathy Allen - PAC update - discussing candidates, agendas, concerns about 2012 elections 2012 New State Officers - Terry Ray President, Kay Bradley Kampsen - Vice President, Jacqueline Petrick, Recording Secretary, Judy Kyte - Treasurer.

Post - Conference Board - Terry Ray in charge. BPW/WA 2012 -2013 "Planting Roots for the Future."

I only wish all of you could have gone. There were eleven members in attendance, who had never been to conference before.

Love,  
Wilma Eads

#### **BPW Foundation CEO Participating in Clinton Global Initiative America Meeting**

Business and Professional Women's Foundation CEO, Deborah L. Frett has been invited to participate in the 2012 Clinton Global Initiative America (CGI America) meeting in Chicago this Thursday and Friday, June 7 and 8.

CGI America is an annual meeting bringing together leaders from the business, foundation, NGO and government sectors to develop solutions that address unemployment, prepare Americans to be competitive global citizens and rethink current models that shape our economy and society. This year President Clinton has called on participants to strategically integrate the lens of girls and women throughout the program. This approach is called the Girls and Women (G&W) Champion model. Champions are asked to represent the G&W lens in their respective Working Group.

Frett, who has been named a Girls and Women Champion, is part of the

Small Business Working group. She also spoke at the Girls & Women in America: Pre-Meeting Strategy Session on Thursday, June 7th between 8-9:30am. As head of the first foundation to conduct research about working women, Frett brings unique perspective and background to her role of looking at workplace ideas and solutions through the Girls and Women's lens.

On Thursday evening Frett will attend the "Championing Veterans: America's Next Generation Leaders" event that will bring together a broad range of CGI Working Group representatives who have an interest in or focus on veterans. Frett will share information about BPW Foundation's Joining Forces for Women Veterans and Military Spouses Mentoring Plus™ [<http://www.joiningforcesmentoringplus.org/>] This groundbreaking program connects women veterans and military and veteran spouses with working women mentors and subject matter experts (SMEs). Participants receive career development support and guidance that will enable them to find and keep meaningful employment.

#### About BPW Foundation

BPW Foundation supports workforce development programs and workplace policies that recognize the diverse needs of working women, their families, communities and businesses. BPW Foundation attributes much of its success to programs built upon evidenced-based research. Joining Forces Mentoring Plus™ [<http://www.joiningforcesmentoringplus.org/>] is the result of a commitment BPW Foundation made in 2005 to better understand the employment transition of women veterans. BPW Foundation is a 501 © (3) research and education organization. To learn more, visit <http://www.bpwfoundation.org>

#### About CGI America

President Clinton established the Clinton Global Initiative America (CGI America) to address economic recovery in the United States. CGI America brings

together leaders in business, government, and civil society to generate and implement commitments to create jobs, stimulate economic growth, foster innovation, and support workforce development in the United States. Since its first meeting in June 2011, CGI America participants have made more than 100 commitments valued at \$11.8 billion. When fully funded and implemented, these commitments will improve the lives of three million people, create or fill more than 150,000 jobs, and invest and loan \$354 million to small and medium enterprises in the United States. To learn more, visit [cgiamerica.org](http://cgiamerica.org) [<http://cgiamerica.org/>].

#### **Senate Fails to Pass Paycheck Fairness Act**

On June 5, the Senate failed to pass the Paycheck Fairness Act because too many members of Congress don't believe wage discrimination is a real problem.

We certainly cannot blame our Washington State senators for this. I (Barbara Luddon) contacted them in support of this measure, and received the following response from Senator Murray:

Dear Barbara:

Thank you for contacting me with your thoughts on equal pay. I appreciate hearing from you on this issue.

As a U.S. Senator, ensuring fairness and equity in the American workplace has long been one of my top priorities. Too many workers in America are paid less than their co-workers simply because of personal characteristics and often, the victims of these wage disparities are women and people of color. I have once again cosponsored the Paycheck Fairness Act, S.797 and the Fair Pay Act, S.788 to address this issue.

The Paycheck Fairness Act will work to prevent wage discrimination by strengthening penalties for equal pay violations and by prohibiting retaliation against workers who make inquiries or disclosures concerning

employee wages. The Fair Pay Act would prohibit wage discrimination based on sex, race, and national origin by requiring employers to provide equal pay for work of equal value. These bills reflect my commitment to ending pay discrimination and provide a means of relief to those who have been discriminated against

This issue should not be controversial, and it should not be political. It is simply wrong that while women make up 46 percent of today's workforce, women still only earn 77 cents to the dollar of what men earn. This disparity exists at all levels of education and occupation, and is felt even deeper in female headed households, which are much more likely to be low-income.

The views of Washingtonians are very important to my work. I will keep your thoughts in mind, and I encourage you to stay in touch. If you would like to know more about my work in the Senate, please feel free to sign up for my weekly updates at <http://murray.senate.gov/public/index.cfm?p=GetEmailUpdates> Again, thank you for taking the time to share your thoughts with me.

Sincerely,

Patty Murray  
United States Senator

It has been suggested that one of the most powerful ways to move members of Congress on issues like this is to help them see that the problem is real by sharing our personal stories about how wage discrimination in the workplace affects us and our families. When Congress is confronted with real people and their real life experiences, they can't hide behind talking points and political spin anymore.

If you'd like to share your story, you can send it to [info@weareultraviolet.org](mailto:info@weareultraviolet.org) They will personally deliver it to every senator who voted against this important law.

\$\$\$

**Port Orchard, Washington**  
**Business and Professional Women**  
Meeting Minutes  
**Wednesday, May 09, 2012**  
**At the Lighthouse Restaurant in Port Orchard**  
Attendance: 12

5:30 pm – Networking and ordering dinner.

6:20 – Meeting called to order by President Wilma Eads; Barbara Luddon led us in the Pledge of Allegiance. Collect was said by all.

An Inspiration was given by Leslie Cole, followed by Introduction of Members.

**REPORTS:**

DeLona Kent gave the Treasurer's Report

Copies of the approved minutes were emailed to everyone by Secretary Claudia Heckart; accepted as presented.

**Initiation of new members:** by Margaret Way, assisted by President Wilma Eads  
Melinda Bondo; Lorrie Brown; Alison Sonntag WELCOME, LADIES!

**Installation of new officers:** by Margaret Way ...

President: Wilma Eads

Vice-President: Leslie Cole

Secretary: Claudia Heckart

Treasurer: DeLona Kent

Theme for new year, by President Wilma Eads: **"Bringing out the Best"**

Bring out the best in every aspect of our lives. Self-improvement, business improvement, networking. As our Collect says - *"teach us to put into action our better impulses, straightforward and unafraid."*

**Washington State Conference** will be held in the Tukwila Embassy Suites, May 18-20. All are encouraged to attend if at all possible. The very special keynote speaker on Saturday will be Lilly Ledbetter of the **2009 Lilly Ledbetter Fair Pay Act**. She will also be signing her right-off-the-press book: *Grace and Grit - My Fight for Equal Pay and Fairness at Goodyear and Beyond*.

President Wilma Eads gave out copies of the Port Orchard BPW bylaws to everyone. She also presented gifts to her board from last year, and also to incoming Vice President Leslie Cole. Each received pieces of beautiful jewelry that Wilma and her husband made.

Treasurer DeLona Kent presented President Wilma Eads with a gift: a beautiful Lenox tea tray and 3 little serving saucers, with the Butterfly Meadows pattern.

Leslie Cole won the raffle.

Meeting was adjourned at 7:39 pm.

Respectfully Submitted by Claudia Heckart, Secretary

**Photos from May 9 Meeting**  
Thanks to Leslie Cole and Alison Sonntag for these photos



Past State President Margaret Way inducted 3 new members into Port Orchard BPW: Alison Sonntag, Lorrie Brown, and Melinda Bondo.



Past State President Margaret Way installs the Port Orchard BPW officers for 2012-2013. (L-R – President Wilma Eads, Vice President Leslie Cole, Secretary Claudia Heckart, Treasurer DeLona Kent, and PP Margaret Way)



2011-2012 President Wilma Eads displays gift she received from the Port Orchard BPW members.



◀ The photo at the left was taken at the BPW/WA State Conference in Tukwila, and features the 3 Port Orchard members who attended – Melinda Kay Bondo, Wilma Eads, and Barbara Luddon.



BPW WA 2012-2013:  
"Planting Roots for the Future"

**BPW PLATFORM**

**(How we are going to make history together)**

- **Focus on Core BPW Training.** The Young Careerist (YC), the Individual Development (IDP), and Leadership Development (LDP) Programs will be a particular focus, as well as providing for Officer training at the local level.
- **Expanded Leadership Education.** Develop Conflict Resolution Skills and assure that leaders at the local and state levels all have this important knowledge.
- **State Leadership Attendance at Local Meetings.** The President, in particular, and all other Officers and Committee Chairs will provide a state presence and support at the local level on a regular basis.
- **Increasing Knowledge and Use of Social Networking.** Time and attention for Facebook presence at local and state levels will be given. Sharing between experienced members and those unfamiliar with these practices will be promoted and encouraged.
- **Putting Political Action in Practice.** Working with our legislators and political leaders to support and promote our stated agenda. State and federal communications from our members will be promoted and encouraged.
- **Leadership Database.** Leadership Position participation will be documented (state and local) so that all experience will be accessed for member support and availability to future positions. Members who wish to "move up the ladder" will have the information they need to do so.
- **Technology in Practice.** Merchant Services implementation. Online membership applications and payments are a must for this generation of business women.



Barbara Luddon  
 165 NW Alta Drive  
 Bremerton, WA 98310



2012

- June 5 Queen's Diamond Jubilee (GB)
- June 13 Port Orchard BPW Meeting
- June 14 Flag Day
- June 17 Father's Day
- June 20 1<sup>st</sup> Day of Summer

