



# **Member and Mentoring Handbook**

**Empowering Women to Lead and Mentor**

WOVI, INC.

# Congratulations on becoming a member of WOVI, Inc.

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The Member and Mentor Handbook is a great reference for getting the most out of your membership and mentoring relationships. It provides information on leadership within WOVI and summarizes our policies and procedures.



**Women of Visionary Influence**  
**Mentoring... Leading... Educating**

**P. O. Box 803144**  
**Dallas, Texas 75380-3144**  
*www.wovi.com*

Sixth printing  
2020

**WOVI Member’s Promise**

As a member of WOVI, Inc. (Women of Visionary Influence) and my Chapter, I promise to:

- Attend my Chapter’s meeting regularly
- Support the members in my Chapter
- Offer positive and encouraging comments during the MentoRing® exercise
- Serve with my Chapter’s leadership team when called upon to do so
- Bring guests to Chapter meetings so they can see the benefits WOVI membership offers
- Participate in other WOVI events throughout the year
- Provide mentoring when assigned
- Be a proactive mentee
- Appreciate my mentor
- Maintain honest and ethical standards during any and all WOVI events and relationships

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

My Chapter meetings are held:

\_\_\_\_\_

at: \_\_\_\_\_

My mentor assignment: (Name and Contact information)

\_\_\_\_\_

As a member of WOVI, Inc., you're now part of a growing, premier mentoring organization for women. We're excited about your participation and want all members and every woman to come together to empower and to be empowered.

Make the most of your Member and Mentoring Handbook. Read it. Write in it. Carry it with you. As you peruse it, consider what you want to gain from a mentor and what you have to offer a mentee. Mentoring opens a world of possibilities for you. Our members benefit from both small and major experiences that influence them personally and professionally.

Review the information about Chapter leadership. Get involved. Serve on a committee. Consider your existing talents. How can you use them in WOVI? What skills do you want to enhance? Serving in WOVI can make that happen. Make your wishes known. The more you're involved, the more you get out of your membership. Build a solid relationship with every member of your Chapter.

Visit the WOVI web site, [www.wovi.com](http://www.wovi.com), on a regular basis. It has a wealth of information about Chapter meetings and other events, general information about WOVI and contact information for Chapter and WOVI, Inc. leaders.

The initial success of WOVI was due to the efforts of our Founding Board. Its lasting success and growth come because you and the women you introduce to our organization contribute to its continued expansion and development while you personally benefit. It's a win-win.

Value your membership in WOVI. Appreciate and respect the women you meet and the relationships. The leaders of WOVI value, appreciate and respect you and warmly welcome you to an exceptional organization with a vision of empowering women globally! What you gain is up to you. Make the most of it. Actively involved women enjoy the benefits!

# WOVI Member Handbook

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## **Mission, Vision and Values**

### **Mission**

*WOVI empowers women to lead and mentor.*

### **Vision**

*Women empowered to make a difference in their lives, communities and the world.*

### **Values**

*Through encouragement, genuine respect and inclusiveness, we celebrate self and others.*

## **Basic Premise**

WOVI's Basic Premise comprises three very important characteristics:

### **Mentoring**

Each member is assigned a mentor. Each member mentors another member. The act of and experience of mentoring are further enhanced by the MentoRing® exercise presented at every Chapter meeting. An annual Mentor Recognition Luncheon promotes and honors mentors in the community.

### **Leadership**

Leadership development is provided through training, the Leadership Summit, special WOVI events and the practical experience of serving the organization.

### **Education**

The programs are educational and motivational and presented by speakers whose expertise is of interest and value to women. The Annual Conference for Women, LeadersRings and the Leadership Summit provide additional learning opportunities.

## **Mentoring**

What is a mentor? A mentor is a trusted advisor, friend and teacher – a wise person.

There are several versions of the origin of the word mentor. The most prevalent one comes from Greek mythology in Homer’s Odyssey. Athena, Goddess of War, patroness of the arts and industry assumed the form (and name) of Mentor and served as teacher and overseer of Odysseus’ son, Telemachus.

Mentoring is a fundamental form of human development where one person invests time, energy and personal know-how in assisting the growth and ability of another person.

Mentors are special people who, through deeds, support and effort, help us move forward in fulfilling our potential.

### **Mentor and Mentee Plan and Contact Information**

Mentee: \_\_\_\_\_ Date assigned: \_\_\_\_\_

Phone #: \_\_\_\_\_ E-mail: \_\_\_\_\_

Mentee: \_\_\_\_\_ Date assigned: \_\_\_\_\_

Phone #: \_\_\_\_\_ E-mail: \_\_\_\_\_

Mentee: \_\_\_\_\_ Date assigned: \_\_\_\_\_

Phone #: \_\_\_\_\_ E-mail: \_\_\_\_\_

Mentee: \_\_\_\_\_ Date assigned: \_\_\_\_\_

Phone #: \_\_\_\_\_ E-mail: \_\_\_\_\_



## WOVI Mentoring Plan

### Tracking Your Mentoring Sessions

Mentor or Mentee: \_\_\_\_\_

Phone # \_\_\_\_\_ Email \_\_\_\_\_

Date and time: \_\_\_\_\_ Location: \_\_\_\_\_

Focus: \_\_\_\_\_ Results: \_\_\_\_\_

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Mentor or Mentee: \_\_\_\_\_

Phone # \_\_\_\_\_ Email \_\_\_\_\_

Date and time: \_\_\_\_\_ Location: \_\_\_\_\_

Focus: \_\_\_\_\_ Results: \_\_\_\_\_

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Mentor or Mentee: \_\_\_\_\_

Phone # \_\_\_\_\_ Email \_\_\_\_\_

Date and time: \_\_\_\_\_ Location: \_\_\_\_\_

Focus: \_\_\_\_\_ Results: \_\_\_\_\_

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Mentor or Mentee: \_\_\_\_\_

Phone # \_\_\_\_\_ Email \_\_\_\_\_

Date and time: \_\_\_\_\_ Location: \_\_\_\_\_

Focus: \_\_\_\_\_ Results: \_\_\_\_\_

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Mentor or Mentee: \_\_\_\_\_

Phone # \_\_\_\_\_ Email \_\_\_\_\_

Date and time: \_\_\_\_\_ Location: \_\_\_\_\_

Focus: \_\_\_\_\_ Results: \_\_\_\_\_

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Mentor or Mentee: \_\_\_\_\_

Phone # \_\_\_\_\_ Email \_\_\_\_\_

Date and time: \_\_\_\_\_ Location: \_\_\_\_\_

Focus: \_\_\_\_\_ Results: \_\_\_\_\_

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## **Mentoring Journal**

Track your assignments and sessions when you are a mentor to another member or the mentee being mentored by another member. Use this space to record what you want and need from your mentor, recommendations of your mentor and the results of your mentoring relationship.

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## Exploring Mentoring

Answer the following questions and you will reveal events and occasions in your life when you were the recipient of either subtle or obvious mentoring.

Who in my life provided an experience that allowed me to fully understand the meaning and purpose of an event, of someone, of something or of me? Who was involved and what was the experience? \_\_\_\_\_

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Who said something to me that has been especially meaningful for me, influenced my actions or ideas and is something that I live by or repeat? Write the statement, occasion and source. \_\_\_\_\_

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Who helped reveal a talent, strength, ability, or potential of mine that had not been revealed before? Write the name of the person and describe the occasion. \_\_\_\_\_

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## **Mentoring Awareness**

Often without your realizing it, people have influenced you, your strengths and your core values. Become more aware of your mentoring experiences by recording the names of people who have impacted you in various areas. You'll begin to realize what you've gained, as well as the expertise you can share with others.

Values \_\_\_\_\_

Technical competence \_\_\_\_\_

Character growth \_\_\_\_\_

Understanding of our society \_\_\_\_\_

Moral development \_\_\_\_\_

Social behaviors \_\_\_\_\_

Respect of other people and different opinions \_\_\_\_\_

Professional/career \_\_\_\_\_

Spirituality \_\_\_\_\_

Self-awareness \_\_\_\_\_

Others \_\_\_\_\_

## **Recognizing and Acknowledging Strengths**

Everyone has something to offer a mentee. Raising your awareness of the value of your experiences, personality and interests will remove self-doubt. Reveal your strengths by elaborating on the areas below. This will identify the resources and assets you can bring to a mentoring relationship.

Professional experience: \_\_\_\_\_

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Education, training and/or learned experience: \_\_\_\_\_

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Hobbies, community involvement, professional associations: \_\_\_\_\_

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Special/unique experiences, skills and opportunities: \_\_\_\_\_

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Special interests and/or how I use my disposable time: \_\_\_\_\_

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Passion(s) or what I do that brings me great joy: \_\_\_\_\_

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Anything else I have not included in above answers: \_\_\_\_\_

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## **When You Are the Mentor...**

- ❑ **Contact mentee to begin relationship within two weeks of connection.**
- ❑ Schedule a meeting, over coffee or lunch, for example.
- ❑ Establish regular schedule for contact.
- ❑ Develop a comfortable two-way line of communication with the mentee.
- ❑ Offer experience, knowledge and a willingness to serve.
- ❑ Make yourself available to mentee.
- ❑ Listen to the mentee to hear what the mentee says she needs.
- ❑ Discern other needs the mentee may have.
- ❑ Trust your intuition.
- ❑ Respect the confidentiality of all conversations.
- ❑ Demonstrate high integrity and trustworthiness.
- ❑ Serve as a role model, counselor and encourager.

## **When You Are the Mentee...**

- ❑ **Contact mentor to initiate relationship within two weeks of assignment.**
- ❑ Schedule a meeting; it can be over coffee or lunch.
- ❑ Establish regular schedule for meeting and connecting.
- ❑ Express appreciation and interest in what mentor offers.
- ❑ Be open about your goals.
- ❑ Develop steps to reach goals.
- ❑ Establish a timeline for goal actions and deadlines.
- ❑ Listen to the mentor and respect input.
- ❑ Share openly and candidly so mentor can counsel.
- ❑ Seek input from mentor and follow through with suggestions.
- ❑ Communicate with mentor the results of any actions.
- ❑ Be honest and open in reaction to directions.
- ❑ Demonstrate high integrity and trustworthiness.
- ❑ Respect opinions and suggestions of mentor.
- ❑ Appreciate and value mentor's time and experience.

**A Respectful and Responsive Mentor Is:**

Conscientious  
Honest Patient  
Caring  
Unselfish  
Tactful  
A good listener  
Insightful  
Perceptive  
An encourager  
Available  
Effective  
Optimistic  
Motivational

**A Respectful and Responsive Mentee:**

Listens  
Is open to change  
Desires growth  
Is flexible  
Pays attention to suggestion  
Has confidence they can learn  
Willing to take risks  
Is diligent  
Is persistent  
Is loyal  
Expresses gratitude Has  
a willing attitude  
Shows appreciation to mentor

**Mentoring Capability**

- Knowledge and experience beneficial to the mentee.
- Ability to connect with mentee and reveal her strengths.
- Ability to challenge and motivate mentee to reach goals.
- Trustworthiness, integrity and a commitment to confidentiality.
- The capacity to encourage in times of both success and failure.
- An effective and active listener.
- Willingness to give specific feedback when needed.
- Time to counsel, encourage, listen and advise.
- Ability to communicate openly, candidly and caringly.

**Mentoring Pitfalls**

- Telling mentee what to do and how to do it.
- Giving solutions prior to gaining sufficient information.
- Making decisions for mentee.
- Taking over mentee's challenges and situations they need to handle.
- Criticizing mentee for her mistakes.

## **Degrees/Levels of Mentoring**

***Formal – long-term*** – two people who meet and discuss needs and progress on a regular basis. A solid permanent relationship continues for an extended, indefinite period.

***Formal – short-term*** – two people who meet and discuss needs and offer counsel on a particular challenge, expertise or area of needed development until short-term goals are reached.

***Informal*** – occasionally contacting someone for advice about an immediate or particular need.

***Cross mentoring*** – two or more people learning from each other.

***Mentoring up*** – when a person is in the position of offering expertise, training or advice to someone to whom they are accountable, i.e., supervisor, boss or team leader.

***Role model*** – learning by observing from someone you strive to learn from or be like; often the mentor may not know she is serving as a role model for the mentee.

***Reverse mentoring*** – learning what not to do by observing the negative actions and reactions of someone, the impact their actions has on others, and the ensuing results.

## Leadership

The leadership segment of WOVI's Basic Premise is fulfilled by both the parent organization and the Chapters through official service to the organization, training for Chapter Leaders at the Leadership Summit, the LeadersRing, conferences, special events and service in the community.

All women possess leadership potential. Leadership begins with managing one's own time, energies and talents. The next step in leadership consists of being a contributing part of a successful team and acknowledging the potential of others. A leader motivates herself and others to move from concentrating on self to focusing on the team to serving all.

### Leadership Affirmations

A woman who leads, whether it is herself or others, adheres to, believes in and practices the following leadership affirmations:

- I speak up for myself...
- I share my knowledge...
- I trust my intuition...
- I express empathy readily...
- I encourage others...
- I influence through tact...
- I coach instead of criticize...
- I resolve conflict early...
- I speak up for others...
- I promote other women...
- I see myself as a leader...
- I seek opportunities and challenges...
- I communicate with optimism...
- I practice inclusiveness...
- I'm a role model for other women...

## Leadership Competencies

Skill	Competency	Results
Technical	Know your job and the job of others	Confidence Respect
Ethics	Doing what is right Treating fairly rather than equally	Set good example Respect Trust
Communication	Directness Listening Influence	Understanding Better morale Fewer mistakes
Coaching	Training Developing Encouraging	Greater commitment Job satisfaction More trust Good example
Motivating	Acknowledgement of potential Connection	High morale Greater productivity Loyalty Not just task- or results-oriented

### Leaders Express and Exhibit:

- Sincerity
- Empathy
- Authenticity
- Confidence
- Attitude
- Humility

## Leaders Strive to Always:

- Communicate clearly and succinctly
- Recognize others and their contributions
- Influence others for the good
- Trust and are trusted
- Respect and are respected
- Exhibit integrity at all times

## How Leaders Remain Positive in the Midst of Negativity

- Avoid getting caught up in others' negative attitudes.
- Excuse yourself from conversations rife with gripes and complaints.
- Respond to negative comments calmly and positively.
- Developing a negative attitude? Back away from the situation in order to gain a different perspective.
- Feeling negative due to disappointment or failure? Make a list of your successes.
- Make a list of your options. You always have them.
- Envision potential results from a positive perspective.
- Open your mind to changes and challenges.

## Leadership Ethics

- **Communicating:** Treating people fairly, rather than equally
- **Coaching:** Being the example of what you expect of others and for others to follow.
- **Motivating:** Seeing the human being and their potential, not just the task, product or results.
- **Leading:** Being open, honest and candid, and accepting responsibility for your decisions and their impact on others.

## **Leadership Journal**

Use this space to record what you want to practice and learn, as well as the results of your leadership. Tracking your experiences and reviewing them later reinforces what you learned so you repeat the successes and eliminate anything that did not meet your satisfaction.

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## **Education**

The Basic Premise of Education is demonstrated through a variety of ways and at a range of events, venues and occasions.

WOVI, Inc. educates members through:

- Conferences
- Leadership Summits
- Special training events
- Electronic newsletters
- LeadersRing
- PresidentsRing
- Web site information

WOVI Chapters educate their members through:

- Monthly programs
- MentoRings™
- InterestRings (separate gatherings facilitated by members)
- Mentoring relationships
- Special events
- Service to the Chapter (as committee and leadership team members, as well as other involvement)

## **Chapter Leadership Team and Committees**

The leaders of each Chapter are members, just like you, who embrace the opportunity to lead and do so with dedication to the Chapter and the organization. They appreciate the opportunity to serve and see it as a way to contribute, as well as to grow from the experience. Annually, each Chapter elects officers to fulfill the responsibilities of the following positions.

### **Executive Committee**

- President
- First Vice President
- Second Vice President
- Vice President Administration
- Vice President Finance

### **Members of the Leadership Team and their committees**

#### **Vice President Programs (mentored by First VP)**

- Monthly programs and special programs
- Speaker facilitation and assistance

#### **Vice President Communications (mentored by First VP)**

- Public Relations
- Communications via web site, email or social media

#### **Vice President Membership (Mentored by Second VP)**

- Growth
- Retention
- New member orientation
- Membership lists

#### **Vice President Mentoring (Mentored by Second VP)**

- Mentor/Mentee connections
- InterestRings™
- MentoRing selection and facilitation

#### **Vice President Member Services (mentored by VP Finance)**

- Registration
- Facilities

## **WOVI Recognition and Achievement Program**

The purpose of the WOVI Recognition and Achievement Program is to recognize and honor members for their outstanding contribution and participation outside of their respective Chapters for efforts made that further the growth and/or enhance the value of WOVI. Members who fulfill the following criteria are awarded WOVI special recognition pins in the following categories:

### **WOVI Leader**

WOVI Chapter leaders recognized by WOVI, Inc. as Outstanding (office) of the Year. Chapter members and leaders are responsible for submitting nominations on the official form, located on the web site.

### **WOVI Influencer**

- 1) Submit viable new Chapter lead to include name(s) and contact information as well as periodic follow-up. Recognition is earned upon official chartering of the Chapter.
- 2) Sponsors five or more members into WOVI within a twelve-month period – October through September.

### **WOVI Mentor**

- 1) WOVI member recognized by WOVI, Inc. as Outstanding Mentor of the Year.
- 2) WOVI member who works with and supports a new Chapter from idea/lead to charter and beyond.
- 3) WOVI member who provides long-term assistance to a Chapter, other than her own, needing mentoring and support in development or rebuilding efforts.
- 4) WOVI member completing the Mentor Certification Program.

### **WOVI Supporter**

WOVI member who contributes to WOVI at the Sponsor Supporter or above level.

### **WOVI Certified Mentor**

- 1) Unique certification for all who complete WOVI's Mentor Certification Program.
- 2) A *Certified Mentor* badge is awarded in lieu of a pin.

# **WOVI Chapter Bylaws**

## **Article 1: Name and Purpose**

### Section 1: Name

The name of the organization shall be WOVI \_\_\_\_\_ Chapter of WOVI, Inc., duly chartered by WOVI, Inc. and granted the privilege of operating under the authority of WOVI, Inc. so long as this Chapter abides by and in accordance with these Bylaws and the Bylaws of the parent organization.

### Section 2: Purpose

WOVI, Inc. is organized exclusively for charitable and educational purposes, as an exempt organization under Section 501(c)(3) of the Internal Revenue Code. Specifically, WOVI, Inc. seeks to educate, inform, enhance, enrich, and inspire women through mentoring and leadership development.

## **Article 2: Membership**

### Section 1: General

General members shall consist of those persons having applied, been approved by the membership committee, and paid current dues, which shall include a portion payable to the parent organization, WOVI, Inc.

### Section 2: Governing Members

The Leadership Team (also called officers) shall be made up of elected members of the Executive Committee and other duly elected officers.

### Section 3: General Meetings

The Leadership Team shall establish the dates for regularly scheduled meetings of the Chapter. Meetings will be used to further the purpose of WOVI, Inc. by means of programs, discussion groups, speakers and other appropriate methods.

## **Article 3: Annual Meeting**

### Section 1: Date

The Annual Meeting shall be in September.

### Section 2: Special Meetings

Special meetings of the Leadership Team may be called by the President or a quorum of the Leadership Team. Notice of each special meeting shall be given to each officer, not less than five days prior to the day of the meeting.

## **Article 4: Leadership Team and Executive Committee**

### Section 1: Leadership Team

The Leadership Team shall include the Executive Committee and duly elected officers. The Leadership Team shall consist of up to fifteen and not fewer than five members.

Except for the power to amend the Articles of Incorporation and Bylaws, the Executive Committee shall have all powers and authority in the intervals between meetings as delegated, directed, and controlled by the Leadership Team. Officers shall receive no compensation other than reasonable expenses.

### Section 2: Leadership Team Meetings

The Leadership Team shall meet at least once a month, at an agreed upon time and place. Five (5) days prior notice is required.

### Section 3: Election

Election of the Leadership Team, or election of officers to a consecutive term, will occur as the first item of business at the annual meeting of the organization. Officers will be elected by a majority vote of the general membership present at the annual meeting.

### Section 4: Term and Limits

Members of the Leadership Team shall serve one-year terms in a particular officer position and are eligible for re-election. Term limits for each position shall be two (2) terms. Terms of office will be October 1 through September 30.

## Section 5: Executive Committee

The Executive Committee is responsible for overall policy and direction of the organization and delegates responsibility for day-to-day operations to the Leadership Team. The Executive Committee shall consist of President, First Vice President, Second Vice President, Vice President Administration, and Vice President Finance. Their duties are as follows:

- a. The President shall convene and preside at regularly scheduled board meetings and general meetings, or in her absence, arrange for other officers to preside, in the following order: First Vice President, Second Vice President, Vice President Administration, or Vice President Finance.
- b. The Vice Presidents shall oversee committees as designated by the President and will perform duties as deemed necessary or requested by the President.
- c. The Vice President Administration shall be responsible for keeping records of Leadership Team actions, including overseeing the taking of minutes at all meetings, sending out meeting announcements, distributing copies of minutes and the agenda to each officer, and assuring that organization records are maintained.
- d. The Vice President Finance shall make a report at each Leadership Team meeting. The Vice President Finance shall chair the Finance Committee, assist in the preparation of the budget, help develop fundraising plans, and make financial information available to the Leadership Team, general members and the public.

## Section 6: Vacancy

Resignation from the Leadership Team shall be in writing and received by the Vice President Administration. Upon notice of a vacancy on the Leadership Team, the president shall appoint a



replacement to complete the term of office, with a majority approval by the officers.

Vacancies will be filled only to the end of the current term. An officer serving more than one-half (1/2) of a term is considered as serving for one (1) full-term.

An officer may be dropped for excessive absences (more than three in one year) or for other reasons, by a majority vote of the Leadership Team.

#### Section 7: Committees

The Leadership Team shall create such Vice President positions as deemed necessary or appropriate to carry out the functions of the organization.

#### Section 8: Quorum

A quorum, representing a majority of the members of the Leadership Team, is required before business can be transacted or motions made or passed at any meeting.

### **Article 5: Finances**

#### Section 1: Finance Committee

The Finance Committee is responsible for developing and reviewing fiscal procedures and the annual budget. The Vice President Finance is director for the Finance Committee, which shall include at least three (3) other board members.

#### Section 2: Budget and Fiscal Year

The Leadership Team must approve the budget and all expenditures within the budget. The officers must approve any changes to the budget.

The fiscal year shall be the calendar year. Annual reports are required to be submitted to the officers at the annual meeting and shall consist of all income and expenditures. The financial records of the Chapter are public information and shall be made available to the Leadership Team, general members, and the public.

### Section 3: Dissolution

In the event it becomes necessary to dissolve the organization, the Leadership Team shall send advance notice of at least five (5) days to all general members of a meeting for the purpose of voting to dissolve the Chapter. The resolution shall be decided by a two-thirds (2/3) vote.

Upon payment of all outstanding debts and obligations, the remaining funds shall be forwarded by check or electronically to WOVI, Inc.

## **Article 6: Amendments and Miscellaneous Rules**

### Section 1: Amendments

These bylaws may be amended when necessary by WOVI, Inc. Proposed amendments may be submitted to WOVI, Inc. by the Chapter Presidents.

### Section 2: Removal of Members

A member may be dropped for excessive absences (more than three (3) in one (1) year), failure to pay dues, or for other reasons, by a majority vote of the membership committee.

### Section 3: Rules of Order

The *Robert's Rules of Order* shall govern the organization in all cases in which they are applicable and in which they are not inconsistent with these bylaws.

***Women of Visionary Influence***  
**WOVI, Inc.**  
**Policies, Procedures and Guidelines**

Policies, Procedures and Guidelines elaborate on and clarify WOVI Bylaws, Mission, Vision and Values in order to simplify and support the efforts of the Chapters and leaders. The following is a summary only. Check with a WOVI, Inc. or Chapter officer for further details and updates, or refer to the current Leadership Resource Book for the entire record.

***General Nonprofit Status***

WOVI, Inc. is a nonprofit organization as defined by section 501(c)(3) of the Internal Revenue Service code. WOVI Chapters are organized affiliates of WOVI, Inc. and, as long as the fundamental mission and activities take place and income limits apply, are eligible for nonprofit status as granted by the IRS.

As a nonprofit organization, we cannot use our resources to promote or enhance the success of businesses. The address, phone, fax, or email lists administered by WOVI, Inc. or any of its affiliated Chapters, or any other list maintained by WOVI, Inc., will only be used to take care of WOVI business and disseminate WOVI information. Our members are allowed to gather contact information from one another and seek individual approval to send information. Our members' contact information *can* be used for WOVI events, Chapter meetings, Chapter officer meetings, announcements and newsletters. Others may be approved by the WOVI, Inc. Board of Directors.

**Political Activity**

As a 501(c)(3) organization, WOVI, Inc. and its affiliated Chapters are not allowed to engage in political activity. The IRS regulation specifically prohibits endorsement of candidates, whether written or oral and therefore we may not publish or distribute anything (for or against) regarding a candidate for public office. Attendees may speak individually to one another but no general announcement or publications can be allowed.

While it may be advantageous to remind meeting attendees of upcoming elections and issues, anything other than a general nonpartisan reference can

nullify our nonprofit status. Individual members can wear pins, etc. to promote a particular party, candidate, or issue, but officers or meeting facilitators will be prohibited from wearing such political promotional items at WOVI meetings and events. For additional information on approved activities see IRS Revenue Ruling 2007-41 at [www.irs.gov](http://www.irs.gov).

### **Donations and Proceeds to WOVI, Inc.**

Donations and sponsorships to WOVI, Inc. are generally tax-deductible and appropriate receipts will be provided per IRS regulations. Dues, purchases of donated items, and meeting expenses may qualify as a business expense, but do not qualify as donations as the donor is getting something of value in return. Always refer questions to one's tax preparer or accountant.

Sponsorships of meetings and events of WOVI, Inc. or its affiliated Chapters are encouraged. Prior approval is required to allow for

- 1) Adequate notification of membership
- 2) Set-up time for documents, media, presentations, web site, etc.
- 3) Conflict of interest with other potential meeting and event sponsors
- 4) Appropriateness of sponsor to the mission of WOVI, Inc.

Sale of items by members at meetings of WOVI, Inc. or its affiliated Chapters may be allowed if mutually beneficial. Prior approval is required and a fee or portion of the sales must be forwarded to WOVI, Inc., the Chapter holding the meeting, or an approved outside organization as previously determined by the leadership

### **Promotion or Advertisement of Organizations other than WOVI**

- 1) Distribution of information through the WOVI, Inc. and Chapter distribution lists via email or the postal service is strictly limited to the business of WOVI, Inc. and Chapter events.
- 2) No reference to the WOVI name, logo, or its membership can be used without prior approval of WOVI, Inc.
- 3) Any announcement or advertisement at a Chapter meeting or other WOVI event by a member for special interests can be made available to the membership only at the request of individual members. Information cannot be distributed to all present but can be left in a specific place for members to take voluntarily. Chapter presidents or the presiding officer of the meeting must be notified prior to the meeting to determine whether there is time on the agenda for the announcement.

# ***Membership***

## **Membership Benefits**

Upon receipt of a WOVl Membership Application and dues payments, new members will receive a WOVl pin and Member Handbook. Any WOVl Chapter member may attend any and all functions of any visited Chapter at the member rate, if applicable. Proof of membership may be required. All members are offered the opportunity to receive a mentor and to be a mentor. Except where prohibited, WOVl members must be women and must 18 years of age or older.

## **Membership-at-Large**

In order to allow all women access to WOVl, Inc. and the benefits of membership despite scheduling or location, women may join as members-at-large. So that there will not be a decrease in funding for local Chapters, applications for members-at-large will be considered by WOVl, Inc. on a case-by-case basis. If approved, dues will be paid in full to WOVl, Inc. with no portion going to any Chapter. Notice of at-large members will be given to all Chapters. Prior to notification, Chapter officers may determine appropriate meetings fees at their discretion.

Since members-at-large are not affiliated with any specific Chapter, they are not allowed to vote at any annual meeting of any Chapter, nor be a part of any Chapter's mentor/mentee process. Members-at-large will have access to available WOVl activities, will receive WOVl publications and information, have the opportunity to support WOVl charitable and educational events, and are expected to serve as spokeswomen for WOVl, encourage membership, and promote mentors for women.

## **Dues, Renewal, and Collection Policy**

Dues are \$60.00 semiannually or \$120.00 annually. New member fee is \$20.00. A \$20.00 discount is applicable for annual dues paid in January or July. Thereafter dues are prorated at the rate of \$10.00 per month. Renewals are paid for the entire dues period (annually or semiannually).

Members who attend the February and August meeting who have unpaid dues have the option of renewing their dues at the monthly meeting and paying the

member fee or paying for the meeting at the guest rate.

Dues reminders will be sent in June and December by the Chapters in coordination with the Vice President Membership.

## ***Chapters, Leadership Teams and Finance***

Specific details regarding formation of Chapters, Leadership Team officers, and finance responsibilities are outlined in the Leadership Resource Book.

### **Basics for Chartering a New Chapter**

- Minimum of twenty members with completed applications and dues payments
- Minimum of five officers: President, First Vice President, Second Vice President, Vice President for Administration (Secretary), and Vice President for Finance (Treasurer)
- Officers will be appointed by a majority vote of initial group of potential Chapter members until officers are elected by the current, paid membership in attendance at the annual meeting.

### **Chapter Leadership Team Meetings**

A quorum for a Leadership Team meeting is a majority of all Leadership Team members (executive committee plus all other vice presidents.) A minimum of one meeting per month is required to oversee all Chapter functions and proceedings. On rare occasions, meetings or urgent decisions of the Leadership Team may be made via conference phone calls, as long as all members have been notified and a quorum of members is included in the call. A consensus on an urgent matter or transaction may take place via email if *all members* of the Leadership Team are allowed to respond and the final decision is sent to all members; however, a motion must be made, seconded, and approved at the next board meeting to be recorded in the official minutes to ratify the decision; otherwise, the decision is rescinded.

## **Officer Elections**

Currently, the annual meeting is in September of each year and is basically the only time the general members vote. (See *Officer Vacancies* for possible voting exception.) The nominating committee for new officers is, therefore, appointed in July and reports in August. Officers are elected by a majority vote of active members in good standing and present at the time of the election at the annual meeting. If more than one candidate is nominated, vote will be by ballot; otherwise the slate of officers can be presented and voted on as a whole. It is recommended that ballots, if used, be destroyed immediately after the meeting.

## **Leadership Transition**

The immediate Past President of a Chapter shall serve as a member of the Chapter Leadership Team in order to ensure continuity of all necessary reports and information required of the Chapter. If the immediate Past President is not available to serve, the President shall appoint an experienced member, preferably a former President, as a mentor to serve in this capacity.

## **General Officer Expectations**

Officers are required to attend monthly board meetings and be active in the planning and execution of the monthly public meetings. Attendance at or valuable input prior to monthly meetings are required of appointed committee chairs. The new officers are required to attend the Leadership Summit.

## **Parliamentary Procedures**

Standard parliamentary procedures should be followed at all board meetings. Minutes are to be recorded for any meeting with a quorum in attendance. The minutes should minimally cover any motions voted on, whether approved or not. A copy of the financial report, signed by the Vice President Finance, should always be included with the minutes. The officers shall approve the agendas, topics, or presenters for any monthly meeting or special event.

## **Finance and Reporting Policy**

The annual budget of each Chapter shall be voted on and a copy forwarded to WOVI, Inc. by the end of February of each year. Until the annual budget is approved, funds spent must be voted on and approved prior to expenditure. At the conclusion of each fiscal year (January to December), the financial reports are to be submitted to WOVI, Inc. for audit and IRS reporting, as well as for the Chapter's historical and financial records.

The following are financial reporting policies for all WOVI Chapters:

- A copy of monthly financial statements including the current membership list will be submitted to WOVI, Inc. by the 30th of the following month.
- All monies owed to WOVI, Inc. through dues must be submitted within thirty (30) days of receipt.

## ***Activities***

### **Mentoring Activities**

WOVI, Inc. is dedicated to the provision of mentors and mentees for all members and to the education of the mentoring process. It is vital, therefore, for the individual Chapters to encourage and motivate creativity and opportunity for mentoring and mentor training. With coaching, guidance and approval by WOVI, Inc., Chapters are allowed to utilize appropriate methods and resources while maintaining the integrity and traditions of WOVI.

Mentor/mentee connections within the Chapter are of paramount importance. The process is ongoing as new members are added and the three-month initial period ends. New connections shall be assigned by the mentoring chair within three months of new member joining or member request.

Current approved activities include a MentoRing© exercise at monthly Chapter meetings and events and various, local InterestRings©. Less regular opportunities exist at designated mentor training sessions or seminars, structured time at monthly meetings, and new member orientation. Other methods may be added as appropriate; prior approval is required.



## InterestRings™

In addition to monthly meetings, WOVI Chapters have developed common interest groups led by members for those desiring help or enlightenment in specific areas. The regularly scheduled subgroups, called InterestRings© (also called I-Rings), highlight a multitude of interests, concerns, or pursuits. Examples include I-Rings in the arts, fashion, writing, oral skills, and mentoring of leadership roles and skills, etc. **WOVI's nonprofit 501 (c)(3) status prevents us from being or offering networking groups that serve to promote the businesses of members.**

Suggestions of new or additional InterestRings by local Chapters must be submitted in writing for approval by WOVI, Inc. and prior to initial meeting. Upon determination that the I-Ring is of value and appropriate for the membership and mission of WOVI, Inc., the parent organization shall notify the Chapter of approval and proceed with appropriate promotion on the web site, to other Chapters, etc.

Membership in WOVI includes participation in any or all InterestRings. Guests may attend an I-Ring two times without joining. After two free visits, it can be determined that sufficient benefits of WOVI have been received and the guest will be required to join at the current semi-annual rate to continue participation.

## Events for Members

Standard meetings for WOVI Chapters include monthly meetings and approved InterestRings. Generally, other organization-wide events will be coordinated by WOVI, Inc. These include such things as fund-raising events for the parent organization, silent auctions at multi-Chapter events, special members-only events, officer training, leadership training, and others as deemed appropriate to promote the mission, vision, and values of WOVI, Inc.

Chapters are encouraged to provide special events for their individual members and invited guests. A written proposal must be presented through the Chapter president for the executive board's consideration and must contain the following:

- 1) Specifics about the event or service;
- 2) A statement of the value of the event/service to the Chapter members and WOVI;
- 3) A statement explaining how the event/service supports the mission, vision, & values of WOVI; and

- 4) Information about how the event/service will be implemented and administered so that the Chapter meets its fiduciary responsibilities to its members.

### **WOVI Guidelines for Information Promoting Program/Speaker on the WOVI Web Site and in Social Media**

Preparing the information to be posted on the web site also prepares the promotion of your meetings to your members, guests and the media. It is very important to keep in mind the purpose of the programs and the important role they play in fulfilling the organization's mission and purpose.

**IMPORTANT:** Be sure to obtain approval of the Chapter president or designated officer prior to submission. This assures there are no errors and allows final editing. It is important to exhibit a high level of professionalism in all public relations activities.

**NOTE:** Procedures and strategies are provided in detail in the Leadership Resource Book.

### **Chapter Members as Presenters**

Chapter leaders and members may occasionally present at regular Chapter meetings or special events. However, no member shall give more than one (1) presentation per year in their own Chapter, whether at a regular meeting or a Chapter sponsored event.

The VP of Programming shall make every effort to find outside speakers of interest and value to the members. If they determine that a member can provide that value, then the member may present a maximum of one time per year. Chapters shall not schedule more than two (2) different Chapter members to present during any one year at regular Chapter meetings.

### **Men as Presenters**

Since WOVI is an organization of women, for women, and about women, it is preferred that we give women first opportunity to be presenters at Chapter meetings and special events. However, if there is a particular topic of interest in which a suitable woman presenter cannot be found, a male may be invited to present.

# ***General Policies***

## **Services Provided to Chapters**

In addition to mentoring officers and members, leadership training, counsel, recognition, and awards, WOVI, Inc., as the parent organization, provides the following items and services to Chapters.

### *Basic Services*

New Member Handbook  
Membership pin for new members  
Web site page(s) and maintenance  
New Chapter Start-up Kit  
Leadership Resource Books (one per officer, annually)

Bylaws

MentoRing exercises

Database and Membership list (2/year)

### *Operational Items (Available for purchase)*

Speaker Gifts

Awards

Note cards

Brochures

Duplicate member pins

Officer badges

## **Logo Use**

The official, trademarked WOVI name and logo will be used on all documents from WOVI, Inc. and distributed to Chapters for Chapter use, and shall include: report forms, signage, stationery, business cards, nametags, MentoRing© exercises, and other approved documents or items. Chapters shall request permission from WOVI, Inc. prior to printing and distributing the WOVI name or logo on any other documents, items, signage, media, web sites, etc.

## **Approved Vendors**

Any and all vendors, used for any purpose and paid for by WOVI, Inc. or any affiliated Chapter, for products or services must be approved in advance. The selection process must be fair, unbiased, without preferential treatment due to status, office or relationship, except for preference to a woman or woman-owned business, and with fiduciary responsibility a priority. If the vendor selected provides products or services that are apparent and obvious to the membership or event participants, information regarding the purpose and results of the vendor

are to be clearly announced, in advance, to all, with appropriate follow-up as required.

### **Involvement with Other Nonprofits**

The main purpose of WOVI, Inc. is to benefit our own members. Occasionally a Chapter may want to contribute to a nonprofit organization or cause. While this is not prohibited, it must not be the driving force behind the activities and purpose of a Chapter.

### **Events Other Than Chapter Meetings**

The monthly Chapter meetings are intended to meet the mentoring, educational, informational and motivational needs of its members. Occasionally, additional functions may be held.

#### *Social Gatherings / Functions*

Chapters may have additional social gatherings such as anniversary parties, Mentor/Mentee Happy Hours, or other social events for members and their guests, for which there is no charge other than the costs of the event itself (meals, beverages, etc.).

#### *Special Events*

Special events shall be defined as a workshop, seminar, or program offered to members and the general public that falls outside of regularly scheduled meeting times. These shall be limited to no more than two (2) per calendar year, and shall be held only for the purpose of:

- 1) Increasing awareness of WOVI to the general public with the intent of building Chapter membership.  
or
- 2) Generating additional income to be used for the benefit of the overall membership and officers. Examples would be: help defray costs of attendance at the annual conference, fund a library of books that would inspire, inform, or motivate members, or to help defray cost of a meeting room.

## **WOVI Board and Management Council**

In 2011, WOVI strengthened its leadership position and prepared for future growth by organizing under the WOVI Board and the WOVI Management Council. The responsibilities of the Board and Management Council are as follows:

- The role of the Board of Directors is to set policy, determine structural operation of the organization and direct WOVI based on bylaws, business issues, societal factors influencing women's lives, economic determinants and the needs and expectations of members and perspective members. The new role of Chief Operating Officer was added in mid-2020.
- The role of the Management Council is to plan, lead, direct and execute WOVI Inc. events, for example, LeadersRings, the Annual Conference or others as assigned. Additionally the Management Council will regularly publish the WOVI Vision and WOVI Focus newsletters to provide leadership communications and promote specific events. The Management Council will set the example, lead the general membership, encourage officers, and lift, inspire and mentor Chapter leaders.

Both the Board and Council are dedicated to women and to WOVI's Mission, Vision and Values. Positions are chosen from the membership and are women who exhibit great leadership. Typically they are selected by the Chairman of the Board and voted in by the Board of Directors. Management Council members will serve two years. Board Members consist of founding members of WOVI, Inc. who have been involved in WOVI from the beginning plus other women of *visionary* influence.



## History of WOVI

**2001** The first gathering of women to begin the organization took place in July 2001, when Teresa Smith and Pauline Shirley invited a group of their friends and associates to a meeting to discuss the formation of an organization for women. Held at La Madeleine's in Addison, Texas, that exploratory meeting was attended by a dozen women who became Women of Vision's Founding Advisory Board.

Between July and October of 2001, several planning meetings were held, important decisions were made and steps were taken by the group: name, bylaws, election of officers, bank account, domain name, and installation of web site.

The first public meeting was held October 2001, with thirty women in attendance. The program for the meeting was on Mentoring and presented by Pauline Shirley. The first MentoRing was the mentoring exercise and became a consistent mainstay of WOVI meetings. The November 2001 meeting met with success as well. Teresa Smith presented the program on Business Etiquette for Women. The group then set its sights on an inaugural meeting in January 2002. The response to the inaugural meeting required a change of venue to accommodate all of the attendees. More than 90 people attended including two men who brought several women from their company.

Women of Vision became a reality.

**2002** In 2002, a permanent meeting place was established. The membership started to grow and surpassed 60 before the end of June 2002. In October 2002, the first Conference for Women was held. It included educational sessions and exhibitors. With approximately 50 people in attendance, it was considered a huge success.

The first InterestRing was established when the Entrepreneur Ring started meeting. A Writers Ring, Fashioning, SpeakersRing and ArtistsRing soon followed. These groups added value to WOVI membership and additional benefits for those who participated.

**2003** The members of Women of Vision took on a new challenge and put together the first Mentor Recognition Luncheon held in May.

In October, the second Annual Conference for Women was held. With more exhibitors than the 2002 event, the conference required more space at the hotel. The pattern for successful conferences was established accompanying the standards for successful monthly meetings.

In the second half of 2003, an initiative to establish Chapters became a major focus. In October, changes were made to the Bylaws and Chapter Bylaws were created and put in place. Leadership replaced networking in the mission statement and became a part of the basic premise. At the October business meeting Chapter officers were elected. October also heralded in the official name change to WOVI, Incorporated. In November, the EntrepreneurRing became the EmpowerRing.

**2004** The MidCities Chapter started to emerge, taking WOVI closer to women in the MidCities areas of Tarrant County and Fort Worth. The tagline, “Women of Visionary Influence,” was embraced.

In July, a Birthday Celebration was held bringing the members of both Chapters together in a different venue.

The Mentor Recognition Luncheon and the Annual Conference for Women were combined and held in October, bringing a new level of success to both events. The Mentors of the Year who were



recognized earned WOVI considerable press, thus enhancing the WOVI purpose and brand.

**2005** The Mentor Recognition Luncheon was held in April as a stand-alone event realizing considerable success in raising the WOVI profile in corporations. All of the past honorees were in attendance.

The Annual Conference for Women was held in October and received positive reviews. The featured speakers and programs provided an unparalleled quality to members and guests. More than the usual number of vendors participated.

**2006** WOVI celebrated five years of existence with a bright future. Our members and future members continue to be made up of women focused on supporting, encouraging and mentoring each other. Women sharing pursuits of success, satisfaction and greater awareness of our strengths further the nurturing umbrella of WOVI's Basic Premise: Mentoring, Education and Leadership.

The combined Annual Conference for Women and Mentor Recognition Luncheon experienced unequalled success. Four outstanding women were honored in the following categories: Mentor of the Year, Nonprofit Mentor of the Year, Community Mentor of the Year, and Corporate Mentor of the Year. Being featured in newspaper articles and other media created a greater awareness of this event and the organization. A Leadership Recognition Dinner was added.

The year concluded with a coming together of all members at a Holiday Celebration hosted by the North Dallas Chapter. The event received very high reviews.

The meetings continue to receive comments and praise from guests and new members alike. The experience is always seen as very positive, surpassing the other organizations in which they have experience.

**2007** The hallmark of success was the addition of the Ambassador Level to WOVI, Inc., providing specific services to the members and organization. Two new Chapters in dynamic geographic areas extended

WOVI's availability to more women and joined three strong, mature Chapters.

**2008** WOVI began with a strong sense of purpose and focus on planning strategically for the future growth of our organization. Policies, procedures and guidelines were strengthened to provide our Chapter leaders with more tools and information. Recognition programs were developed and introduced along with new levels of leadership to be implemented progressively.

Several other Chapters were on the horizon with strong potential for the first Chapter outside the state of Texas. The WOVI brand increased in visibility as evidenced by the number of other organizations coming to us to form partnerships or for other mutual events and benefits.

As we grew we continued to strengthen our governing documents, increased our visibility and attracted more and more women who were seeking mentoring and leadership.

**2009** *“Live the Power of WOVI: Empowering Women to Lead”* kept WOVI focused on leadership and empowerment. Two new WOVI words emerged. In keeping with our strong tradition of rings, the Executive Council meeting became the LeadersRing and by special request, the PresidentsRing began offering Chapter Presidents a unique forum. WOVI expanded into Arizona with the launch and successful charter of WOVI Phoenix, the first Chapter outside the state of Texas. WOVI Fort Worth also launched.

The Mentor Recognition Luncheon, Leadership Summit and Annual Conference for Women moved to a new venue in 2009 and online conference registration was made available. A partnership with Jobing.com provided a promotional video posted on both WOVI and Jobing.com web sites. A WOVI Group was established on LinkedIn drawing WOVI into the age of social media. Nominations for all WOVI awards hit an all-time high.

**2010** dawned with “*WOVI: Where Stars Shine! Create! Innovate! Act!*” expressing the essence of WOVI. The NonprofitRing started offering another benefit to members in the DFW area. Discussion with women in the Portland, Oregon area generated a highly successful MentoRing experience via conference call, thus exhibiting the strength and value of WOVI’s hallmark mentoring exercise in any venue. Plans for offering a mentoring certification program for both members and non-members were announced. WOVI prepared for 2011 and the celebration of ten years of influence.

**2011** 2011 ushered in “A Decade of Influence” and ten years of success and experience, WOVI’s growth accelerated both in Chapters and in a new management structure. WOVI Management Council was put in place to manage the day-to-day operations freeing the new WOVI Board to focus on growth and strategic issues. Four Chapters launched and a fifth, launched in 2010, became a fully chartered Chapter. The initial Mentor Certification Program began placing WOVI, Inc. fully into social entrepreneur status. As the year came to a close, the Management Council was strengthened and the position of Region Director was added as part of implementing a strategic five-year plan.

**2012** “*Women Who Dream Influence the World*” set the standard for the future and established a clear path for WOVI in 2012. Interest increased in starting Chapters across the country and around the globe. The Mentor Certification program, launched in 2011, added a valuable dimension to the organization and a unique opportunity for members and non-members alike. The members who earned the designation of Certified Mentor were ready to influence WOVI and their respective communities and businesses. As 2012 began, the first student Chapter at the Jindal School of Management at UT Dallas was in its formative stages offering WOVI’s unique benefits to the leaders and professionals of the future.

**2013** “*Lead...Learn...Live a Legacy*”, our theme for 2013, meant we realized we don’t leave the legacy behind. We are living it now! Doing so propelled us further into making sure mentoring, the heartbeat of WOVI, became a priority. In October, with a focus on learning, the Mentor Recognition Luncheon was followed by a full day for the Leadership Summit. The conference became a separate event to be held in Spring 2014. WOVI, Inc. hosted its first reunion. It was a great time of catching up and realizing the impact on members who had moved on, and the treasure we had in our current members. New Chapters launched and/or moved: WOVI North Fort Worth started strong, and WOVI Arlington became WOVI Flower Mound.

**2014** Theme for the year is “*Powerful Women, Powerful Influence*”. It provided WOVI the chance and challenge to highlight and honor women leaders in our respective communities. It also serves to remind us to be intentional about our mentoring and honing our leadership skills. Chapter Mentors/Liaisons (formerly known as Chapter mentors) will strengthen our leaders and members at our various locales. The future continues to be bright for WOVI, Inc.

**2015** “*Riding the Wave of Global Change*” motivated WOVI during 2015 and ride the wave we did! The Management Council moved into a new era with the creation of the President-Elect position thus giving more time for a President to learn and prepare for the next year.

**2016** With “*Catch! That! Dream!*” WOVI’s hallmark Mentor Recognition Luncheon attracted more nominees than ever showing its influence on our community at large. WOVI Red River moved its home to McKinney and changed its name to reflect that community, attracting women from Sherman, Van Alstyne and McKinney. WOVI stepped even more into social media with the use of MeetUp made available to all Chapters.

**2017** “*15 Years of Empowering Women to Mentor and Lead with Strength and Grace!*” WOVI’s successful conference, “*Empowering Women Empowering Women,*” echoed the theme in more ways than one with a line-up of outstanding presenters. WOVI Sherman came into WOVI with strength of leadership and with our first official New Chapter Mentor providing mentoring and empowering this new Chapter.

**2018** “*Purpose...Passion...Power...of Mentoring*” is a theme that truly describes WOVI and the members of WOVI. As we entered WOVI’s 17th year foretelling the success of our members, our organization also enjoyed great accomplishments. Mentoring truly changes women’s lives.

**2019** “*WOVI Lights Your Fire!*” speaks for itself in the power and enthusiasm generated by mentors and the educational experiences gleaned throughout the year. Igniting the fire within each one of us will provide major breakthroughs, a-ha moments and celebrations lasting long into the future. WOVI Garland/Mesquite arrived on the scene!

**2020** WOVI reaffirmed its roots with the theme “*Mentor > Lead > Achieve*”. But WOVI and the world were thrust into a global pandemic that challenged our ability to carry out the mission so eloquently stated in the theme while keeping our members safe. We rose to the challenge by making a smooth transition to online meetings on Zoom. Our Zoom meetings comprised all the same elements that make our in-person meetings a success: vital, relevant speakers, Member Spotlights, insightful MentoRings, WOVI Moments and the pure empowerment that comes from spending time with WOVI women. We also used Zoom to hold incredibly successful online events, with WOVI women gathering online for the Annual Conference for Women, the Mentor of the Year Celebration and several LeadersRings.

**2021** WOVI turns 20 this year. Time to celebrate! We’ll continue to grow and influence the lives of women who in turn influence the world...



## **WOVI Membership Advantages**

- Monthly meeting discount at all Chapters
- Special member rates for Annual Conference and other events
- Assigned or requested mentor
- InterestRings (geographic)
- Spotlight presentation opportunity
- Mentor Certification Program  
special member discount