



NAWBO[®]
Northern New Mexico

NAWBO NEWS
National Association of Women Business Owners

The Northern New Mexico Chapter of NAWBO is a learning environment in which members: Heighten standards of professionalism, Strive for excellence, Exceed expectations of our clients and ourselves, and Support each other.

Published every month by the Northern New Mexico Chapter

January 2008 * Volume 11, Number 7

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The President's Corner – Mary Rutland



Happy New Year! As is usual, most people make New Year’s Resolutions. I have stopped doing that, as they do not seem to have the commitment behind them that is needed to keep them. As business women, however, we should be making resolutions (another word is goals) for our companies. I have them in my head at this point and putting them in writing is my next step!

But I am not going to talk about goal setting. I want to talk about Gratitude. I was given a book for Christmas from a dear friend and NAWBO member called The Simple Abundance Journal of Gratitude by Sarah Ban Breathnach. I would like to share a quote from her first: “At the heart of the Simple Abundance journey is an authentic awakening: you already possess all you need to be genuinely happy. *All you truly need is the awareness of all you have.*”

This sounds simple, but I have been working with this, in this way: each evening I write five things that I am grateful for—and they can be very ‘common’ things. Just the action of doing that changes your perspective and gives you energy. And goodness knows, running a business and a family as well as doing volunteer work, energy is a real blessing! Gratitude can truly re-energize!

My challenge to you is to try this for two months and let me know if you are experiencing a difference. I have in just two days. We can compare notes. I would love to hear from you. This will change you and your business for the better!!!

~by Mary Rutland, President NAWBO-NNM, 2007-2008

Program - Wednesday, January 16, 2008

~ Passport to Prosperity ~



You spoke. We listened! Our **January 16 luncheon meeting** will be devoted to an extended Mix 'n Mingle session. You will be able to meet and connect with chapter members and guests you may not know in an informal setting, so you can network to your heart's content.

Meeting Schedule

We meet at the Embassy Suites on Lomas, just west of I-25. **This month's meeting will be in the Sierra Ballroom, which is in the Conference Center building at the north end of the hotel.**

10:30 a.m. Mix 'n Mingle

11:20 a.m. Buffet Lunch & Extended Networking

Spotlight Tables

There will be no Spotlight Tables at this month's meeting.

Menu Options

Salads: Mixed Garden Greens – Pasta Salad – Mixed Fruit Salad

Regular Entree: Barbecued Brisket – Beef Enchiladas

Vegetarian Entree: Roasted Vegetables Tossed with Spiral Pasta

Dessert: Chef's Selected Assortment

Advance Reservations Required by 5:00 pm on Friday, January 11

- To RSVP online just copy and paste this URL into your browser:
<http://www.nawbonm.org/nawbo/events/register/391/> . After submitting your RSVP, you will have the option to continue and pay in advance, online.
- You can also email Luci Dawson at nawbonmf@earthlink.net?subject=January 16 RSVP .
- **To cancel a reservation**, please email nawbonmf@earthlink.net?subject=Cancel January 16 RSVP .
- Meeting Cost: \$22 members – \$27 non-members
- RSVPs received after 5:00 pm on Friday, January 11, and “Walk-Ins”: \$27 members – \$32 non-members
- Cancellations after 5:00 pm on Friday, January 11, and “No Shows” will be invoiced.

Introducing the NAWBO-NNM Advisory Board - a New Benefit for Members

It's a new year – a time for hope and opportunity. With that said, it's time to make the Advisory Board official. What is it? What are we looking for?

The Advisory Board is a group of NAWBO business owners who provide ideas/suggestions, lend perspective and suggest resources that may apply to a particular issue(s) of a member client who has requested a session. A session is two hours of **confidential** brainstorming **free** of charge. This is not a time intended to be a sales pitch for anyone, but rather a way of helping a fellow member who has a need.

We are looking for two types of members:

1. Members in good standing who are interested in participating on the Board.

- a. Meetings would only occur when a request has been made.
- b. A member advisor would bring her expertise and experience with a willingness to mentor.
- c. A member advisor would be able to conduct herself in a professional and confidential manner.
- d. Particular areas of expertise that we are seeking are as follows:

- Legal
- Accounting/financial
- Marketing
- Sales
- Technology
- Human Resources

General business
Banking
Strategist
Coach

2. Members who have a need for the services of the Advisory Board. Some examples are:

- a. Going to the next level
- b. Expanding business
- c. Relocating business
- d. Offering a new product
- e. Reaching a market
- f. How to trademark
- g. How to be more effective

The Advisory Board will be facilitated by Mary Bresnahan and Wendy Foxworth. This is an incredible benefit and opportunity, take advantage of it!

For further information and to become a Board member or a client, contact Mary Bresnahan at 922-1973 or by email at BresGroup@4u.net.

~by Mary Bresnahan, Director of Diversity and Marketing

Winning Name for our Foundation

Congratulations to **Deb Austin**, Office Alternatives and **Barbara Kline**, Breakthru Communications, for submitting the winning name for our Foundation. The new name is **The New Mexico Foundation for Women Entrepreneurs**. Thank you both for taking the time to submit a name. The two of you submitted names that were just slightly different and the committee decided they were so similar we needed to recognize you both.

The Foundation Board would like to thank Leslie Quade, Bank of the West for the Albuquerque Little Theater tickets, Barbara Kline, and Sandy Cody for the Coffee Table Books which were added to the prize packet for the contest. In addition to the books and tickets, Barbara and Deb will receive recognition in the newsletter and on the website, and both will be the guests of the Foundation at the first monthly meeting for which they are able to attend.

AND thanks to all of you that submitted a name. Do not be discouraged as we have another contest...creating a logo for the new name.

~by Sandy Cody, Past President, NAWBO-NNM

Foundation Board Announcing 2nd Contest - to Create a Foundation Logo

The Foundation has a new name: "*The New Mexico Foundation for Women Entrepreneurs*". Now it needs a logo! The Foundation Board is announcing a second contest - to create a Foundation Logo. Past Presidents Mary Lou Christophersen, Phyllis Boverie and Cheri Tillman-Anderson have agreed to judge the entries. The deadline for nominations is January 31st at 5pm. The winner will be announced at the February monthly meeting. Just like the contest for naming the Foundation, the logo designer will receive spotlights on the website, in the newsletter, will receive two season tickets to the Albuquerque Little Theatre, a monthly meeting on the Foundation and other goodies.

Please submit your creations to Phyllis Boverie, phyllis@abquiquehomes.com. We are looking for a logo that complements the Foundation name. It need not be the NAWBO colors and it does not have to show the NAWBO-NNM logo. In other words, you are able to be as creative as you like.

~by Sandy Cody, Past President, NAWBO-NNM

November Silent Auction Raised \$2293 for the Foundation

The November silent auction was a great success. We raised \$2,293 for the Foundation. (This calendar year we have raised a total of \$3,915 at our two auctions!)

Our heartfelt thanks go to the more than 30 members and community donors for providing such an attractive variety of items. And special thanks to all of the generous members and guests who were winning bidders.

~~ Save the Date ~~

Our next silent auction will be at the May 21, 2008 NAWBO-NNM meeting.

Question of the Month – What motivates you to go to work each day?

Lisa Adkins of SolutionWerx, Inc. answers: “I love going to work each day because I know there will always be a new challenge. I thrive and am motivated to solve each and every day problem. I love being the boss.”

Erica Enyart of Erica Enyart, LLC. answers: "The light on the horizon. It has always seemed to me the future is full of promise and I am tireless in pursuit of accomplishment – building and solving problems.

Sandy Cody of Resources for Excellence answers: “I love what I do and I enjoy my clients. I meet interesting people, learn a great deal from them and have fun. What more could I ask for?”

Sally Beers of Pattern-Design.com answers: “The routine love that dreams of a High Jump.”

Jane Dixon of Life Options Academy answers: “Because my job entails providing care and services to teen mothers and their children. It meets my need to make a contribution. I also am in a position where my visionary ability is put to good use. I am the leader of a great agency with great potential and it is very fun when I don’t let myself get overwhelmed. I am looking forward to a day when I can rest, though and enjoy the fruits of my labor.”

~by Nancy Ullery, Reporter

Hard Working Committee Members to be Recognized on our Web Site

Our chapter could not function without its volunteer committee members! Starting in 2008, the NAWBO-NNM Chapter would like to recognize these hard working members by giving them some extra publicity. To do so, we will be featuring one member from each committee in the Monthly Website Spotlight.

The committee chairs will select the person on their committee they feel deserves some recognition. We will start with the Internal Communications Committee and we will be contacting a committee chair monthly for their selection.

~by Amy Zampella, Internal Communications Chair

The New Mexico Minimum Wage Act – Update

The NAWBO-NNM Public Policy Committee presents the following information concerning **The New Mexico Minimum Wage Act** (*NMSA 50-4-19 through 50-4-30*) that becomes effective on January 1 2008. We hope you find it helpful.

Purpose of the Act: The intended public policy of the new Act is to establish minimum wage and overtime standards for all NM workers that safeguard the workers’ health, efficiency, general well-being, and an adequate standard of living, and to safeguard existing standards against the “unfair competition of wages which do not provide adequate standards of living.”

Covered employees: Significant *exclusions* to employees covered by the Act include: *executive - administrative - professional - foreperson - superintendent - supervisor - sales (commission or piecework) - certain students, apprentices, trainees - agriculture - certain employees of charitable/religious/non-profit/educational organizations - certain workers with physical or mental disability which impacts productivity.* Additional exemptions for seasonal employees may be granted. This is not an exhaustive list; you'll want to check the Act to determine status for your employees.

Minimum wages: As of January 1, 2008, the minimum wage is established at \$6.50/hour, and increases to \$7.50/hour as of January 1, 2009. Local/city minimum wages that *currently* exceed state minimum wage supercede the state minimum wage. New city/county laws or ordinances may not be adopted through 2010.

- The Santa Fe Living Wage Ordinance now covers all employees (previously, only to businesses with 25 or more were required to comply) and is set at \$9.50/hour, with an automatic annual cost of living adjustment beginning in 2009. College interns are exempted and the calculation of tips varies slightly from the state Act.
- The Albuquerque minimum wage increases to \$7.15/hour as of January 1, 2008 and to \$7.50/hour on January 1, 2009. Bernalillo County's ordinance mirrors Albuquerque's.
- The value of health care and child care benefits may be included in the calculation of the minimum wage in both the Albuquerque and Santa Fe ordinances.

Tips are included as part of wages when tips regularly exceed \$30/week, in which case the minimum wage is \$2.13/hour or an amount that, in combination with tips, at least equals the minimum wage.

Overtime: A covered employee shall not be required to work more than 40 hours/week unless the employee is paid 1 ½ times regular rate of pay for all hours worked over 40. According to the Department of Workforce Solutions Wage and Hour Division, a collective bargaining agreement (union contract) which permits the *employee* to select overtime compensation - at time and ½ - in either money or compensatory time would be considered an enhancement of the state minimum wage act, and thus is permitted under the new law.

Implications:

- Be aware of compaction issues related to implementing the new minimum wage.
- Consider schedule re-adjustment (where appropriate and within policy) for employees not eligible for comp time.

~by Marlene K. Schwalje, President/CEO
Infinite Resolutions, LLC
505-983-4389 * www.infiniteresolutions.biz

NAWBO Dues Increase and Ever-Increasing Benefits

As of January 1, 2008, NAWBO will be raising its dues. NAWBO has not raised its dues since 2001, while continually providing ever-increasing benefits and higher quality services. Membership fees will increase \$50 for new members in all membership categories and there will no longer be an administration fee. For example, dues for emerging business owners will increase from \$50 to \$100; dues for established business owners will increase from \$100 to \$150. For renewing members, dues will increase by \$25 increments over the next two years.

~by Luci Dawson, Executive Director

Update Your Profile on National NAWBO Web Site

It's a new year, so make sure your NAWBO profile is up to date! Log in to www.nawbo.org today to update your contact and business information. By filling out new demographic fields in your member profile you help us customize your membership experience. You can now also create a longer description for your business and upload a photograph and personal biography. Put your best face forward and update your profile now!

Don't know your login and password? Copy & paste this into your browser - https://online.nawbo.org/nawbossa/ssaauthmain.forget_password and fill out the quick form.

~by Luci Dawson, Executive Director

Three NAWBO Satellite Breakfast Meetings

Why: Establish relationships, network, share business building tips in an intimate casual NAWBO group, and experience the added benefit of being part of a powerful group of New Mexico business owners.

NAWBO WESTSIDE Satellite Breakfast Meeting

the **FIRST** Wednesday of every month
When: Feb. 6, 2007
7:30 a.m. to 8:45 a.m.

Where: Weck's Restaurant
6311 Riverside Plaza Lane
Coors and Montano Plaza Drive
352-6209

Guest Speaker: A 10 minute presentation

Please RSVP to Lisa Godin at
lgodin@flash.net or 898-7235

NAWBO UPTOWN Satellite Breakfast Meeting

the **SECOND** Wednesday of every month
When: Feb 13, 2007
7:30 a.m. to 8:45 a.m.

Where: Le Peep Restaurant
2125 Louisiana NE (S. of Pier One)
SW corner Indian School & Louisiana
881-7272

Program: A 10 minute presentation

Please RSVP to Lynda Turner at
lturner726@aol.com or 855-5126

NAWBO SANTA FE Satellite Breakfast Meeting

The **SECOND Thursday** of every month
When: Feb 14, 2007 from 8:45a.m. to 10:00a.m.
Where: Zia Diner, 326 S Guadalupe (between Aztec and Montezuma), Santa Fe
505- 988-7008

Guest Speaker: A 10-minute presentation
Please RSVP to Debbie Steg at djsteg@dynamicmetamorphosis.com or call 505-920-7141.

Cost: Members - cost of breakfast (bring your appetite)
Non-members - cost of breakfast and a \$5 admission fee

(Please note that non-members can attend up to 3 times. After three visits, they will be encouraged to join NAWBO.)

CORPORATE PARTNERS

Our Corporate Partners are presented on our web site: www.nawbonm.org.
Please check out the listing and support all those business that support us so well.

PLATINUM MEMBERS

Our Platinum Members are presented on our web site as well: www.nawbonm.org.
Please check them out and give them your support.

NAWBO NEWS

If you would like to submit an article for the next newsletter, please get in touch with us!

EDITOR:

Donna Luke, djLuke enterprises

– desktop publishing &

Pre-Paid Legal Services - Independent Associate

821-5659

djluke2020@comcast.net

REPORTERS:

Amy Zampella, Heartline Wellness Center, Inc.
Nancy Ullery, Heartland New Mexico
Lisa Adkins, SolutionWerx

255-2203
440-9586
797-3801

amy@heartlinewellness.com
nancyj@heartlandnewmexico.com
lisa@solutionwerx.com