



# Givers Gain<sup>®</sup> Monthly

## ▲ BNI is Rebranding!

You may have noticed changes throughout our social media, our online meetings, and, when we're back to in-person meetings, you'll see it throughout our chapter branded material! This powerful shift in image is dynamic, simpler, and will be implemented seamlessly throughout our BNI systems over the coming months and into the future. Thank you for being a part of this amazing worldwide business community!

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## From Our Executive Director

**MAY 2020** – possibly one of the most memorable Mays in our lifetime because of our experience with physical isolation. Today as you read this and reflect on the last 2 months of change, transitions, and home-time, count your blessings. Many of us have experienced difficulty and distress, yet, buried amongst these hardships there are many shining lights. Time with our children and family, rekindling relationships with important people in our lives, cleaner and/or improved homes, additions to our furry family, books read, exercise, and maybe some much needed quiet time.

*Stress and confusion come from being busy. Peace and clarity come from slowing down and stilling your waters.*

- Maxime Lagacé

BNI Vermont has been proud to be by your side throughout all of this! The quick implementation of BNI<sup>®</sup> Online has allowed us to maintain our marketing efforts, and even helped us pivot our businesses throughout all of this. I'm sure that our experiences with online networking will stay with us throughout the rest of our BNI memberships, and only time will tell how we keep this online environment involved when we're back to in-person BNI meetings.

We aren't slowing our support of your business through all of this transition! BNI Vermont in-person workshops and trainings have been moved online including the Advanced Member Success Program (MSP), chapter MSPs, New Member Skills Workshops, and The Business Experience Series workshops. Register for everything at [BNIVermont.com](http://BNIVermont.com) > Calendar. Be open to what the next months to a year may be like. Wearing face masks might be in and handshaking might be out for a while. We may go back to in-person meetings and then back to BNI<sup>®</sup> Online meetings. Our

willingness to be open to how this experience unfolds will be the difference between mild difficulty and intense distress.

We hope that come summer time we'll be together for our July 17<sup>th</sup> Annual Summer Picnic, and our 7<sup>th</sup> Annual BNI Vermont Awards Banquet on Saturday, July 25<sup>th</sup>. We know the importance of being face-to-face and look forward to rekindling that in an environment that is safe for all of us.



**Vickie Wacek**  
BNI Vermont Executive Director

## Monthly Networking Tip: The BNI Attendance Policy

Possibly the most discussed and debated policy in BNI because we interact with it annually. It creates activity for our Membership Committees and can create stress for us because it requires Accountability – a Core Value of our BNI collaboration. For most of us, we see our fellow members as a limb of our business and as such we work hard to be reliable and professional. To others, we haven't yet crossed into that important perspective of treating our chapter like the Marketing Department that it is, and as such, missing a meeting is something we do without concern. So amidst these perspectives, is there such a thing as a Good Absence? Many of us believe the answer is no; we assume that missing a BNI meeting means breaking a promise and commitment. I'm here to share with you that yes, there is such a thing as a Good Absence!

**Rule #1** is your perspective going into the absence. Are you committed to attending, or do you easily miss meetings when other situations that arise? If you are the first, then it means you take your Absences seriously and you understand the missed opportunities. The Absence you are considering or necessitating might be a Good Absence.

**Rule #2** is whether you tried to find a substitute or not. If you did, then this might be a Good Absence.

**Rule #3** is how you communicate. A Good Absence is transparent. You inform your Leadership Team and Membership Committee that your substitute fell through or you or your family member had a sudden illness that is forcing you to miss the meeting.

**Rule #4** is what you do to make it up to your members. After your absence you reach out to your Featured Presenter to set up a One-to-One, you follow up with your LT about any important points from the meeting, and you reach out to members to follow up on referrals given and received.

Consider your mindset around Attendance. It is such a pivotal part of our success in BNI because without it, many of us would not attend. Make a decision starting today to only have Good Absences!

- 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.

**April 15:** [Episode 651](#): How to Use the BNI Podcast

**April 22:** [Episode 652](#): Tell Me Exactly What to Say

**April 29:** [Episode 653](#): Five Money-Making Activities of BNI

**May 6:** [Episode 654](#): The Butterfly Effect

**May 13:** [Episode 655](#): I Have, I Need, I Will

### **Additional 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. Tim has also created [www.SuccessThroughReferrals.com](http://www.SuccessThroughReferrals.com). One of BNI's missions statements is to change the way the world does business. 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)

## 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

**May 25 – 29, 2020** · 1:00 – 3:00 pm **DAILY**

5 powerful and distinct workshops to take your BNI Membership to the next level!

### New Member Skills Workshops

**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



*Queen City BNI Virtual Chapter Member Success Program Attendees!*

# From the BNI Team



**Alison Davis**  
BNI Ambassador

## Fight or Flight & The Law of Laws

*By Alison Davis, BNI Ambassador*

Our amygdalae have been getting a lot of exercise over the past few months, while our bodies have not. Those two little almonds lodged in our brain are triggered in response to a perceived harm, or threat; like when a pandemic sweeps the globe causing economic, social, and political disruption. As a species, our amygdalae haven't evolved past fight or flight response. This physiological reaction manifests in an array of different physical behaviors.

Fighting can be going after market share when we see weakness in our competitors, stocking up on canned goods and toilet paper, finally making time for yoga or meditation that improves our overall wellbeing & thus the work we do and the relationships we participate in, finally switching software programs, or starting that blog series.

Flight is also disguised in many different behaviors with "doing nothing" as potentially the most damaging form it can take. We can find comfort in doing nothing because our busy, modern lives have us tirelessly hustling to grow our businesses, make sure our kids are doing their homework, keeping up with the Jones' next door, etc. So, why not enjoy a break when it's offered up? Doing nothing is also called analysis paralysis: a result of cognitive overload and fatigue.

Some businesses have closed their doors or stopped their services while they wait to return to business as usual, even if recognizing it's unlikely we'll return to a pre-Covid 19 state of normalcy. My firm works with a lot of small businesses and we've seen the gamut of how different businesses are positioning themselves. Some are creating long & short term business plans for best case scenarios, worst case scenarios, and everything in between. Others have admittedly stuck their head in the sand and have cut off services from professionals who have consistently helped them grow their business. While tightening expenses and having a handle on cash flow & reserves is a critical lifeline for any business, businesses struggling with analysis paralysis shouldn't cut off other essential lifelines impulsively. A coach exhausted & exasperated that clients have canceled shouldn't cancel sessions with their own coach. A coach is a valuable investment. And, we reap what we sow. I don't know if my local yoga & spin studio will reopen, but I keep paying my membership because I know if I abandon these businesses the likelihood that they will reopen becomes slimmer. By putting support for other businesses out in to the universe I have faith this will come back to our business in the form of continued, and new, clients.

Crisis is known to breed opportunity and fortunes will be lost and made in the coming years. The businesses who evolve will land in a better space than those who wait to see where the chips fall. The benefit of our BNI membership is we have a network of experts to turn to for help and support in the areas we want or need to improve in. So with the Giver's Gain<sup>®</sup> philosophy guiding us, if you find you are in fight response, make an intention to purposefully refer your BNI partners more than ever, and, if you are in flight mode, brainstorm with your BNI partners who can help you think outside of the box to gain different referrals than you've asked for in the past.

## About the Author

**Member of Champlain Valley BNI**

Meets Tuesdays, 7:30 – 9:00 am

68 Randall Street, South Burlington, VT 05403

**Current Roles:** Ambassador with BNI VT, Chapter Event Coordinator and Visitor Host

**Past Roles:** Secretary/Treasurer

# Events

## New Chapters Forming!

**Brattleboro** – Contact April with interested parties!

**Bennington**  
**Grand Isle**  
**Manchester**  
**Newport**

**Rutland** – Contact Erin with interested parties!

**St. Johnsbury**

**Stowe** – Contact Heather with interested parties!

**Waitsfield**

**Contact Chapter Launch Directors**

**Heather Belanger** 802-233-9737, Heather@BNIVermont.com

**Erin Perrin** 802-871-5965, Erin@BNIVermont.com

**April Lajeunesse** (802) 989-6284, April@BNIVermont.com

## Event Calendar

### ▶ NEW

**Starting May 19<sup>th</sup>**

**Speed Networking in Vermont via Zoom**

Tuesdays, 11:00 am – 12:30 pm FREE for Members

[Click Here to Join](#)

### MAY

**5/20 Wealth Builders BNI Chapter  
Member Success Program**

10:30 am – 1:30 pm, FREE for Members

**5/25 – Advanced Member Success Program**

**5/29** 1:00 – 3:00 pm each day, \$250 for members

**5/26 Integrity BNI Chapter Member Success Program**

10:00 am – 1:00 pm, FREE for Members

### JUNE

**6/9 The Business Experience:**

**Cashing In on One-to-Ones**

3:00 – 5:00 pm, \$30 for members, \$40 for non-members

### JULY

**7/13 New Member Skills Workshop**

4:00 – 6:00 pm, FREE for members

**7/17 BNI Vermont Summer Picnic**

4:30 – 9:00 pm, FREE (fee for parking)

**7/23 Crossroads BNI Chapter Member Success Program**

10:00 – 1:00 pm, FREE for Members

**7/25 7<sup>th</sup> Annual BNI Vermont Awards Banquet**

Click here to view [Facebook Event](#)

5:30 - 10:00 pm, \$50/person (Get your tickets through your Event Coordinators)

### AUGUST

**8/31 BNI Vermont Leadership Team Roundtable**

2:00 – 5:00 pm, for Presidents, Vice Presidents,  
and Secretary/Treasurers

[Register for Events](#)



*Shelburne BNI Virtual Chapter Member Success Program Attendees!*

## 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.



**Tracy Stolese**

*Gifts*

**Shelburne Gift Company**

The Masters BNI, Colchester

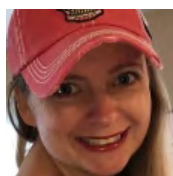


**John Jacob**

*Business Loans*

**Lendio of Northern Vermont**

Wealth Builders BNI, South Burlington

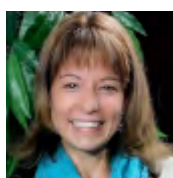


**Catherine Moller**

*Women's Clothing and Accessories*

**Sidepony Boutique**

Champlain Connections BNI, Burlington



**Nicole Tatro**

*Physical Therapist*

**Elite Health and Wellness**

Champlain Valley BNI, South Burlington

## Welcome to Our Newest BNI Vermont Team Members

BNI Vermont is proud to welcome two new additions to the Director Consultant Team!



**Steve Hartmann** became a BNI member on December 18, 2015 with Integrity BNI in Essex, Vermont. During his years there as the chapter's Employee Benefits expert with Affiliated Associates, he climbed the ranks all the way to chapter Secretary/Treasurer. He transferred his membership in 2019 to The Masters BNI in Colchester, stepping immediately into the Education Coordinator role, and then took on the role of Pres-

ident, where he currently serves. **Steve joined the BNI Vermont Team** in May 2019 as an Ambassador, truly showing his Givers Gain® colors, and was invited to become a BNI Vermont Director Consultant in January of this year. His natural communication, support, and creative skills have made him an asset in our Team. Steve is working as the Director Consultant with Champlain Connections BNI in Burlington and Prestige BNI Saint Albans.



**Mickey Wiles** became a BNI member on April 1, 2018 with Champlain Connections BNI in Burlington, Vermont as the chapter's Employee Staffing expert with Working Fields. He started his chapter involvement early by stepping into a Membership Committee role just 5 months into his membership and has climbed the ranks all the way to chapter Vice President where he currently serves. **Mickey joined the**

**BNI Vermont Team** in May 2019 as an Ambassador, quickly engaging deeper into his BNI membership, and was invited to become a BNI Vermont Director Consultant in January of this year. His natural skills in collaborating with others, supporting his partners, and his ability to view situations with fresh insights have made him an asset in our Team. Mickey is working as the Director Consultant with Middlebury BNI and Shelburne BNI.

# Member Recognition

## Monthly Member Traffic Lights Report PERFECT SCORES OF 100!

### **Mollie Lannen**

CW Print & Design, Queen City BNI

### **Christine Golden**

Golden Consulting, LLC, Champlain Connections BNI

### **Janina Kotulich**

Red Poppy Cakery, Queen City BNI

### **NEW MEMBER**

### **Marie Shepherd**

KW Vermont, Crossroads BNI

## Chapters In The Green - April 2020

### CONGRATULATIONS TO **Champlain Connections BNI**

To access your Chapter's Traffic Lights Report, go to:  
BNISconnect.com -> Reports -> Chapter -> Chapter Traffic Lights

## 6 Months Perfect Attendance

### **Mike Quinlan**

Clover Ridge Media, Middlebury BNI

### **Jessica Hubis**

Missing Piece Bakery, Prestige BNI

### **Bob Boucher**

Dependable Service, Middlebury BNI

### **Justin Loati**

La Panciata, Crossroads BNI

### **David Hills**

Waypoint Management Services, Middlebury BNI

### **Robin Freeman**

Law Office of Caroline S. Earle PLC, Heart of Vermont BNI

### **Janina Kotulich**

Red Poppy Cakery, Queen City BNI

### **Jay Stearns**

Accent Productions, Champlain Valley BNI

### **Elizabeth Davidson**

Clear Connection Chiropractic, Queen City BNI

### **Allison Bogan**

Precision Chiropractic, Shelburne BNI

### **Travis Spencer**

Kinney Insurance, Champlain Valley BNI

### **Robert Shea**

Rob Shea Carpentry, LLC, Integrity BNI

### **Kate Tucker**

Hall Communications, Queen City BNI

### **Mike Sealy**

BTV Creative, Champlain Valley BNI

### **Michael Languasco**

People's United Bank N.A., Champlain Valley BNI

### **Robert Diaco**

Signarama, Wealth Builders BNI

### **Nicole Tatro**

Elite Health and Wellness, Champlain Valley BNI

### **Larry Gilbert**

Zoombikes, Heart of Vermont BNI

### **Sam Markewich**

Downtown UP, Crossroads BNI

## 6 Months Perfect Attendance (cont.)

**Johannes Ziegler**

JZ Carpentry, LLC, Champlain Valley BNI

**Deborah Phillips**

The World, Heart of Vermont BNI

**Jackie Budgor**

Blue Lotus Cleaning, Champlain Valley BNI

## New Members - April 2020

**Lisa Sylvester**

Interrobang, Queen City BNI

**Marie Shepherd**

KW Vermont, Crossroads BNI

**Amy Escott**

Escott Legal Services, Shelburne BNI

**Brittany LeBerge**

Martin Delaney & Ricci Law Group, Crossroads BNI

**Mike Lamos**

Lamos Electric, Prestige BNI

**Stacey Lax**

Coldwell Banker Hickok & Boardman Realty, Champlain Valley BNI

## Renewed Members - April 2020

**Justin Bunnell**

RetroMotion Creative, Shelburne BNI

**Julie Goodall**

Genesis Consulting, Shelburne BNI

**Deborah Phillips**

The World, Heart of Vermont BNI

**Anita Hoy**

Fluidly Moving Body Works, Crossroads BNI

**Howie Michaelson**

Sun Catcher Solar, Heart of Vermont BNI

**John Wisell**

Acorn Painting, Shelburne BNI

**Liz McCaslin**

Coldwell Banker Hickok & Boardman Realty, Queen City BNI

**Mike Quinlan**

Clover Ridge Media, Middlebury BNI

**Reed Prescott III**

Prescott Gallery, Middlebury BNI

**Julie Thorpe**

Spruce Mortgage, Shelburne BNI

**Kassidee O'Neill**

Lila Mae LLC, The Masters BNI

**David Palmer**

Palmer Insurance, The Masters BNI

**Alex Duval**

Wendell's Furniture, The Masters BNI

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## How Do You Givers Gain®?

BNI Vermont is always interested in working with motivated Vermont professionals to continue the important role of supporting Vermont businesses through referrals! If you are interested in learning more about becoming a part of the BNI Vermont Team as an Ambassador, Coordinator Specialist, or Director Consultant, contact Executive Director, Vickie Wacek, at [Vickie@BNIVermont.com](mailto:Vickie@BNIVermont.com).



## 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**

PO Box 64737 · Burlington, VT 05406

Phone: 802-557-0111

Vickie@BNIVermont.com

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

# **BNI**<sup>®</sup>

*Changing the Way the World Does Business<sup>®</sup>*