

# UNLEASH YOUR BRILLIANCE



## IN THE AMERICAN BUSINESS WOMEN'S ASSOCIATION

December, 2019 | Vol. 11, Issue 2

### VPEN News Bits

*Published by Victoria Professional Express Network*

*A League of the American Business Women's Association*

*Victoria TX*

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#### Mission Statement of the American Business Women's Association

The mission of the American Business Women's Association is to bring together businesswomen of diverse occupations and to provide opportunities for them to help themselves and others grow personally and professionally through leadership, education, networking support, and national recognition.

### PRESIDENT'S LETTER

Dear Members,

We are in the midst of the holiday season. I am hopeful each of you have had the opportunity to spend quality time with those you love. Sometimes the holiday season can be full of obligations, time negotiations and exhaustion. With Thanksgiving behind us, we still have Christmas and the New Year left to celebrate. I encourage each of you to make an effort to suspend time for just a couple of moments. Lock in memories by truly being present. Close your eyes and breathe. This simple action will weave the event into the tapestry of your memories. For some of you, suspending time might be as simple as relishing the hug you receive from your extended family as you rush into the door with arms full of casseroles and gifts. I ask that you *feel* the hug, *smell* the delicious aromas or even the special scent of a loved one, and *see* the events of the day unfold. Cherish those simple moments. This is much easier said than done, I know. I'm asking that you try. Try to be present, try to slow down, and try to suspend time. Your efforts will not be in vain. You will be happy to have these moments locked in for years to come.



Wishing you the very best holiday season!

**Megan Tuttle**

VPEN President  
2019-2020

## VPEN Gives Back



# GIVING TUESDAY

"GivingTuesday is a global generosity movement unleashing the power of people and organizations to transform their communities and the world."

GivingTuesday was created in 2012 as a simple idea: a day that encourages people to do good. Over the past seven years, it has grown into a global movement that inspires hundreds of millions of people to give, collaborate, and celebrate generosity."

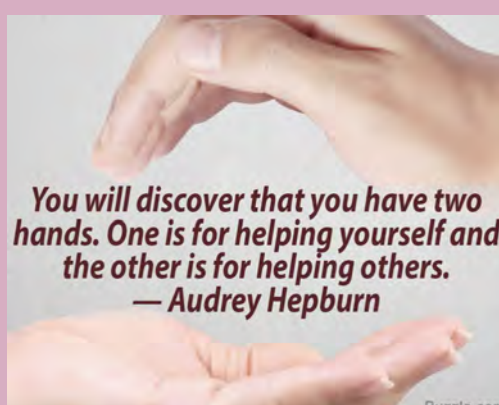
Source: A Global Generosity Movement.  
[www.givingtuesday.org](http://www.givingtuesday.org)

For more information on current campaigns or for ideas on how individuals or organizations can be involved please visit [www.givingtuesday.org](http://www.givingtuesday.org)

The VPEN Board and Chairs asked members to join them in participating in Giving Tuesday. The goal was to raise funds for our charity of the year, Hope of South Texas Child Advocacy Group. With Christmas right around the corner, the Board and Chairs knew the funds would go along way in helping the organization provide Christmas presents to the children in their care. Our VPEN members did not disappoint. Between monetary donations and the proceeds from our nut sales, VPEN was able to donate \$300 to our charity! We are an organization of love and generosity.



## Famous Quotes about Generosity





## Diane Kliem Awarded Top Ten Business Woman of the Year

The ABWA 2020 Top Ten Business Woman of the Year award goes to Diane Kliem, a local Victoria attorney and long standing member of VPEN.

Diane is the first VPEN member to be awarded this prestigious ABWA award.

The journey began at the local level. Diane, along with other eligible members, was nominated by her VPEN sisters as a Top Ten Business Woman candidate. Having met eligibility criteria, demonstrated her league participation, she then she submitted an essay that answered questions set forth by the ABWA national office. Her essay

was judged locally by local non-VPEN affiliated business women. The results of that judging moved her toward the national platform.

Diane was one of ten finalist selected by ABWA to compete for the coveted Top Ten Business Woman award. The other candidates were ABWA sisters from across the nation. Diane faced another round of judges and presented her speech to the National Conference attendees.

It was at this same conference in Kansas City, Missouri, that she was awarded Top Ten Business Woman award.



## Who is Diane Kliem? What's her Story?

Mother, grandmother, sister, friend, mentor, warrior, advocate, and a shoulder to lean (or cry) on. Those are just a few of the many ways to describe Diane Kliem.

This woman is ferocious in her quest to empower women and help them find their stride within the business world. She has inspired and motivated women across multiple industries in various career levels to push themselves out side their comfort zones and let the glitter sparkle.

Diane is a self made success. She will be the first to tell you her change of careers after the age of 40 wasn't an

easy feat and most certainly was outside of her comfort zone. But, this endeavor is one that best displays her tenacity and grit. It shows us all that we can do anything if we set our minds to it. Next time you see Diane, ask her about it. It is one of the most inspiring stories.

After she finished school, she wasted no time in giving back to her community. She is involved with several local organizations. Diane moves with grace, always offers a kind word, and is appreciative of every experience. We are so proud of her accomplishments and we are happy she calls VPEN home.

## What is a Top Ten Business Woman?

ABWA has recognized hundreds of women for the coveted Top Ten Business Women of ABWA award since its inception in 1953. This award is intended to underscore a member's professional accomplishments (career advancement and academic achievement), contributions to her community and engagement in ABWA. The Top Ten Business Women of ABWA are selected by three business women from the Kansas City area, whereas the American Business Woman of ABWA is selected by a panel of peers at the National Women's Leadership Conference. All Top Ten Business Women of ABWA are recognized at the annual National Women's Leadership Conference. (Source: excerpt from article written by Ardis Bazyn)

Posted on [August 16, 2017](#) by [Verdugo Glen](#) in [ABWA News](#)

For full article:

<http://abwa-verdugoglen.org/2018-top-ten-business-women-of-abwa-recognition/>

## 2019 ABWA National Leadership Conference

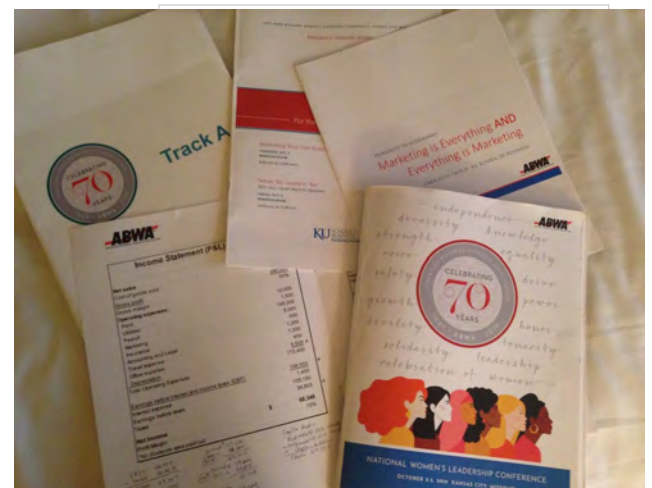
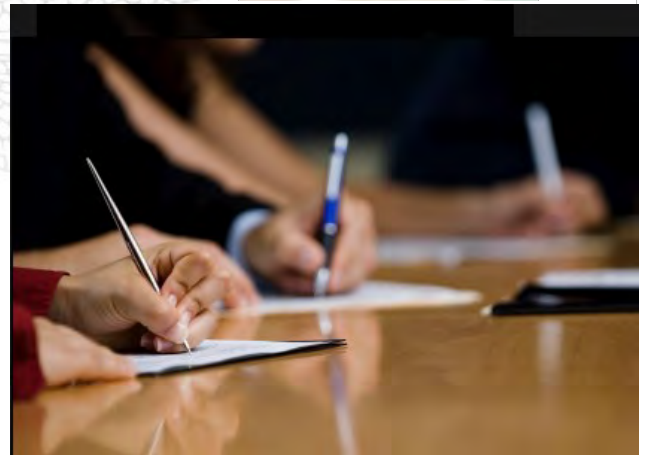
### Kansas City, Missouri

The ABWA National Convention was held Oct 2-5, 2019 in Kansas City, Missouri. Nine members represented VPEN. The Conference was packed with presentations, track lessons, networking, and overall comradery with fellow ABWA sisters.

Attendees of the National conference must select an education track and this is done at registration. Two of the three tracks are taught by Park University and Kansas University. Each VPEN attendee is required to attend and report back lessons learned in their tracks. This information is then shared with VPEN members at a subsequent business meeting. This conference had a lot of good information. If you would like to hear about the course work again, please reach out to any of the ladies pictured below.

The Conference also is an opportunity for leagues to elect the next National Board of Officers. Each candidate must present why she is the best candidate for the position. Then the voting process begins. Each member cues up to vote on who she thinks can best perform the duties of the position. The winners are then announced on the last day of the conference.

Now, its not all business. In the evenings there was some scheduled entertainment. One night we saw Reza, an amazing illusionist, and another evening we danced the night away in our groovy 70's attire. The conference ended with lots of hugs and we'll see you next year's. Sisters forever in ABWA.





## 2019 ABWA National Leadership Conference

Kansas City, Missouri

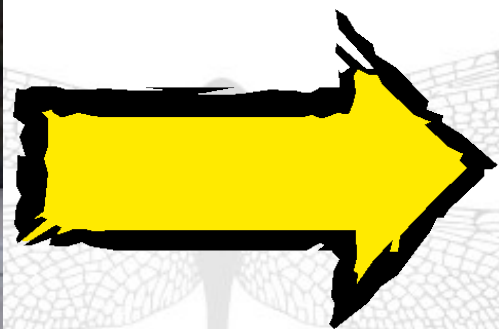
### What is a Best Practice level? And, what does that say about VPEN?



According to the principles set forth by ABWA, "The Best Practices Approach is a quality management award that is built upon a set of concepts and core values reflected in most businesses today. The Best Practices Approach is intended to support members in knowing and growing their value by providing opportunities to learn, rehearse and a master skill sets (goal setting, planning, fiscal management, communications, operations, negotiations, etc.), all of which are directly transferable to the workplace. Chapters and Express Networks® meeting the standards for Best Practices are awarded the Best Practices Seal of Excellence for a period of one year. " source: ABWA Chapters and Express Networks (from ABWA website)

<https://www.abwa.org/abwa-chapter-express-networks/>

There are 4 levels: Level 1, Level 2, Level 3, and Striving. All of the levels take a combined effort. They are not easy to achieve. VPEN has routinely achieved level 1 and we couldn't be more proud! Together we can!





**VPEN PRESENTS:**

# BOOT SCOOT'N BINGO!

**DANCING • BINGO & FUN!**

**LIVE MUSIC SCHROEDER HALL BAND  
FEATURING RICKEVANS!**

**WITH SPECIAL GUEST MARK ZEPEDA!**

**SILENT AUCTION**

## MARCH 28<sup>TH</sup> 2020

### SCHROEDER HALL

**DOORS OPEN AT 5:30PM • DANCE STARTS AT 9:00PM**

**\$100<sup>00</sup> per couple**

**INCLUDES:**

- BINGO
- DINNER BY MCMILLAMS BBQ
- WIN UP TO \$5,000.00!

**DANCE ONLY: \$15 PER PERSON.  
CHILDREN UNDER 10YR. FREE!**

**WIN \$5,000!**

**A PORTION OF TICKET SALES WILL BE DONATED TO THEATRE VICTORIA.  
TICKET LOCATION: NORTHSIDE RANCH PET & GARDEN CENTER**

**FOR MORE INFORMATION:**  
**VICKI WAGNER**  
361-935-3343  
**VICKIE ROMERO**  
361-935-8366

**VPEN**  
VICTORIA PAPER ENVELOPE NEWS

**Express Network**  
American Business Owners & Associates

**THEATRE Victoria**

**ALL THINGS CROSSROADS**  
MAGAZINE  
YOUR CROSSROADS TEACHER

If you would like to be part of the Boot Scoot'n Bingo Committee, please contact Vicki Wagner. She'd love to have you!

Make plans to come out for this fun date night with your gal-pals or sweetie.

Who knows?...You could be the big Winner \$\$\$\$!

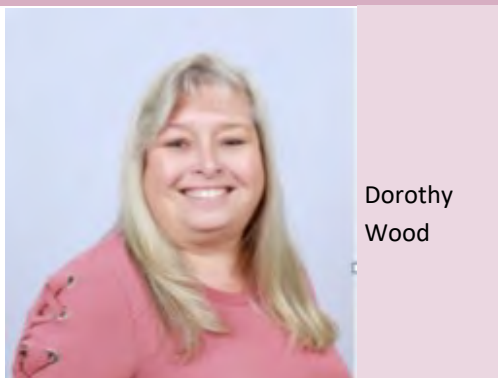
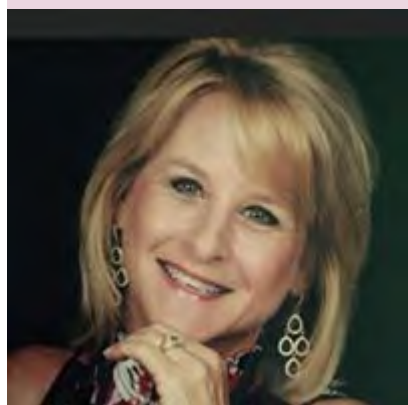


# November is National Entrepreneurship Month

## Sooooooo..... Let's Celebrate our Entrepreneur Members!



Sharon Mathiew's



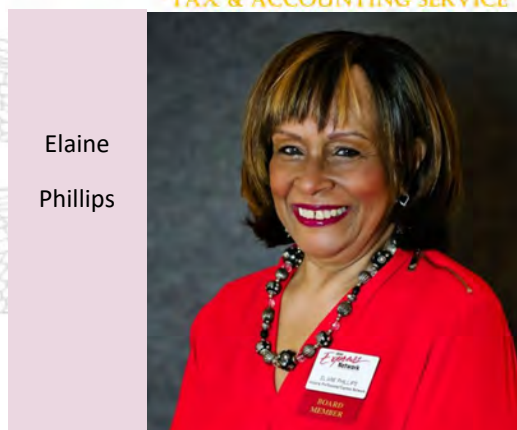
Dorothy Wood



Diane Kliem



**CBT BUSINESS GROUP**  
"TAX & ACCOUNTING SERVICE"



Elaine Phillips



Leslie Book, Architect



**Teri R. Moten, MBA**  
*The Small Business Problem Solver*



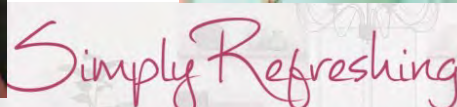
Esmeralda Salinas



Tracy Morgan



Jennifer Ruiz



FENG SHUI + LIFE DESIGNS

Way To Go, Ladies! We are so proud to have you as VPEN members!

#InternationalEntrepreneurshipMonth

## ABWA Regional Conference is coming up!

The 2020 ABWA Regional Conference is just around the corner and right down the road! This year, the 3-day conference will be held in Sugarland, TX. It is a great place to learn about the structure of ABWA and how the National board, Leagues, and Express Networks all work together to enrich the ABWA platform. The Regional Conference is really an opportunity to learn about the business end of ABWA and how that impacts each sector of the organization. It is a great conference for those interested in serving in a board position at the local level. Reach out to a current Board member if you are interested!

AMERICAN BUSINESS WOMEN'S ASSOCIATION

## 2020 REGIONAL CONFERENCES

Unleash Your Brilliance and Register for a 2020 Regional Conference  
Event in Sugarland, TX, Louisville, KY, or Durham, NC.

**START PLANNING!**

**Western Regional Conference**  
**APRIL 2-4**  
**SUGAR LAND, TEXAS**  
Sugar Land Marriott Town Square  
Room Reservation: 281-275-8400  
Airport Code: IAH and HOU

**Eastern Regional Conference**  
**APRIL 22-25**  
**DURHAM, NORTH CAROLINA**  
21c Museum Hotel Durham  
Room Reservation: 919-956-6700  
Airport Code: RDU

**Central Regional Conference**  
**MARCH 25-28**  
**LOUISVILLE, KENTUCKY**  
The Brown Hotel  
Room Reservation: 502-209-7346  
Airport Code: SDF



### Board Meetings

January 7, 2020 (moved due to Holiday)

February 5, 2020

March 4, 2020

### Monthly Business Meetings

January 15, 2020

February 19, 2020

March 18, 2020



*Victoria Professional  
Express Network*



Mark Your  
Calendar!

Monthly Business Meeting  
3rd Wednesday of the Month

11:30 a.m. Networking  
11:50 a.m. Program & Meal

Victoria Country Club

Megan Tuttle for more info  
979-220-9384

[Www.facebook.com/VPENABWA/](https://www.facebook.com/VPENABWA/)



Don't forget to NETWORK at the meetings!!



**VPEN'S  
WOMAN OF  
THE MONTH**

OCTOBER

Tracy Morgan



NOVEMBER

Denise Hartman



DECEMBER

Christy Henry





## VPEN CHRISTMAS MIXER!!!



**OH WHAT FUN**

*Join us for a VPEN Christmas Mixer*  
**DECEMBER 17 2019 5:00 PM**  
and Appetizers!  
Hill Country Convention Center, 1000 E. 10th St., Victoria, TX  
Bring a gift for the White Elephant exchange!

**Hosted by:**

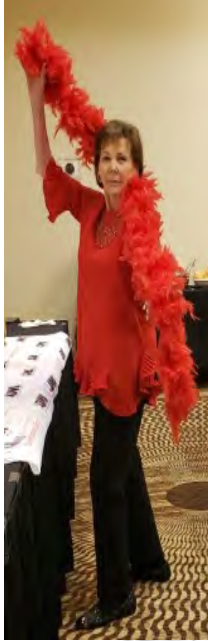
- VPEN
- KLIEM ASSOCIATES
- Colonial Funeral Home & Dignity
- Comfort Keepers
- Ameriprise Financial

Photos of the mixer and our December Business Meeting on the next page! Check it out!





## VPEN CHRISTMAS MIXER!!!



## VPEN DECEMBER BUSINESS MEETING





## 2019 — 2020 VPEN BOARD



President  
President-Elect  
VP of Finance  
VP of Communication  
VP of Programming  
VP of Membership  
VP of Marketing  
VP of Administration  
VP of Advancement

Megan Tuttle  
Teri Moten  
Kaylene Schlueder-Diaz  
Christy Henry  
Diane Kliem  
Kalyn Kliem  
Cindy Guillen  
Sharon Mathiews  
Vicki Wagner





## 2019 — 2020 VPEN CHAIRS



HAC-Houston Area Council  
Professional Development  
Nominating  
Finance  
Goodwill  
Hospitality  
Membership  
Administration  
Corporate Sponsorship  
Past President

Tracy Morgan  
Rachel Nessel  
Diane Kliem  
Ariana Van Dusen  
Elizabeth Kvinta  
Elaine Phillips  
Amy Hatmaker  
Jessica Dodds  
Denise Hartman  
Vicki Wagner



## Victoria Professional Express Network 2019-2020 VPEN STANDING RULES

### **VPEN Standing Rules:**

VPEN may consider any other rules governing the network, which do not conflict with ABWA National Express Network Bylaws.

Reviewed annually by majority quorum vote during our Business Program meeting. Changes may also be made/ approved by a majority quorum vote throughout the year, as needed.

Post to Community Connection.

Be included in new member packets.

### **Executive Board/Chair:**

The calendar year for the Chapter/Network will run August 1<sup>st</sup> through July 31<sup>st</sup> to coincide with the National Award Year and accounting

VPEN will follow ABWA guidelines to have the following 7 VP officers: President, President Elect, VP of Finance, VP of Communication, VP of Programming, VP of Membership, VP of Marketing/Publicity and 2 additional allowed VP positions which duties are as league chooses. (VPEN additional VP choice positions are: VP of Administration and VP Advancement.)

It is preferred that candidates nominated for the positions of President-Elect or VP of Finance have previously served on the VPEN Executive Board and/or Chair position.

President or Board can approve chairs as needed. Chairs do not have a voting position.

Past President will continue as mentor in a chair position.

### **Corrective Actions:**

Any board member that fails to attend three (3) board meetings in a single term or fails to uphold their responsibilities, will be considered deficient in their duties, and required corrective actions needed in writing. If the deficiencies are not corrected in thirty (30) days, she can be removed by a majority quorum vote of executive board. The board member will then be asked to relinquish their position. Exceptions may be approved by the executive board under certain circumstances.

### **Executive Board Meetings:**

The Executive Board will meet the first Wednesday of the month from 11:30 am to 1:00pm. Meeting to be held at Heritage Mark Bldg. located at 5606 N. Navarro, Victoria, Tx 77904 unless otherwise noted. Board can make changes to meeting date due to holidays or other circumstances as deemed by President or President Elect.

### **VPEN General Membership:**

Meeting will be held on the 3<sup>rd</sup> Wednesday of each month from 11:30 am to 1:00 pm at the Victoria Country Club located at 14 Spring Creek Rd, Victoria Texas 77904, unless otherwise noted. Networking is from 11:30 am to 11:49 am and the program will begin promptly at 11:50 am.

### **Local Annual Dues:**

VPEN local annual dues of \$30.00 are due year to year by member and are to be paid within 30 days of submitted application date or anniversary date.

ABWA dues of \$115 are due with your submitted application and thereafter at your annual anniversary.

Annual Student & Secondary Member ABWA dues are \$50 along with the local membership due of \$30 which are waived for the 1<sup>st</sup> year.

ABWA and local dues are non-refundable and non-transferable. If a member fails to pay their local and national dues, their membership status will be converted to "inactive".

### **Meeting RSVP / Reservations:**

Members are required to make reservations or cancelations with the VPEN Programming Chair by 5p the Monday prior to the Wednesday Business Program. Reservations and cancelations may be sent via EVITE response, or text message.

Any RSVP cancelations received after 12:01pm the Monday prior to the Wednesday Business Program are considered late and the member will be invoiced \$17 for the program.

Members sponsoring guests should make reservations for their guests. The program cost for members is \$20, and the guest cost is \$25. Members and/or guests are required to pay for the program before the meeting begins by cash, check (payable to Victoria Professional Express Network or VPEN) or by credit/debit card. ~~(fees may be charged).~~

NSF Checks: The member will be charged the bank NSF fee in addition to the amount owed for the program. All NSF checks must be paid by cash, credit card, cashier check or money order within 45 business days.

Guests are welcome to attend three Business Programs annually. Following attendance of three Business Programs, guests will be strongly encouraged to become members by the VP of Membership in order to participate in the VPEN Business Programs, events, or other membership benefits.

### **Budgeting and Expenditures:**

The VPEN executive board may authorize the expenditure of approved budget items without prior approval of the membership up to \$1000. Requests for expense reimbursements must be made within sixty (60) days from the date the expense is incurred.

### **ABWA National & Regional Conferences:**

At the VPEN executive board retreat, the board will determine a budget to attend the ABWA District 2 National Conference. Final budget allowances will be based on how many members have expressed interest on attending. This number of members shall be decided and approved for reimbursement by the Executive Board. ABWA District 2 Regional Conference budgets may be discussed at the retreat or delayed until the executive board November/December meeting based upon fall event profits.

(Standing Rules Continued on the next page)



(Standing Rules continued from previous page.)

**ABWA National Conference:**

The executive board will prepare a list of members interested in attending the ABWA District 2 National Conferences. The first preferences will go to the President, Top Ten and Woman of the Year candidates. If the President cannot attend, secondary preference will go to President Elect or the executive board will select a board member to go in their place. The executive board will vote as to budget allowances of additional members. The final members list selected will be given to the VP of Finance for reimbursement.

**ABWA Regional Conference:**

The executive board will prepare a list of members interested in attending the ABWA District 2 Regional conference. The first preferences will go to the President Elect, Professional Development Chair and VP of Membership. The executive board will vote as to budget allowances of additional members. The final members list selected will be given to the VP of Finance for reimbursement.

**Fee Reimbursement:**

Based on the approved budget, the Network will reimburse ABWA National & Regional Conference registration fees and/or hotel or costs for conference days only. VPEN will reimburse those members who pay the early registration fee for the representative(s) to attend the ABWA conference within two weeks of the VP of Finance receiving their receipts.

Members who register after the early registration date will be responsible for any late fees. Receipt of any conference fees for reimbursement will be confirmed by the VP of Finance.

It is the members' responsibility to follow up with the VP of Finance. Conference receipts are to be submitted to the VP of Finance within (21) days of the conference end date.

**Conference Review Article or Presentation:**

All members attending National or District II Conferences requesting reimbursements and representing the league are required to attend all conference sessions, be involved in conference activities including the District 2 voting process. Exceptions include sickness, emergencies and/or with notification given to the President. All members will submit a written article or provide a presentation within two regularly scheduled monthly meeting on the event activities.

Articles should be completed within 21 days of the conclusion of the conference and submitted to VPEN's VP of Communications for inclusion in the next issue of the newsletter and/or verbal & power point presentations should be completed within the first two general meetings after the conference.

All members attending a conference must submit their report by the published deadline, **NO EXCEPTIONS**, failure to do so may result in a board vote to require member restitution of reimbursed funds.

**Conference Donations:**

A member or employer may make a donation to go towards our scholarship fund that will specifically contribute to the professional development of our members at ABWA conferences. This scholarship will be used as addition to funds to help with registration for current members at National and District conferences.

**SBMEF Scholarship Fund:**

The Stephen Bufton Memorial Educational Fund exists to provide educational grants and scholarships to women pursuing post-secondary educational goals as well as ongoing professional development in order to support their career advancement and to help them become the role models, mentors and leaders of the future.

VPEN will contribute money to the *Stephen Bufton Memorial Educational Fund* and the *ABWA Foundation* when funds are available, with the approval of the board.

**VPEN Newsletters:**

VP of Communication will develop and distribute a newsletter to the membership (4) times a year and will post to the VPEN's website and Community Connections.

**VPEN Awards:**

Award committee will obtain appropriate type award with first preference purchases to be made through ABWA store, if none exist for the category, outside vendors may be used for award purchase.

Acrylic/Trophies are to be engraved with the name of winner within 45 days of announcement.

**Top Ten:**

Top Ten Business Women International Guide eligibility requirements are ABWA standards and may not be altered.

**Woman of the year/Protégé Award.**

VPEN Eligibility requirements and judging process will be established and approved with a majority member vote.

**VPEN Rules:**

VPEN may consider any other rules governing the network which do not conflict with ABWA National or Express Network Bylaws.

**Houston Area Council:**

VPEN will be a member of the Houston Area Council paying \$300 in January of each year. (\$100 for yearly dues, \$100 for sponsorship and \$100 for Women Celebrating Women.)

VPEN will appoint a delegate and an alternate delegate for the HAC meetings, and the delegates will have voting rights at each quarterly meeting. If the delegate is unable to attend, the alternate delegate is expected to attend in their place.

VPEN will pay for the delegates or alternates meal cost. To be reimbursed, the delegate will be required to report the HAC meeting outcome to the VPEN members at the next scheduled board and/or general meeting.

**ABWA's Proud Code of Conduct:**

The Proud Code of Conduct was developed as a means of guiding all members in making ethical decisions. The broad statements of the code of conduct that are listed below are not expected to cover all conduct for all situations. This is why the Proud Code of Conduct was created as a living and fluid code.

- All members will serve as goodwill ambassadors for the American Business Women's Association.
- Members will not allow their personal beliefs and convictions to interfere with the representation of ABWA's mission.
- Members will always treat their member colleagues, guests, vendors and sponsors with honesty, respect, fairness, integrity, responsibility, kindness and in good faith.
- Members will maintain compliance with ABWA National, Chapter and Express Network Bylaws.
- Members will not use their personal power to advance their personal interests.
- Members will strive for excellence in their professions by maintaining and enhancing their own business knowledge and skills, and by encouraging the professional development of other members.

**ABWA's Set of Core Values:**

- Giving Members a Voice
- Treat People With Dignity (Proud Code of Conduct)
- Lifelong Learning
- Focus on Creating Value for Members
- Achievement
- Visionary Leadership
- Focus on the Future
- Focus on Results
- Manage by Fact
- Manage for Innovation

**VPEN's Vision Statement:**

To establish the premier networking & professional development organization, upholding the ABWA Mission Statement, for the greater Victoria, Texas area.



## Thank you to all our 2019 -2020 Corporate Sponsors!

Thank you to our SPONSORS!



**Comfort  
Keepers.**



**THE HK RANCH**



**CBT BUSINESS GROUP**  
"TAX & ACCOUNTING SERVICE"



If you are interested in being a VPEN Corporate Sponsor,  
please see Denise Hartman.

**Want to be in the next  
Newsletter or have something to  
share with your fellow VPEN  
sisters?**

**Let's Share the news!**

**Contact**

**Christy Henry or Megan Tuttle  
to find out how.**

