



# Givers Gain<sup>®</sup> Monthly

## From Our Executive Director

*"Welcome sweet November, the season of senses  
and my favorite month of all."*

– Gregory F. Lenz

**W**elcome to November! The clocks have been rolled back and we're gearing up for the holiday rush of family and friends. While our personal lives pick up speed, we wanted to share updates about what BNI Vermont is hard at work accomplishing to support your success!

We just completed the first of four Leadership Roundtables this term! All chapter Presidents, Vice Presidents, and Secretary/Treasurers gather each quarter to discuss updates in BNI practices, share ideas about how to make more money for all members, and help one another overcome obstacles we have experienced in our first full month of the term. The results from each roundtable vary, and this time we gathered perspective on in-chapter mentoring practices and our chapter's Traffic Light Report and member Power of One Report, and we discussed a new initiative launching in January 2020 to feature one chapter per month on all of BNI Vermont's social media feeds (over 1,000 followers!) to encourage cross-chapter visiting and One-to-Ones.

We are also 45 days from the completion of the *Drive for Five* initiative! Your BNI Vermont Regional Office and Leadership Teams are steadily working to make slight shifts that increase visitors and the impact on those visitors to encourage them to apply for membership to your chapter. Do not hesitate to contact your Director Consultant to help your chapter reach that 5 New Members milestone by the end of the year!

And lastly, just last week the 2019 BNI International Convention was held, and we'll be looking forward to announcing new initiatives that BNI Global is putting into place. There is a lot of activity happening behind the scenes to make BNI a bigger and better support system for all of your networking needs!



**Vickie Wacek**

BNI Vermont Executive Director

## Monthly Networking Tip: Should Recognition be a Requirement?

Recognition is synonymous with Appreciation and Respect, which is why it's one of BNI's seven Core Values. Showing respect for one another's expertise and appreciation for each other's efforts should result in us taking action to recognize one another. Consider how often you have a positive thought about a fellow BNI member. I've learned from my time on this planet that I and those around me have not developed the ability to read each other's minds, which is why when I think to myself "Brendan did a great Weekly Presentation this week" or "Liz is at our meeting early every week to set up" I need to take the time to transfer that thought to that person. Otherwise, a huge relationship-building opportunity will pass me by. And since our ability to give and receive referrals is based on Building Relationships, it becomes obvious that taking time to share those positive realizations can become a core action behind the success we experience in our BNI membership. BNI truly supports this activity; it's literally built into our weekly meeting, manuals, and events! Consider your chapter's **Notable Networkers** each month; your **Feature Presentations**; the annual **BNI Awards Banquet**; and behind-the-scenes events that recognize the actions of your BNI Vermont Director Consultants, Ambassadors, and Regional Office staff. It's important to remember that recognizing others isn't always about buying gifts or mailing cards (although those actions can sometimes speak louder than words). Recognition is as simple as saying something. Use your Open Networking time each week to share your appreciation with one other member. Imagine the impact of a fellow member telling you that they see the effort you're putting into your business and membership!

- Vickie Wacek, Executive Director, BNI Vermont

## Podcasts

**Remember to log your CEUs on BNI Connect:**

1 Podcast = 1 CEU

### **BNI Headquarters & Dr. Ivan Misner, Ph.D.**

Each Wednesday, BNI Founder, Dr. Ivan Misner posts a Podcast featuring tips on Word-of-Mouth Networking.

October 30: [Episode 630](#): 7 Rules for an Elevator Pitch

October 23: [Episode 631](#): Weekly Education Moments

October 30: [Episode 632](#): Maximizing Your Professional Image

November 6: [Episode 633](#): I've Invited Everyone I Know

### **BNI The Power of One Podcasts**

BNI New Hampshire Executive Director, Tim Roberts, has been presenting his own BNI based podcasts for a couple years. Visit [\*\*www.BNIPowerOfOne.com\*\*](http://www.BNIPowerOfOne.com) to learn more.

### **Success Through Referrals Podcasts**

One of BNI's missions statements is to change the way the world does business, and BNI Executive Director, Tim Roberts, has really put that into action by creating [\*\*www.SuccessThroughReferrals.com\*\*](http://www.SuccessThroughReferrals.com). This website helps non-BNI business professionals with their word-of-mouth marketing efforts.

## BNI Resources

Have you ever been interested in accessing the BNI Logo? Maybe you missed a recent BNI Webinar to help you learn how to use BNI Connect? What if you would prefer the *Givers Gain* book you received in the Members Success Program, in audio format? Visit [Support.BNIConnect.com](http://Support.BNIConnect.com) and click on **The Resource Center** button. Why not take a few minutes right now to check out what this site has in store for you!

## BNI Event Calendar

Join BNI members from across the state and the world for webinars, trainings and networking events to enrich your BNI experience by boosting your visibility and perspective!

[www.BNIVermont.com/Events.php](http://www.BNIVermont.com/Events.php)

## BNI Member Profile of the Week

Each week we feature one BNI Vermont Member on all of our social media outlets. *If you would like to be considered for this opportunity, be sure to visit [www.BNIConnect.com](http://www.BNIConnect.com) and update your User Profile in full*, including your headshot, company logo, business description, T.O.P.S. Profile and G.A.I.N.S. Profile.



**David Beckett**

*Residential Real Estate*

**David Beckett at Chenette Real Estate**

Champlain Valley BNI, South Burlington



**Scott Weigand**

*Food - Beverage Products*

**Brave Coffee and Tea**

Crossroads BNI, Berlin



**Heidi Lauren Duke**

*Lodging - Conference Facilities*

**Highland Lodge**

Heart of Vermont BNI, Montpelier



**Holly Lemieux**

*Attorney - Estate Planning*

**Holly K. Lemieux Esq. PLLC**

Integrity BNI, Essex

# From the BNI Team



## Dutton Smith

BNI Ambassador

## Don't Underestimate Your Company's Growth Potential with BNI!

*By Dutton Smith, BNI Ambassador*

When I started my business, I was 60 years old. I did not see HomeSmith Services growing beyond me, myself and I. I viewed it as my sunset career, doing a few inspections a week. A nice way to ease into retirement. I soon realized that I needed to do more than that. I wasn't prepared for the added cost of being in business for myself, and the loss of benefits (like health care) that I was getting as part of my previous job. I needed a way to ramp up my volume to pay for all of this.

Along came BNI. I was invited to the kickoff event for the Middlebury BNI chapter the same month that I started my business. I thought, "This is perfect. Another way to generate a few leads and keep me busy." I remember my interview for membership when they asked the question, "What are your plans for business growth? Are you of a mindset to grow your business as we give you referrals over the years?" I responded that I didn't really have any plans for growth other than to keep myself busy. I certainly was NOT going to hire employees and expand my company. What would be the point? I'm too close to retirement. Well... BNI had other plans. I was not prepared for the amount of work the BNI network would throw at me!

My business is seasonal. Spring, summer and fall are my busy times. That's when people tend to be looking for, and buying houses. My second year in business, I had to turn away almost 100 jobs because I could not meet their schedule needs. The same thing happened in my third year. As 2019 began, I asked myself, "Why not position the company to handle all that extra work?" I knew what that meant, of course. I had to hire an employee. Just the thing I said I would never do!

I really did not want to hire employees because of all the extra work, insurance, payroll, training, etc. Then it hit me. All the resources I needed were already available in my BNI network! The whole process turned out to be much easier and less expensive than I thought. I received expert guidance from my accountant, insurance agent, bookkeeper, and payroll service, (all part of BNI) and was able to get everything set up with a minimum of hassle. I hired another inspector at the beginning of the summer to keep up with the work that was coming in, and I am contemplating hiring an administrative employee next year. On top of that, I'm working on a plan to sell the business to my employee. That was never in my plan, but BNI has made it possible.

BNI is a powerful system! If you are serious about growing your business, just plug into the BNI system and your business will grow. It's that simple.

## About the Author

### Member of Middlebury BNI

Meets Mondays, 8:30 – 10:00 am

Middlebury Recreation Center, 154 Creek Road, Middlebury, VT 05753

**Current Roles:** Ambassador, BNI VT, Mentor Coordinator, Middlebury BNI

**Past Roles:** Visitor Host, President, Membership Committee, Middlebury BNI

# Events

## New Chapters Forming!

Bennington

**Brattelboro is now having weekly meetings!**  
Follow them on **Facebook** and see their spot on the **BNI Vermont Website**. If you know anyone in the area they would love it if you can put them in touch!

Hinesburg  
Milton  
Newport  
Rutland  
St. Johnsbury  
Stowe  
Waitsfield

Contact Heather Belanger, Chapter Launch Director,  
802-233-9737

## Member Success Program

The BNI Member Success Program is available online at [BNIUniversity.com](http://BNIUniversity.com) for all new members (and current members) in their first 60 days of membership. This means that the entire course can be accomplished via the BNI University App on your phone, and/or online directly through the website and because it's online it can be tackled at a pace that fits each new member (as long as it's completed within 60 days). Chapter Member Success Programs will still be presented with each chapter once a year so that all members can partake in the course annually (as part of membership) and so that the course can be worked to the needs and interests of your membership. We continue to encourage your insight and feedback about this course, and hope that enjoy this new asset of membership with BNI!

For those of you that have taken the Online Member Success Program, we highly recommend that you follow it up with the Member Success Program Workshop. In this course you will outline and practice your Weekly Presentations, Feature Presentations, learn the best practices for 1-2-1's, and how to effectively use your contact spheres.

### Advanced Member Success Program

November 18, 2019

Hickok & Boardman Building, Ground Floor Conference Room  
346 Shelburne Road, Burlington

### New Member Skills Workshops

November 25, 2019 · 4:00 – 6:00 pm

January 27, 2020 · 4:00 – 6:00 pm

March 9, 2020 · 4:00 – 6:00 pm

May 11, 2020 · 4:00 – 6:00 pm

July 13, 2020 · 4:00 – 6:00 pm

September 21, 2020 · 4:00 – 6:00 pm

November 30, 2020 · 4:00 – 6:00 pm

**NEW LOCATION:**

Courtyard by Marriott, 177 Hurricane Lane, Williston



November Leadership Round Table attendees.

**BNI VERMONT**  
**DRIVE**  
**FOR FIVE**

////////// **SEPTEMBER 1 – DECEMBER 31, 2019** //////////

**Induct 5 NEW MEMBERS to Win!**

**EVERY MEMBER IN A CHAPTER**

**that inducts 5 new members**  
with application dates on or between  
September 1 – December 31, 2019  
will receive a

**Large BNI Card Holder** or a  
**BNI Padfolio** of their choice and a  
**voucher to attend one of**  
***The Business Experience Series***  
**Workshops in 2020**

**EVERY MEMBER**

**who sponsors a new member**  
with an application date on or between  
September 1 – December 31, 2019  
will receive a

**\$40 Gift Card to any**  
**Vermont-Based Business**

**Calendar of Events**

**NOVEMBER**

- 11/18** Advanced Member Success Program  
8:00 am – 5:00 pm, Fee: \$125 for members
- 11/25** New Member Skills Workshop  
4:00 – 6:00 pm, FREE for members

**DECEMBER**

- 12/12** The Business Experience: Sights on Success  
3:00 – 5:00 pm, \$20 for members, \$30 for non-members

**JANUARY**

- 1/15** The Business Experience: Positivity to Profit  
3:00 – 5:00 pm, \$20 for members, \$30 for non-members
- 1/27** New Member Skills Workshop  
4:00 – 6:00 pm, FREE for members

**FEBRUARY**

- 2/3** BNI Vermont Leadership Team Roundtable  
2:00 – 5:00 pm, for Presidents, Vice Presidents,  
and Secretary/Treasurers

**MARCH**

- 3/9** New Member Skills Workshop  
4:00 – 6:00 pm, FREE for members

**Register for Events**

# Member Recognition

## Monthly Member Traffic Lights Report

### 6 Months Perfect Attendance

**Mike Quinlan**

Clover Ridge Media, Middlebury BNI

**Corey Hevrin**

The Vermont Agency, Champlain Connections BNI

**Kate Dubenetsky**

Hall Communications, Queen City BNI

**Amber Thibeault**

Ward and Babb, Wealth Builders BNI

**Jessica Hubis**

Missing Piece Bakery, Prestige BNI

**Soren Pfeffer**

Central Vermont Real Estate, Heart of Vermont BNI

**Brendan Walsh**

Quantum Leap Capital, Shelburne BNI

**Aubrey Carpentier**

JoAnn's Uniforms & Embroidery Works, The Masters BNI

**Meghan Corbett**

State Farm, Wealth Builders BNI

**Caroline Matte**

Caroline Matte Graphic Design, Champlain Connections BNI

**Julia Wilk**

Word & Web Design, Heart of Vermont BNI

**Bob Boucher**

Dependable Service, Middlebury BNI

**Terry Magnan**

Country Boy Classics, Prestige BNI

**Joshua Piascik**

Sherwin Williams, Shelburne BNI

**Julie Goodall**

Genesis Consulting, Shelburne BNI

**Susan Lackey**

Perfect Image Fashions, Wealth Builders BNI

**Katie Frederick**

Applied Solutions Consulting, LLC, Wealth Builders BNI

## New Members - October 2019

**Amy Wolf**

Edward Jones, Queen City BNI

**Robert Diaco**

Signarama, Wealth Builders BNI

**John Borch**

Real Property Management Sterling, Wealth Builders BNI

**Sharon Grimes**

Sharon Grimes Accounting, LLC, Heart of Vermont BNI

**Josh Pepin**

Office Systems of Vermont, Wealth Builders BNI

**Barbara Alpert**

Shabda Wellness, Crossroads BNI

**Beth Hartmann**

Imagine Wellness, Shelburne BNI

**Matt Daubenspeck**

Green Home Solutions, Crossroads BNI

**Dan Hogan**

Strong Will Property Management, Shelburne BNI

**Randolph Rowland**

Teamwork LLC, Shelburne BNI

# Renewed Members - October 2019

**Adam Ginsburg**

A. Ginsburg Architects, Shelburne BNI

**Michael Townsend**

Chiropractic First, Wealth Builders BNI

**Johannes Ziegler**

JZ Carpentry, LLC, Champlain Valley BNI

**Justin Dennis**

JDDesignVT.com, Prestige BNI

**Molly Goodyear**

802 Social, Shelburne BNI

**Natanya Lara**

Natanya Lara Energy Healer, Shelburne BNI

**Alice Lissarrague**

Lissarrague College Guidance, Shelburne BNI

**Matthew Walker**

JC Image, Prestige BNI

**Jeff Teplitz**

Academy Mortgage Corporation, Prosperity BNI

**Bobby Ibarra**

Structural Integration, Shelburne BNI

**Steve Redmond**

Rival Brands, Shelburne BNI

**Chandra Pollard**

Union Bank, Crossroads BNI

**Christophe Lissarrague**

Poze Catering, Wealth Builders BNI



# Important Links

[www.BNIVermont.com](http://www.BNIVermont.com)

[www.BNI.com](http://www.BNI.com)

## BNI Chapter Facebook Pages

Take a moment to “LIKE” other chapter’s Facebook pages to keep up to date on information and events across the region!

[Champlain Connections BNI](#)

[Champlain Valley BNI](#)

[Crossroads BNI](#)

[Heart of Vermont BNI](#)

[Integrity BNI](#)

[Middlebury BNI](#)

[Prestige BNI](#)

[Prosperity BNI](#)

[Queen City BNI](#)

[The Masters BNI](#)

[Shelburne BNI](#)

[Wealth Builders BNI](#)



## BNI Vermont

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