

OHIO BUSINESS WOMAN

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State President Trecia Kimes-Brown participated in a National Guard flight orientation in August. She is pictured in 2nd row, third from the right.

NBWW celebrates 80 years of achievements

October 20-25, BPW/USA will celebrate the 80th anniversary of National Business Women's Week® where BPW organizations across the country will honor women's achievements and look to the future of women in business.

The idea was first conceived in 1928 by Emma Dot Partridge, executive secretary of the National Business and Professional Women's Club. Since then it has become an important annual event to acknowledge women in business who may otherwise go unnoticed.

How will your local or region celebrate this special week?

Many organizations will participate in an awards program, others will host an event in conjunction with an "Iron Jawed Angels" presentation. This is a great time to honor one of your own members. You can recognize a member for her work in BPW as well as for the contributions she has made to your community. Please make sure to invite community leaders to the event so that they can see the vital part that BPW plays.

Use this year to remember the achievements of our past and to build a bridge to the future. Let's educate our communities about the achievements of women in business and BPW.

Ohio's Impact on America's Future

By Trecia Kimes-Brown, BPW/Ohio State President

Our issues management agenda for this federation year focuses our collective efforts on the following: the first third of our year on getting out the vote; the second on joining forces and lastly, looking to the future. The plan could not be more relevant. I read a realpolitics.com article today, which talks about the significance of Ohio in this year's election. It is quite possible that any Ohio county could be the focus of national attention on the evening of November 4. It is likely that Ohio female voters could dictate the outcome of our national presidential race. I am ready.

At the November 1st State Meeting in Canton, we will begin the next chapter of our Federation year. I am hopeful that it will have as large an impact as your suffrage efforts as we **Join Forces**. In the last *OBW*, you read a story about **Chris Hatem**, McArthur Local, who attended the Ohio Air National Guard Orientation Flight in May. Last month, I had the privilege of also being able to go on an orientation and re-fueling flight with the Ohio Air National Guard, the 121st Air Refueling Wing. It was facilitated by Lt. Col. Lowrey who will be speaking to us at the November State Meeting. I cannot adequately describe what it feels like to be lying on your stom-

ach (literally) looking out a small window at another U.S. Air Force plane, like the one you're riding in, just 10 feet away.

The 121st Air Refueling Wing, located at Rickenbacker International Airport in Columbus, provides in-flight air refueling support to the Air Force, Marines, and Navy on a world-wide daily basis.

There are approximately 27,543 national guard and reservists in Ohio and 1.2 million nationwide. Approximately 85% of Ohio's National Guard and Reservists have been called to active duty. The deployed Guard and Reserve members are employed by over 7000 employers in Ohio.

We can support our Ohio Guard and Reservists. We can support their families; the schools of our Guard and Reservists' children and educate the employers of our Ohio Guard and Reservists. Lt. Col. Lowrey will explain how. **Please join BPW/Ohio Board of Directors, and Lt. Col. Lowrey as we Join Forces with the Ohio Air National Guard, 121st Refueling Wing.** ■

(Registration for this meeting on the back cover.)

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President's Message

By Trecia Kimes-Brown, BPW/Ohio President

BPW/Ohio raises the bar nationally

I am always impressed by the strength of our state organization. Despite the amount of attention that we give to issues and our concerns over declining membership, etc., our organization is arguably the strongest in the nation. This was made evident to me while I was at national conference and traveled almost every weekend this summer to region meetings.

For example, the **financial status** of the national organization is at a critical juncture. Significant losses occurred during this national fiscal year which ends in September due to conference underattendance (i.e. some sponsors withdrew because we did not meet their registration requirements, hotel charges increased again because of a shortage in room nights booked, etc.), membership decline and a substantial loss on our financial investments. I am most proud that Ohio has had the good fortune of strong financial stewards over the years. Our financial status is strong.

Another example involves **membership**. Yes, our numbers are lower than they have been in the past. However, I met with the presidents from our area as well as our area representatives for breakfast one morning. We have the largest contingency in our area and they were envious of our numbers. Again, I think this is due to strong leadership and the ability of BPW/Ohio to meet the needs of the members.

A third example relates to **leadership**. Believe it or not, there is at least one state organization without a president. The other presidents were concerned about filling board positions, decreasing the number of board positions, etc. We are so fortunate to have strong leaders step forward each year to serve our organization with little or no financial reward from the organization. I see more younger/newer members becoming involved. Their efforts under your mentorship will pay huge dividends for our future.

A fourth example is your willingness

to complete a **strategic plan**. Despite all of the problems that were raised by the state presidents, Ohio was the only state that was undertaking the large task of developing a strategic plan. This is a tribute to your dedication to this organization.

A last example pertains the role of BPW/Ohio as a **formidable advocate**. Our state organization is being called upon directly by BPW/USA to undertake advocacy efforts to assist in the achievement of our legislative platform goals. This is a tribute to the work of the legis-

lative committee and the desire of members to become involved. Good things are going to come of this relationship for women in Ohio and nationally.

I look forward to carrying these strong principles forward with you. I look forward to incorporating these priorities into our long range planning. I look forward to sharing with you at the November meeting a new role for BPW/Ohio i.e. joining forces with the Ohio National Guard.

Looking to the Future
Trecia Kimes-Brown



Edited by Patricia Brankatelli (Except taken from the Internet, author unknown)

As the 2008 Presidential Election comes this November 4, we need to remind women about the importance of their right to vote. A well-produced 2004 HBO-released movie "Iron Jawed Angels" is a piece of history about the suffragists, told in a very dramatic way. It is a graphic depiction of the battle these women waged so that today we could go to the polling booth and have over 100,000 million female voices heard across the United States.

It was not until 1920 that women were granted the right to vote. Prior to that, the struggles were great, and defeats many. Thus unfolded the 'Night of Terror' on Nov. 15, 1917, when the warden at the Occoquan Workhouse in Virginia ordered his guards to teach a lesson to the suffragists. They were imprisoned there because they dared to picket Woodrow Wilson's White House for the right to vote. Forty prison guards wielding clubs and their warden's blessing went on a rampage against the 33 women wrongly convicted of "obstructing sidewalk traffic".

They beat Lucy Burns, chained her hands to the cell bars above her head and left her hanging for the night, bleeding and gasping for air. They hurled Dora Lewis into a dark cell, smashed her head against an iron bed and knocked her out cold. Her cellmate, Alice Cosu, thought Lewis was dead and suffered a heart attack. For weeks, the women's only water came from an open pail. Their food — all of it colorless slop — was infested with worms.

When one of the leaders, Alice Paul, embarked on a hunger strike, they tied her to a chair, forced a tube down her throat and poured liquid into her until she vomited. She was tortured like this for weeks until word was smuggled out to the press.

It is jarring to watch Woodrow Wilson and his cronies try to persuade a psychiatrist to declare Alice Paul insane so that she could be permanently institutionalized. The doctor admonished the men: "Courage in women is often mistaken for insanity."

So, refresh my memory. Some of us won't vote this year because — why, exactly? We have family responsibilities? We have to go to work? It's only one vote? It's cold and raining? Sometimes it may feel more like an obligation than a privilege. I am ashamed to say sometimes I need a reminder.

Women are not voting in the numbers that we should be, and I think a little shock therapy is in order. What would those women think of the way we use — or don't use — our right to vote? The right to vote should become as meaningful as it was for these women whose lives were threatened.

This year would be a perfect opportunity to hold a regional or local viewing of "Iron Jawed Angels" as a reminder to women. Each region received a DVD for their locals to use.

Whether you vote democratic, republican or independent party — remember to vote. History is being made.

Set Your Sights on Number 6

By Phyllis Riccadonna, BPW/Ohio Membership Chair



As the summer comes to an end, I hope everyone has been busy getting in touch with your lapsed and current members to remind them that they are important in our fight for equality in the workplace.

I will remind you that our goal this year is recruiting 6 new members for each local, and of course, retaining membership. The six new members can be of any age, but for awards at conference next year, you will need to recruit one in their 20's, one in their 30's, one in their 40's, one in their 50's, one in their 60's, and any age for a member in the military or one who has served in the military.

Many people ask me how I recruited over 50 new members for Ohio Valley BPW in 2006. I had a passion to speak to women who had never belonged to an organization. I was excited to explain our mission and that our mission might not only be for them, but maybe their daughter, their mother, their sister, their aunt, or best friend who struggles at their workplace to make a living, works hard, and is paid less. Yes, we need to be reminded everyday that we still only earn

77 cents to a man's dollar. In 2008, this is just unacceptable.

Membership is key — are you doing your part? Just ask one person, then follow-up and follow-through. I am excited to see how you do. Have a membership drive this year with your local. Be creative in doing so — that way potential new members will find your club exciting and fresh. Be sure to discuss legislation at each meeting.

Start the year off with a tea, a style show, a business networking, or an "Iron Jawed Angels" night. Get in touch with your local community college or university and recruit members there. I think you will be surprised to learn that young women of today want to be a part of some good news — the news that we will break the glass ceiling someday, or that women make a difference in political elections.

If you need my help any time, please contact me. My home phone is 740-266-2466; my cell phone is 740-317-3868. If you want me to speak about membership at your club, I would try to arrange that also. Good luck this year with your local. I know you can be successful. It does take work, but guess what, we are used to working hard.

Ohio Business Woman submits Statement of Ownership, Management and Circulation

Submitted by Patricia Brankatelli,
Editor

In compliance with 39 USC 3685, Ohio Business Woman publication #1096 634X, submits the following statement of ownership, management and circulation.

The address for Ohio Business Woman is 57 Periwinkle Drive, Cleveland, OH 44138. The magazine is owned by the Ohio Business & Professional Women's Club, Trecia Kimes Brown - president, Patricia Brankatelli - editor.

There are no bondholders, mortgagees or other security holders. Ohio Business Woman is published four (4) times a year (January/March/August/October). Subscription is part of membership dues paid annually.

The single issue published nearest to the filing date is the issue of Fall 2008. The total number of copies (press run) for the issue was 800. Paid and/or requested circulation is by membership only. Average: 794; Fall 2008 issue: 753. Free distribution by mail, average is 16. Most recent issue is 5. Free distribution outside mail, average is 50 copies and most recent issue is 30 copies. The number of copies for office use, leftovers or spoiled is an average of 40 for average, Fall 2008 is 12. The percent paid and/or requested circulation for average is 92 percent and Fall 2008 issue is 96 percent.

Patricia Brankatelli, editor, has signed and certified that this information is true and complete and has filed a copy of the statement with the U.S. Post Office on September 15, 2008.



BPW/OHIO PAC Update

By Kelly LeFevre, State PAC Chair

BPW/Ohio Political Action Committee (PAC) represents the collective power of individuals who support BPW/Ohio's legislative agenda and platform. BPW/Ohio PAC is an issue-based organization and is not affiliated with any political party. The political action committee provides financial contributions and endorsements to women and pro-women statewide candidates who support BPW/OHIO legislative priorities.

Through BPW/Ohio PAC, members are able to act together in an organized way to participate in the OHIO political process and to support candidates whose views we share. For more information about how you can participate or contribute, please contact Kelly LeFevre, BPW/OH PAC Chair at kelly@focalpointalliance.com.

Conference Photos

All pictures have been mailed from conference. If you haven't received your pictures yet, please let Carol Ater know at carol.ater@hotmail.com.



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Ready for Region ID Training

By Sharon McTigue, Individual Development Chair



BPW/USA is hard at work updating and refining the Individual Development Course — a normal process to keep the ID program timely.

However, the effective date for any and all changes made to the Individual Development Program is not until August 2009. None of these upcoming changes will impact our Individual Development Program this 2008-09 BPW year. So PLEASE, don't delay - schedule your Region/local classes NOW. The training materials that you have now are EXACTLY what you need to advertise and promote the Individual Development course. Nothing has changed. BPW/Ohio has published the names and

contact information of the facilitators for the ID program in both the OBW and Insider. Please feel free to contact them directly — or contact me and I will contact a facilitator for your ID training session.

Several Regions have already indicated that they are going to have classes — that is outstanding!!! Our goal is to have classes in EVERY REGION. Remember Individual Development Course is for everyone — every age — every occupation. Don't miss out on its benefits — for yourself, your local, and your community!!!

Attention BPW Ohio Facilitators: Although the first ID Recertification WEBINAR was cancelled due to some technical difficulties, BPW/USA plans to schedule another in the future. Please consider participating in the webinar so that you can continue to facilitate the ID training classes AFTER August 2009. Only those facilitators who have been recertified will be able to validate the ID training or be able to teach a new facilitator's class after the August 2009 date.

Next OBW is February, 2009: Send Local or Region News to OBW Editor at pbrank@aol.com OR mail to Pat Brankatelli, 838 Eileen Dr., Macedonia, OH 44056.
Deadline January 18, 2009 for articles.

BPW/OHIO RETIREMENT LIVING

By Kathy Kellums, Retirement Living Board President

As you know we are now making donations to non-profit/low income subsidized senior housing facilities in the state of Ohio. Each local will again have the opportunity to submit a request for a \$500 donation to a non-profit subsidized senior housing facility. We will award \$500 to one local per region, in addition to \$500 to the Hillrise. The criteria and request form will be mailed to each local.

We also encourage each of you and your local to support low-income senior citizens by making a donation in one of the following categories:

- Friend of Retirement Living \$25
- Patron of Retirement Living \$50
- Guardian Angel Level \$100+.

If you or your local wish to support this project, please make your check(s) payable to BPW/OHIO Retirement Living and mail to **Barbara Lykins, 1054 Berkshire Rd., Dayton OH 45419**. Certificates of Appreciation will be given at State Conference in May to those who make donations by May 1, 2009.

Capitol Hill calls on Ohio BPW about Legislative Issues

By Penny Pelikan Dehner, Legislation Chair



Iam so very excited by a number of things this year. First, we have an ACTIVE committee for legislation. In addition to the elected region legislation chairs, we have some who volunteered to be a part of this committee. We accepted one of the challenges put forth by our long range planning committee and we are using technology to advance our legislative efforts; our "leg reps" plan to be active this year. We recently started meeting via GMail chat. Not only are we exchanging ideas and sharing our knowledge of technology, we are making plans for educating our members and the public about BPW/OHIO and our advocacy. We want to get out and meet with the members about our legislative efforts and we will be happy to inform and educate them. Contact your Region Legislation Chair

or myself and we will try and work out the logistics and a program for your local meeting. If you would like to participate in the chats, the next meeting is scheduled for Tuesday, September 16, 2008 at 6:00 p.m. If you are interested, please do not hesitate to contact me. **We have directions on how to get a GMail account and how to chat — email Penny Pelikan Dehner at sebash@horizonview.net for details.**

Above and beyond the legislative work we are focusing on within our great state of Ohio, we have been called up by BPW/USA Public Policy Director Rachel Lyons to focus our advocacy efforts on U.S. Senator George Voinovich regarding the Lilly Ledbetter legislation. **Brenda Simpson**, Region 7 President, attended a meeting with one of his legislative aides in Cleveland to discuss our position on the legislation and **Joanne Marksberry** from Cincinnati BPW had the opportu-

nity to meet with Senator Voinovich's aides in Cincinnati to discuss the Ledbetter Legislation. Rachel Lyons just recently reached out to us to have our members contact both Senators from Ohio regarding Paid Parental Leave for Federal Workers. This is exciting for all BPW/OHIO members to be called upon to help truly make our voices heard on Capital Hill!

Another EXCITING item is BPW/OHIO State Board members voted to fund (with 2008 conference proceeds) our BPW/OHIO Policy and Action meeting in Columbus in the spring. The details are still being worked out but you will be given plenty notice so that you can plan time to focus on important legislative issues at our Statehouse in Columbus. This is shaping up to be one of the most exciting events of the year! ■



YC Program promotes Individual & Membership Growth



By Dianne Barnhouse, YC Chair

It is no surprise that our business world is changing, and with each new generation stepping into the fold, it becomes increasingly more challenging to ask for time and involvement. Many organizations are dealing with a decline in participation. This effects our group too, as nationally there is a 17% decline in membership to BPW. Though our numbers in Ohio are still high in comparison, it is not a stretch to say that most of our locals could all use a push with recruitment. You have the perfect program already in place to entice younger members early! It is the Virginia Allen Young Careerist (YC) program.

BPW/Ohio encourages you to utilize the Young Careerist Program to recruit members and to take advantage of the educational avenue it provides for BPW to be heard in your community.

The YC vision is to provide training, leadership and development skills; however, it can also get young women excited about what BPW is all about and retain them in leadership positions. It introduces participants to BPW/USA and BPW/Ohio, and offers unique learning opportunities..

Learning experiences include networking, workshops, public speaking, interviewing and group activities. The competition itself requires research, preparation and public speaking, which of course are also basic skills needed for all working women to succeed. A participant can put the YC

Program on her resume, which could help in career growth.

Young Careerist Program material and information is located at www.bpwusa.org; under Business & Careers, then Young Careerist Program. The four basic state requirements constituting the mandatory BPW/USA criteria are as follows:

Step 1: Criteria for YC Candidate

- Be between the **ages of 21 and 35**, inclusive, by July 31st following the first competition in which she/he participates;
- Be or have been employed in business or the professions with at least **one (1) year of full-time work experience**;
- Be a **BPW member** in good standing;
- Be willing to **sign the BPW/USA Legislative Platform** agreement.

Note: E-members and members not affiliated with a local organization are eligible and encouraged to participate!

Step 2: Recruiting the YC Candidate

1) Seek YC Representatives from your local membership. (Do you have a neighboring local who does not participate in the YC that may have candidates?).

2) Reach out into the community by contacting business and industry leaders for nominations. A sample letter requesting nominations from local businesses as well as other resources is included in the BPW/USA Resource Manual located at www.bpwusa.org.

3) Publicize the YC program through the local newspaper and request that interested representatives submit resumes and applications directly. See

the BPW/USA Resource Manual located at www.bpwusa.org for more information and resources.

4) If you live near a university, send letters to campus organizations such as Student Senate, Sororities and Fraternities, Campus Activities Board, etc. for potential prospects.

5) Offer a small monetary reward and certificate to your local/regional winner; or waive their dues for one year.

6) One-to-one requests directed to potential YC candidates.

7) Public Service Announcements at radio stations or television stations.

8) Seek out referrals from College Counselors, Chamber of Commerce, Service Organizations, Volunteer Organizations, Health Department, Women Business Owners, Employers with employees in the public eye (i.e.: lawyers, realtors, bankers, hospitals)

Step 3: Scheduling the Competition

Please plan and schedule your Local and Region competitions to be completed in time to meet the 2008-2009 State Young Careerist deadlines. The deadline for submitting your Region Young Careerist requirements to **Dianne Barnhouse** is **March 15, 2009**. (*No late entries will be accepted.*)

The BPW/OHIO Young Careerist Competition is on April 4, 2009, at the State Leadership Training/Meeting. The BPW/OHIO State Conference is May 29-31, 2009, at the Cherry Valley Lodge in Newark, Ohio where the State Young Careerist winner will present her YC speech. ■



Submitting Changes to ByLaws, Policies & Procedures

By Karen Prelipp, State By-Laws Chair

The revised BPW/OHIO Policies and Procedures have been approved and are posted on the BPW/OHIO website www.bpwohio.org. BPW/OHIO State Bylaws are there as well. I am working to get the Model Local Organization Bylaws onto the BPW/OHIO website, but are currently available on the BPW/USA website. If for any reason you are not able to access these documents, please contact me and I will mail them to you directly.

Any proposed changes for BPW/OHIO Policies and Procedures must be presented to the Board of Directors. Recommendations for changes you wish considered at the November, 2008 Board

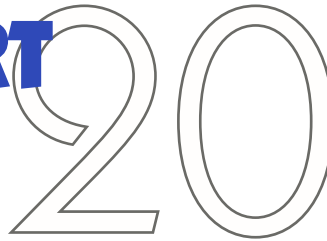
Meeting can be submitted to me **prior to October 1, 2008**. Any Bylaws proposed changes must be presented to the Board of Directors and acted upon at the November 2008 Board Meeting so they can be presented to the conference body in May 2009.

Recommendations for changes can be submitted prior to October 1, 2008, via email at kip@kipskookies.com or by snail mail to **Karen Prelipp, Bylaw Chair, 2450 New State Road, Norwalk, OH 44857**. Please adhere to this deadline. We will need the time to review the recommendations and prepare them for inclusion in the Call to Board that will be mailed after October 15, 2008.

BPW/USA CONFERENCE REPORT

By Lynnette Brim, State Vice President

Tips on exercise, education and political engagement sessions



I decided to attend national conference after my daring step into leadership with BPW/Ohio in May 2008. This was

the second national conference I have attended. The first I attended was 2003 in Cleveland, Ohio where I volunteered and attended bits and pieces of the event.

My goals for the 2008 BPW/USA National Conference were to learn as much as possible and network. I accomplished my goals. Now it is time to reinforce them. So what did I learn?

- I learned cervical cancer is the second most common cancer in women worldwide. Cervical cancer can be prevented using the Pap test, the HPV test and the HPV vaccine.

- There is a program through the American Heart Association Choose to Move. The 12-week program supports and encourages women

to get at least 30 minutes of physical activity at least five days a week. You can get involved or better yet get your local organization involved with Choose to Move!

There is a toolkit developed by BPW/USA to help you get started. The toolkit can be found at www.heart.org/pre-senter.jhtml?identifier=3053619

Pictured right are the 2008 State Presidents with National President Diane Polangin.



- You can do fitness on a budget. Did you know that a large can of broth is 3 pounds? Too light for you? Then use a 5 pound bag of potatoes. Then you can graduate to a gallon jug filled with water that weighs 8 pounds.

I learned these tips while participating in the Choose to Move exercise sessions. My goals from these sessions: schedule my work-outs and commit to the Choose to Move program.

- My most valuable aspect of the conference was the workshop Advocacy 101: Tools for the Political Engagement led by BPW Director Rachel Lyons. She gave so many tips and we got to do some role playing. I believe you retain more if you are an active participant in a workshop. She gave us a whole list of advocacy do's and don'ts. One of her tips —Think of yourself as a consultant to a legislator. You have expertise and insights that help the understand the

Now onto the business meeting held on

Presiding President Barbara A. Henton and incoming President Diane Polangin dared us to step into leadership and issued a Call to Action. The members in attendance were passionate regarding the three-step plan. I've signed my support. Many changes must be implemented in order to continue the mission to achieve equity for all women in the workplace through advocacy, education and information. Please visit BPW/ USA's website to read the resolution and pledge your support.

the last day of the conference. You know the saying — save the best for last? This was the last event I attended and the business discussed was extremely important. Several important topics were discussed and some motions from

the floor discussed for a long time with permission from the body. So much discussion was spawned that the afternoon workshops were cancelled and the installation was delayed. The largest impact to our organization was the non-public policy resolution VOTE for BPW/ USA's Future.

My second goal of networking began with the trip to Atlanta with PSP Charlon Dewberry and her daughter Margaret Dewberry-Brown. We traveled in her vehicle and shared lots of stories. We also shared a parlor suite at the Hilton. The hotel check-in/check-out process could be a separate article. Our public speaking skills came in handy! Three other noteworthy networking times was the 2008-09 Vice Presidents' luncheon, President Trecia Kimes-Brown birthday dinner and the GO BPW/USA evening social. I just love meeting and getting to know other BPW members. When you see me ask me to show you my new pins - it is a tradition that is still done. If you are not comfortable with networking, take the Individual Development course. It has been newly revised which I learned at an overview workshop at national conference.

There were so many things to do, not enough time for it all; but I'm reenergized, educated and ready to support our mission! ■



President Trecia Kimes-Brown and Vice-President Lynnette Brim at the national conference in Atlanta.

08 HIGHLIGHTS FROM LAKESIDE

Women in history visit Ohio BPW members at August Board

By Trecia Kimes-Brown, State President

The August State Meeting was held at Lakeside Hotel on August 2, 2008. The Board of Directors (almost 100% of our board members attended) and other members met on Saturday morning in the historic hotel on the waterfront. The board meeting offered a lengthy discussion about important financial issues. The board meeting offered a perfect opportunity to learn about parliamentary procedure as we had 2 standing votes, etc. during our discussions. The focus of the financial discussion was the allocation of proceeds remaining from the 2008 Conference. The Conference Committee was good financial stewards and was able to leave a surplus arising from corporate sponsorships. As a result, BPW/Ohio and its members will reap unprecedented benefits by vote of the Board. First, BPW/Ohio is authorized to purchase a projector for our use. This will result in a substantial savings over the years as we are incurring rather significant charges to rent projectors from hotels, etc. at meetings and conferences. Proceeds will also be used to fund Lobby Day in 2009. Proceeds will also be used to give something back to Conference 2009 registrants by allowing a credit against the registration fee for those

who register early. These allocations will further strengthen the financial status of our organization and directly benefit our members.

After the board meeting, members began the final long range planning session with the assistance of our strategic planning guru Terri Felther-off. The members attending were divided into four groups representing the T-I-M and E elements of our strategic planning. The groups were diligently to identify the strengths and weaknesses of our organization in regard to each of those elements, the goals of our organization in the next year, the following 2-3 years and then the following 3-5 years. The groups were provided a tool kit in order to assist with their determinations. The tool kit contained the map of the location of our locals and the number of their members, the mission and platform of BPW/Ohio, the summary of all the comments from each summer region meeting and various other materials. Due to the limited time that was available, we did not complete each question in each area. However, the long range planning committee continues to work on this project so that we can present the written draft at the November meeting. If you have



Above is President Trecia Kimes-Brown portraying Alva Vanderbilt, in a dress handmade by her mother, with Tomma Bordenkircher wearing her votes for women sash.

comments in the interim on any of the elements, please feel free to let one of the region presidents or board members know so that the information can be provided to the committee. We look forward to sharing the results of the long range planning process with you.

We took a break from the long range planning process to share in a Suffragettes Tea. We dined in a room overlooking the lake on a beautiful sunny day where you could imagine our sisters sipping tea and plotting their strategies for obtaining the right to vote, etc. While taking tea, our hostess, Alva Vanderbilt, a suffragette supporter, introduced our luncheon guests: Alice Paul and Elizabeth Cady Stanton portrayed by the professional reenactors from Women in History. You could sense their dedication to the Cause as we heard how they became involved in the movement and the sacrifices that they made to provide us the opportunity to vote. I believe that everyone in that room left more inspired to promote the vote. ■

Lilly Ledbetter fights for equality

By Lisa Gilliland, BPW/Ohio Recording Secretary

Lilly Ledbetter came before members at the BPW/USA National Conference in Atlanta, GA and told her story. She told us how she did the same jobs as her male counterparts working side by side with them to only find out years later that she was grossly underpaid. She continued telling us all the events that have happened since she left employment with Goodyear-Gaston: the lawsuits, the trials, the victories and the defeats. She is now carrying on her fight so that all women receive fair and equal pay.



Hearing her stand before us and tell her story was an awesome experience. It is absolutely amazing to me that these kind of discriminations still exist. Lilly is a down to earth individual, just like you and I. You can tell by listening to her speak, that she is a woman with a strong constitution, commitment, determination and faith. She made you want to help her, by picking up her cause and doing whatever possible to get her bill passed. She knows that she will not see the fruits of her labors, and will not receive any benefit from getting this bill passed, other than knowing that she what she does everyday, is keeping other women from being discriminated against as she was. And that is enough for her.

Recipe for Success

Ohio BPW will be unveiling its membership cookbook at the November 1st meeting. If you would like to pre-order a copy, contact Deb Hobart, Non-Dues Chair, at dhobartoh1@yahoo.com, or at 330-527-5505. Cost is \$25.



JUST HOW ARE WE SUPPOSED TO MANAGE ALL THESE ISSUES?

By Linda Miller, BPW/OH Issues Management Chair

Issue - a vital or unresolved matter, concern, problem — a matter in dispute between two or more parties.

Management - a formal process, plan, to anticipate & take appropriate action on concerns or issues likely to affect those involved.



Several people have commented that SBPW tries to be all things to all women, and that we suffer from chronic “issues gluttony.” Yes, our Legislative Platforms pretty much address every issue important to women—our bodies, our education, our work, our money, and our government. If you add BPW’s signature programs to that, there is a lot to manage. I admit that there have been times that I envy those one issue organizations; however, I know that all these issues are inter-related, and that no one is passionate about all of them.

For many years, the late **Bette Scott** and I had a “chicken or the egg came first” bantering. Bette’s position was that if a local organization had good programs, new members would follow. My position was that a local organization needed a fair number of participating members to be able to have good programs. We came to realize there was truth in both positions (*we were referring to programs about issues, by the way*). We have set forth award criteria and suggestions for those locals who manage many issues, and manage

them well. This is not the “Holy Grail.”

Here are a few how to manage issues tips:

- 1) Be passionate, excited, positive, creative, or enthusiastic about your program issue;
- 2) Be as inclusive as possible, by promoting your event and inviting the public;
- 3) Involve as many members as possible;
- 4) If your LO is small in numbers, sign on to another organization’s event, or ask them to help with yours;
- 5) Dare to try something new and have fun (some of the most forceful advocates have been humorists);
- 6) Keep your event short, sweet, and simple;
- 7) If it “flops,” whisper “whoops” and move on! Remember, only you know what the expectations are.

YOU’LL DO GREAT!!

New Mailing Address for Member’s Dues

By Kathy Kellums, Database Mgr.



Remember that all new member forms and reinstatement membership forms should no longer be sent to BPW/USA in Washington D.C.

Please SEND THEM TO **Business and Professional Women/USA, c/o Wachovia Bank, PO Box 75278, Baltimore, MD 21275**. Remember that Member of Local dues is \$60 for National, \$11.50 for State **plus your local dues**. A Student of Local dues is \$21 for National, \$6.50 for State **plus your local dues**.

When local treasurers receive dues payments, they should be forwarded immediately to the above address. They are not a member until BPW/USA receives the monies.

In order to keep our OHIO database current and to make sure you receive our OBW and BPW/ USA information; we need to know the following information: new addresses, new email addresses, new phone numbers, any misspellings, correct zip codes, etc.

Please send any changes to Kathy Kellums:

E-mail: kpkell@sbcglobal.net
Phone: 440-235-6871



Erin Al-Mehairi holding certificate with National President Barb Henton.

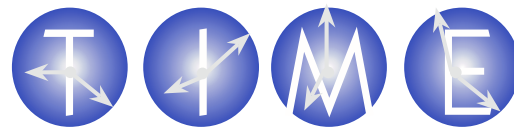
Young Careerist Rep takes the next step

Erin Al-Mehairi, Ashland BPW represented BPW/Ohio at the National Conference in Atlanta in July of 2008. When she boarded the plane, leaving her children in Ohio for a few days and her job, she did not know that her involvement with the YC program was just beginning. Erin was recently elected as the Area 4 Representative to the Newly Implemented Young Careerist National Advisory Board, which will be working with the BPW/USA national board to advise on recruiting and retaining a younger generation of women to BPW. This new council was formed after the motion was made at this year’s national conference. A voter ballot poll was given in August by Beth Bates, National YC Chair and Board member, to the 32 Young Careerists that competed at national this year which determined who would be the eight area representatives to hold two-year terms.

Erin states that she is “so very proud that at national conference, the young women that I met and networked with thought enough of my leadership, insight and personality to vote me to be a member of the first YC advisory council to the national BPW board.” She said “I am extremely excited to offer my marketing skills in order to give a face-lift to programming and materials in order to recruit Gen Y and Xers to participate as YCs and have a great experience doing it.”

President-Elect Statewide Updates

By Shirley Cochran, BPW Ohio President-Elect



As I attended the region trainings for Regions 3, 5, and 7, I noticed a lot of the same faces that I see at the state conference and state meetings. Although it is great to see all of my friends again, the issue of new members being involved at this level is one we need to act upon. Maybe we need a New Member and Officer 101 classes or at least articles in the Insider or OBW? If more members and officers knew what was expected of them maybe we would have more ladies step forward to take those actions.

Long Range Planning Committee: Chair **Penny Pelikan Dehner** and the rest of the committee are working hard to come up with the plan to present at the State Meeting on November 1, 2008.

Retirement Living: As a member of the Board by virtue of being President Elect, I attended the meeting and was given paperwork to do some checking into the situation with our name being associated with the Toledo retirement facility now that the loan has been assumed over by others. In addition, it never hurts to keep up-to-date on what the BPW/Ohio name is attached to for our sake and for national's.

Florence Allen: Also a member of the Board by virtue of my office, I have not received anything as of yet about what FAEF is up to and look forward to meeting with those ladies in the near future.

The *Columbus Dispatch* recently did an article on the Governor's appointment to Boards and Commissions and the fact that about only one-third of the appointments were women. A discussion followed on the reporter's blog about why that statistic is and it was determined that one reason was the fewer number of women applying for appointments. It is interesting to see the varied interests involved in the appointments. Please go to the website and take a look for the different months listed at the vacancies: <http://governor.ohio.gov/GovernorsOffice/Appointments/BoardsCommissions/tabid/61/Default.aspx>. For instance, State Board of Career Colleges (11/20), Ohio Advisory Council for the Aging (11/22), Clean Ohio Council (11/23), and the Elections Commission (12/31) all have vacancies and there are many more. The application form is on the website for downloading — all you have to do is pick something for which you have an interest and apply. Nothing to lose and everything to gain to continue to advocate for all women.

To end this article, let me offer to come to your local and region meetings. If you would be interested in having me attend or even speak at a meeting on BPW issues like our legislative platform or how to become involved in local government or others like negotiation and dispute resolution, just let me know so we can synchronize our calendars. Please contact me via email at scochran@insight.rr.com or by phone at 614-863-4775. ■

Putting the "T" in Technology

By Carol LaGore, Corres. Secretary

When our President Trecia Kimes-Brown called our first Executive Committee meeting via Google talk, I was totally inexperienced with chatting online. WOW, it was easy — so easy, even a novice can handle it. I set up account, logged on at the appointed time, watched for the invitation to join the chat, clicked a button, then watched the text fly on my computer. I could just hear these wonderful women talking as the text popped up on my screen. It was easier and quicker than emails back and forth. The entire Executive Committee participated by typing their thoughts and comments on the issues being brought forward. The really cool thing is that there is a transcript of the entire meeting. What a time saver for the Recording Secretary!

There were a few glitches, such as needing to ask how to set up an account, how to join a chat and getting disconnected unexpectedly due to technical difficulty of my provider. However, I was back on-line in 30 seconds. All the questions that made this process seem so difficult and scary were answered by an electronic model created by **Sherry Lippus** of Berea BPW. It was accurate and simple to follow and hooray, I learned something new! This novice has now gained experience that I never would have even attempted without my BPW sisters' encouragement and support.

The Many Faces of BPW Foundation

By Ruth Ann Beaverson, Foundation Chair

There are many facets to the BPW/USA Foundation. Did you know that the Marguerite Rewalt Resource Center is under their operation? The MRRC Collection contains more than 5,000 books as well as numerous reports, journals, and periodicals covering issues relevant to working women and is widely recognized as one of the oldest and most comprehensive library collections for and about working women in the United States.

The BPW/USA Foundation created

and continues to upgrade the Young Careers Program to encourage locals to seek younger members and encourage them to partake in the program at the local, region, state and National level.

BPW/USA Foundation has created a series of Webinars with audio and web events series. Registration for a webinar is on line at bpw/usa.org. On September 24 will be Global Employers: Cultivating Equity for Working Women and Men Across Borders. The October 24 series will be Managing a Diverse

Workplace: Multi-generational Workforces. The last of the series for 2008 will be held November 6: Managing a Diverse Workplace: The Alternative Workplace.

Since its inception, the Foundation has given out over 6 million dollars in scholarships. If you would like to make a tax-deductible donation to BPW/USA Foundation, please send your checks to Ruth Ann Beaverson, 1018 Anna Lane, Bowling Green, OH 43402. Include your local organization on the check.



BPW/Ohio's '09 Conference Preview

By Johnna Shepherd, Conference Chair

Summer has gone by quickly, and with children returning to school it must truly be over. But on a brighter note, BPW/Ohio Conference 2009 is getting closer.

The conference committee has begun organizing a fantastic program for May 2009. With all of the positions of the Conference Committee filled, I want to thank the dedicated women who have volunteered to assist me in putting the conference together.

Conference at Cherry Valley Lodge

Going **Back to the Future** will land us at the **Cherry Valley Lodge** in Newark. This beautiful location for our conference boasts of being the only resort in the nation that is also an arboretum and botanical garden. It contains 200 guest-rooms and more than 10,000 square feet of meeting and social space, plus a luxurious spa and a water park. **President Trecia Kimes-Brown** and I have met with the lodge's conference coordinator and are developing an excellent menu tailored to our theme by the lodge's chef and staff.

The grounds will provide a wonderful backdrop for our photo sessions in one of the courtyards or in the gazebo situated by the pond. It will also be a lovely spot to hold our annual memorial

service, and selecting a plant to donate to the lodge to memorialize our passing members.

Spa and Water Park Amenities

The **Banyan Leaf Spa** is a new 1,500 square foot full service spa. The spa offers ten different types of massages, body wraps, beautification treatments for hair and nails, and a steam room.

The Lodge is divided into two sections: the business side housing meeting rooms and a lounge, and on the other side is the **Coco Key Water Resort**. The water resort is a 50,000 square foot indoor water park featuring waterslides, a lazy river, and a 300-gallon dump bucket. Plus, there's an arcade featuring 40 state-of-the-art electronic games. It's a great spot for the family to hang out while you are attending conference events or a place for you to relax by yourself. Either way, the Cherry Valley Lodge will be a wonderful venue for our conference. More details will be unveiled as we get closer to being **Back to the Future!** ■

Tri-State Ecumenical

The Tri-State Ecumenical Luncheon will be held on Sunday, October 19, 2008. It is hosted by Pennsylvania this year at The Hilton Garden Inn Pittsburgh/Southpointe, 1000 Corporate Dr., Canonsburg, PA 15317; 724-743-5000. If you need additional information, please contact Tomma Bordenkircher at tommab@roadrunner.com.



LONG RANGE PLANNING — IT'S TIME



By Penny Pelikan Dehner, Long Range Planning Chair

This is the second year for the Long Range Planning Committee. While some members of the committee have changed, the mission of this committee is to create a strategic plan to secure the future existence of the Ohio Federation of Business and Professional Women. During many Google Mail chats, we discussed the various needs and strengths of our organization and presented the membership with the opportunity to submit their ideas via an electronic survey. The results were summarized and a clear focus was defined.

Four main areas of focus was created: **Technology, Image, Money and Evolution = TIME**. These areas were then presented to the attendees of the April state meeting and further developed at each summer region meeting. The results of those meetings were compiled and with the assistance of Strategic Planner Terri Feltheroff at the August State Meeting, attendees began developing a list of strengths, weaknesses and goals for the next five years. It is the intent of the committee to continue this work and present a written strategic plan at the November BPW/OHIO State Meeting. BPW/OHIO has a great future and we sincerely hope you "the member" will benefit from the plan.

What's Happening Around the Regions & Locals



Region 5 Training held in July

BPW/Ohio Region 5 held its summer training meeting in Newark on July 19, 2008. Several state officers and board members assisted Region 5 with the long range planning activity in the morning with a business meeting followed by lunch. State officers attending included **Lynnette Brim, Vice President; Trecia Kimes-Brown, President; Shirley Cochran, President Elect.** Lynnette and Shirley are both past region 5 presidents.

Region 3 Past & Upcoming Events

By **Mary Kay Fenton,**
Region 3 President

On Saturday, August 23, thirty-five **Region 3** members and their guests gathered aboard the Goodtime III on a sunny afternoon in Cleveland for a buffet and a cruise down the Cuyahoga River. Many thanks to **Kathy Kellums** who handled all the arrangements.

Region 3 will be holding its NBWW meeting on October 18, 2008 from 9a.m. to 2:30 p.m. at the Crowne Plaza Hotel, 7230 Engle Rd., Middleburg Heights. Cost is \$25 per person. Reservations should be made to **Kathy Kellums** at kpzell@sbeglobal.net or mail to 57 Periwinkle Dr. Olmsted Twp. OH 44138. Make checks payable to BPW Region 3. You are invited to join us in honoring the women in our communities and in BPW who have contributed so much to improving our lives.

Berea BPW will host a NBWW event, open to the public, on October 9 at the Crowne Plaza Hotel in Middleburg Heights. In addition to the dinner, there will be a silent auction and a showing of the movie, "Ironed Jawed Angels". We will have our BPW material and new BPW marketing sign displayed, too. **Kathy Kellums**, who personifies BPW, is our member honoree. For more information, please contact **Kathy Kellums** at the above address.

Local Events Throughout Region 4

By **Tomma Bordenkircher,** Region President

Region 4 has decided to take some new approaches this year by voting to have roving meeting sites rather than a single site for all region meetings. The first meeting will be held on Oct. 25, 2008 at the YWCA in Steubenville. We will be celebrating our history.

The political season is well under way and several locals will be at the forefront in their communities. For example, on October 23, 2008, **Coshocton** will be having a Meet the Candidates Night jointly with the Coshocton County Farm Bureau. This is always well attended and is broadcast live on the local radio station and is replayed the next day on the local talk show. The com-

munity and politicians have come to look to these two groups to provide this every year. The newsmen at WTNS, **Ken Smailes**, is the moderator every year. He asks tough questions and keeps everyone on their toes. Members of the Coshocton local also do a radio talk show segment to discuss Meet the Candidates, Voter Registration, and NBWW.

Coshocton is having a Women Joining Forces Event on Nov. 13th, 2008. They will host a tea to thank women who have served in the armed forces and to give them information of the Women Joining Forces Program.

Region 7 Shows "Ironed Jawed Angels" Movie

By **Carol Ater,** Media Relations and Website Chair

On Thursday, September 11, 2008, at 7:00 pm, **Chillicothe BPW**, The Ross County League of Women Voters and Chillicothe Social Society presented the free showing of "Iron Jawed Angels" at the Majestic Theater in Chillicothe. The Ross County League of Women Voters registered voters and Chillicothe Social Society provided beverage service. **Carol Ater**, Chillicothe Business and Professional Women President stated, "This film reminds you never to take your right to vote for granted."

Three Generations of Coshocton Member Graduate in '08

Coshocton BPW member and grandmother, **Raine Hammond**, daughter of Frank and Jean Sharier, graduated April 26, from Indiana Wesleyan University with a Bachelor of Science in Nursing (BSN). Raine currently works at Coshocton County Memorial Hospital Intensive Care Unit.

Jennifer Albalakousy, daughter of Dick and Raine Hammond, graduated in June from Zane State College with an Associate of Applied Science as an Occupational Therapy Assistant. Jennifer will take her state boards in August.

Crystal Sharier, granddaughter of Dick and Raine Hammond, daughter of John and Robin Sharier, graduated June 26, from Mid-East Career and Technology Center from the Practical Nursing Program. Crystal will take her state boards for Licensed Practical Nursing (LPN) in July.



Jennifer, Crytal and Raine above.



Region 3 members pose against backdrop of Goodtime III in August.



The Journey Continues as We Join Forces **BPW/Ohio State Meeting** **Saturday, November 1, 2008 • Canton**

Please join BPW/Ohio State President Trecia Kimes-Brown as she presides over the November 1st State Meeting with the BPW/Ohio Board of Directors in Canton, Ohio. Lt. Colonel Kathy Lowrey of the Ohio National Guard will join us as our keynote speaker. Her presentation is called **“Women Serving Today: How You Can Help”**.

Lt. Colonel Lowrey will provide an overview of the history of women in the military and provide information on how BPW/Ohio and its local organizations can partner with the Ohio National Guard. This is an extremely exciting opportunity that could enhance the BPW/USA Women Joining Forces program in a whole new way.

With ten years full-time military experience and twenty-two years total military service in the United States Air Force, Lt. Colonel Lowrey has served on Active Duty, in the USAF Reserves as a flight nurse and in the Air National Guard. Kathy started her career as a registered nurse in hospital, outpatient and industrial settings.

She has two advanced degrees — Community Health Nursing from the University of Texas and Political Science from Ohio University. She currently serves as the administrative project officer, public relations (community and media), and sexual assault prevention and response instructor. One of Lt. Colonel Lowrey’s proudest professional accomplishments includes designing one of the most innovative — mission-based — community relations program in the nation’s Guard. Kathy is also a mother of three sons, 14, 17, and 19. She has lived overseas for 8-10 years. She enjoys exercising and scuba diving. As you can see from this small portion of Kathy’s resume, she could speak on any one of a number of BPW’s platform issues. Please expect to be inspired to Join

Forces.

The State Meeting and Luncheon will be held on November 1, 2008 at The McKinley Grand Hotel, Canton Ohio. Registration and breakfast begins at 8:00 a.m. The board meeting will begin at 9:00 am (all board members expected to attend/all members welcome) followed by the long range planning presentation, followed by Lt. Col. Lowrey’s presentation and then followed by lunch and a tour of the National First Ladies Museum, across the street. The registration fee includes meeting materials, speaker and luncheon. The Museum entrance fee is separate and is approximately \$7.00 per adult.

The sleeping rooms are provided by The McKinley Grand Hotel. Reservations can be made at the rate of \$79.00 through October 17, 2008. You must indicate that you are calling with The Ohio Federation of Business and Professional Women (OFBPW) to obtain the guaranteed rate. The website address is <http://www.mckinleygrandhotel.com>. General information and reservations can be obtained by calling 1-877-454-5008. The hotel is located in the heart of downtown Canton on Market Avenue South, adjacent to the Huntington Bank Building and across from a covered parking garage. The First Ladies Museum is across the street and their website is www.firstladies.org. For directions and information, go to <http://bpwohio08.blogspot.com>.

REGISTRATION FORM

Name: _____ Phone: _____

Email Address: _____

BPW Position: _____ Name of Local: _____

Interested in information for Friday night social: Yes No Dietary Needs: _____

I will attend the Museum Tour Saturday afternoon: Yes No *Addtl. Entrance Fee \$7.00 at Museum*

Postmarked on or before Oct. 10, 2008 — \$38.00 Postmarked After Oct. 10, 2008 — \$45.00

Mail form with registration fee via check made payable to BPW/Ohio to **BPW/Ohio Corresponding Secretary Carol LaGore, 30 Terrace Road, Londonderry, OH 45647**. Please direct comments or questions about the meeting/event to Trecia at trecia@attorneykimes-brown.com. Payment must be received with registration form to meet the October 10 deadline. All registrations made are registrations paid. Cancellations accepted to 4:00 p.m. on October 10, 2008.