

Ohio Business Woman

Official Publication of Ohio Business & Professional Women

Vol. 58 No.1 Summer 2018

Ohio to Host Ecunemical

**Opportunity
Knocks for One
Overnight Business Woman**

**ERA- One State
Needed**



An OBW Makeover

Carolyn Hrinda
BPW/Ohio President

This is the first edition of the OBW for the 2018-2019 federation year and you may have noticed the new design. The design was changed simply to make the magazine more of a magazine and less like a newsletter. The Insider will be our other source of information. The Insider will be a newsletter for members only.

The Insider will feature pertinent forms, as well as submitted reports and local news. It is my hope that the OBW will be more of a magazine. We will feature members, their hobbies, unique talents, and their businesses.

If you have a story idea or would like to submit an article please e-mail your article to Carolyn Hrinda at teach44805@yahoo.com. All members are welcome and encouraged to submit stories.



Congratulations to Emily McBurney, winner of the Joyce M. Davis Distinguished Member Award. Congratulations to all nominees, we appreciate all you do for BPW!



Congratulations to the Executive Committee: Carolyn Hrinda, President, Diana Gibbens, President-Elect, Gail Snyder, Vice President, Karen Prelipp, Treasurer, Brenda Anders Secretary, Lora Manon, Parliamentarian, and Karen McCready Corresponding Secretary.

Special thanks to the following who were appointed to review the financial records for BPW/Ohio:
Leona Phillips (Chair, PSP), Sharon McTigue (PSP), and Roberta Weiler.

Congratulations on a successful conference to Carla Fowler, 2018 Conference Chair.



Foundation Awards Scholarships and Grants

Mary Ann Dutro

Ohio/BPW Foundation President

The Ohio BPW Women's Retirement Foundation gave three \$500 grants during the 2017-18 year. Thank you to Region 1, Region 2, and Region 5 for recommending a facility to receive a grant. Quarrytown Estate in Berea received a grant to be used for light weight plastic tables and chair, Bayshore Tower in Sandusky received a grant to be used for picnic table, and Warren County Community Service in Lebanon received a grant to be used for fresh produce.

Ohio BPW Women's Retirement Foundation will continue to offer one \$700 grant per region to support a non-profit, low income/ subsidized senior housing facility. Information will be sent to each local and region president. Each local in a region may submit a request; one local from each region will be chosen to receive the grant. Remember this is not for a nursing home and even though the facility may operate under a 501c3, they have to prove they have low income/subsidized housing for seniors. Application for a grant is accepted anytime until the deadline, April 16, 2019. The following information may be

downloaded at your convenience. Each local and region president has a copy of this information.

Ohio BPW Women's Retirement Foundation is also offering one \$1,000 scholarship for someone in the health care field. This scholarship will be awarded in the spring of 2019. More information and applications can be found on our website: www.ohiobpw.org under Retirement Foundation. During 2017-18 the Foundation gave four \$500 scholarships for someone starting out in health care as a STNA. Watch for the next OBW to see who the winners were.

*Read About the
Changes to
Foundation
Awards!*

Overnight Business Owners

Some say opportunities come knocking when you least expect it. For Kathy and Russ Norris, an opportunity arose by chance. Kathy's Brother-in-Law owned a drive-thru business in Savannah, Ohio. Attached to the building was a small side room that both Kathy and her husband thought would make a good pizza place.

The two followed their hunch, and researched. Someone suggested they purchase a franchise of Besta Fasta Pizza, and after some research the two did just that. At the time, they both also worked full-time jobs. They gutted the building and remodeled it into the shop that stands today.

The business began building, and clients were coming from Ashland to purchase pizza. At that time, another opportunity arose. A local business was leaving their location for a different building and offered their location to Kathy and Russ. After researching the location and other factors, the Norris's opened Besta Fasta in Ashland during 2005.

The franchise covers their spices, dough recipe, and pizza, but their personal touch adds a new element pushing their business to a higher level. They feature their own recipes for wing sauces, spaghetti

sauce, homemade soups, daily specials, subs, and sides. They have won local awards for their food, and have several regular customers. The Ashland location is open for lunch while the Savannah store opens for dinner at 4 o'clock.

"Neither one of us and restaurant experience; we just love food," noted Kathy. She commented that it took trial and error to figure out how to budget well, and how to make the business stronger. Their efforts led them to 20 employees with the two locations.

More recently, Kathy's Brother-in-



Jewels Hrinda plays with the candy machine. Ashland customers can dine in, carry-out or ask for delivery.



Featured in this photo are some of the specialties of their business. The Besta Fasta owned by Kathy and her husband feature more than other Besta Fasta franchises.

Law lost the drive-thru business so instead of moving out, Kathy and Russ added that business. All of these businesses allowed Kathy to quit her job and work her own business. This allowed time flexibility for family.

While Kathy notes, the pay isn't always the best, it goes with the ups and downs of the business." She seemed happy to discuss the time she was able to spend with her family, and the kids she has mentored along the way.

She enjoys teaching work ethic, cleaning, and cooking. Kathy smiles, "I've had to teach them how to hold a broom...I've had several who don't know how to do the work." Mentoring is one of the job highlights for Kathy. She did note that working with younger employees means dealing with call-offs and drama, but she take these things in stride and enjoys having fun and making the job fun.

Kathy is now on first shift, but she

recalled times of working other shifts and full days. She cautioned those going into business of the labor related expenses, and enjoyed the learning curve of going into business without prior experience. Now, the love of the job has encouraged Kathy and Russ who plan to keep working after retirement. The surprise opportunities have changed the lives of the Norris's and of the local community.



The Savannah location is housed beside the drive-thru business. Kathy and Russ purchased the drive-thru after the Besta Fasta.

The Struggle is Real

Carolyn Hrinda
BPW/Ohio President

Equality is one simple word defined by Merriam Webster as the quality or state of being equal. While it sounds simple achieving equality is a feat citizens of the United States struggle with today.

Issues regarding racism, same sex relations, and stories of hate and violence top the media headlines often. Yet women are often left out of the equation.

Several people still believe the Equal Rights Amendment (ERA) passed years ago. In fact, supporters still need one more state to ratify the amendment; since the 1982 deadline passed, proponents have to hope the deadline can be treated with the extended deadline as Madison's work on the constitutional amendments.

Many credit recent media coverage of the #MeToo movement as well as the harassment and sex scandals topping the headlines with the push towards ratification of the E.R.A. by Illinois.

Outside of the E.R.A. women in several states receive protection with state constitutions.



<https://4travellingacrosstime.com>

This is a great move forward, but state constitutions do not protect all citizens. Therefore, not all women have equality. The passage of the E.R.A. could provide guarantees for all citizens of the

United States.

In addition, the United States is the only industrialized country that has not ratified the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The CEDAW is an international Bill of Rights for Women. Also, women are trying to overcome the pay gap.

In April, we recognize Equal Pay Day. This is the day of the calendar year it takes a woman in a field to reach the pay of a male in a similar position.

Some women are employed in fields that are protected by a union, many women are not union employees and suffer from this gap in pay. While the gap may be closing it is not yet closed. Obama passed two executive orders to help alleviate some of the issue. One allows employees to share salary information with co-workers and the other directs the Labor Department to break down data on salary.

Additionally, women's health care is sub-par. The National Public Radion and Pro Publica completed an investigation (2017) on maternal mortality and deemed the United States as having the highest mortality rate among developed countries. To top it off,

only in the U.S. has the rate of women who die been rising.

Among their findings is that only "six percent of block grants for 'maternal and child health' actually go to the health of mothers." Even more startling was that some doctors "entering the specialty of maternal-fetal medicine were able to complete that training without ever spending time in a labor-delivery unit."

Despite the greatness of our country, there is work to be done to achieve equality. As Kofi Annan said, "Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance."

Together, we can push for stronger legislation, and help to encourage another state to ratify the ERA. Thomas Jefferson once said, "Rightful liberty is unobstructed action according to our will within limits drawn around us by the equal rights of others. I do not add 'within the limits of the law' because law is often but the tyrant's will, and always so when it violates the rights of the individual." What thoughtful words.

37 Down, 1 To Go

Linda Miller, 2018-2019 BPW/OH Legislation Chair

Ten years ago this month (July, 2008), I had the honor of representing BPW/OH, as the state Individual Development winner, at the last BPW/USA Conference in Atlanta, GA. Here is my speech:

Do you believe in ghosts? Not necessarily the Dickens variety, but memories you play in your head--those faces of ancestors looking at you with their unblinking eyes from old photos---the genetic link from the past that pumps the blood through your heart.

Now and then, I make the scratch chocolate cake from my Grandma Baxter's recipe. The experience is sacred—a celebration—an active ritual of bringing her into the present with me. I try to imagine her life before I knew her...a farm wife who bore seven children, a church woman, and a member of many groups, the most fascinating one—the Willing Workers Farm Women's Club. And most of all, I envision her teaching in the one room school. It was that vision that inspired me to consider teaching as a profession. Born in 1890, she would have been thirty years old when women got the vote. Of course, we all have

these experiences, you agree. This is family; this is the human condition of passing down from one generation to the next.

Now, I want you to close your eyes. Imagine you are in a church in Seneca Falls, NY. The year is 1848. A convention has been called for the purpose of addressing women's rights. Your body is tightly bound by a corset at your midsection, and high button shoes at your ankles. There is a din of women's voices mixed with those of a few men, underscored by the rustle of petticoats. It is a hot July day, and you smell the oil in the unlit lamps. Oh dear...someone must have stepped in horse droppings. It must have been one of the men; they're always stomping about—not watching where they're going! You are seated next to a young woman named Charlotte Woodward. How remarkable that someone, not yet 20 years of age, would have the courage to attend such an event. Elizabeth Cady Stanton is exbounding the Declaration of Sentiments from the pulpit. The ninth resolution asserts that it was the duty of women to secure the right to vote. Your mouth goes dry and your heart feels like it will beat itself out of your chest.

Could it be that women are cre-

2018-2019 BPW Ohio Budget

Approved May 19, 2018

Income

Member Dues (450 @\$30)	13,500.00
Member at Large (6@ \$50)	300.00
Student Dues (10@\$10)	100.00
Local Dues Received	4,500.00
Meeting Income (Aug. & Nov.)	3500.00
Leadership 2019	2000.00
Non Dues Income	600.00
OBW Candidate Ads	200.00
Total Income	\$24,700.00

Expenses

Standing Chairs Expense	
Finance	25.00
ID	200.00
YC	200.00
Programming	200.00
Membership	200.00
Total	\$1025.00

Other Chair Expenses	
Bylaws	25.00
Distinguished Member	100.00
BPW National Foundation	25.00
Nominating	25.00
OBW Editor Stipend	200.00
Database Manager Stipend	200.00
Webmaster Stipend	200.00
Social Media	50.00
Total	\$825.00

Mileage Expense

Board Mileage(\$.30/Mile)	\$2000.00
Board Training Mileage	625.00

Reminders

If you did not get your e-mail copy of the Insider, please e-mail or call Brenda and have your information updated.

Local Presidents, please print copies of the Insider for your members who do not have e-mail.

Members, please e-mail Carolyn copies of reports for the Insider to

teach44805@yahoo.com

with the subject line Insider.

Region Mileage	130.00
Region Leadership Training	500.00
Legislative Platform	400.00
Total	
\$3,655.00	

Meeting Expense	
Meeting Expense (Aug. & Nov.)	2450.00
Leadership/YC/ID/Leg Platform	1425.00
\$3,875.00	

Other Expenses	
BPW Foundation Annual Fee	50.00
Annual Financial Review	225.00
Bond Insurance	250.00
Conference Site Chair	75.00
Executive Committee	2,400.00
Local Dues Reimbursed	4,500.00
Non Dues Expense	300.00
OBW Production	2,500.00
Dues Collection	800.00
Supplies	750.00
Postage	250.00
President's Expense	2000.00
State Directory	250.00
Web Hosting	450.00
Web Site Maintenance	500.00
	\$15,300

Total Expenses	
	\$24,680.00
Net Profit	\$20.00s

If you would like to write an article for the Insider or OBW please contact Carolyn Hrinda at teach44805@yahoo.com

Congratulations to Linda Wiegand on a great conference and thank you for your service.

Board Members- Don't forget to submit reports for the next Insider!

More about conference will appear in the Insider

Important News

We are accepting RFP's for check processing and you can request a copy of the requirements by e-mailing Carolyn at teach44805@yahoo.com information will be available online as well.

Ohio Business and Professional Women

2018-2019 Board of directors

President Carolyn Hrinda

926 Heltman Avenue, Ashland, Ohio 44805 419-289-7339
teach44805@yahoo.com Ashland-1

President Elect Diana Gibbens

7790 Fairlawn Dr., Pickerington, Ohio 43147 614-325-0118
dkgibbens@hotmail.com Lancaster-4

Vice President Gail Snyder

817 12th St. Greenville, Ohio 45331 937-548-9143
gails669@embarqmail.com Greenville- 5

Recording Secretary Brenda Anders

557 Ross Rd. SE, Lancaster, Ohio 43130 740-654-1902
treasurer@bpwohio.org Lancaster-4

Treasurer Karen Prelipp

2450 New State Road, Norwalk, Ohio 44857 419-706-7242
treasurer@bpwohio.org Ashland -1

Parliamentarian Lora Manon

803 S. Beech St., Bryan, Ohio 43506-2016 614-766-1614
lora.manon1@gmail.com Columbus-3

Corresponding Secretary Karen McCready

PO Box 224 Hayesville, Ohio 44838-0224 419-368-6942
mccready@bright.net Ashland-1

Immediate Past State President Linda Wiegand

78 Melissa Ct. Pataskala, Ohio 43062 740-739-6463
bisbestrate@gmail.com Licking Cty-3

Nominating Chair Lynnette Dawson

16729 Windjammer, Helotes, TX 78023 614-946-8645
4lcdawson@gmail.com Lancaster-4

Finance Chair Jeanne Young

8167 Chestnut Hill, West Chester, Ohio 45069 513-779-4308
jeannejyoung@yahoo.com Lebanon-5

Individual Development Chair Tomma Bordenkircher

20924 TR 282 Coshocton, Ohio 43812 740-622-0009
tommab@roadrunner.com Coshocton-3

Issues Management Ursula Bess

1096 Waycross Rd., Cincinnati, Ohio 45240 513-262-2989
ursulabess@yahoo.com Cincinnati-5

Legislation Chair Linda Miller

1912 Lake Ave. Huron, Ohio 44839 419-433-2284
lbmiller22@aol.com Vermilion-1

Membership Chair Mary Ann Dutro

2365 Green Hills Cir., Zanesville, Ohio 43701 740-819-7592
madutrobpw@gmail.com Zanesville-3

Young Careerist Chair Paulette Knazek

228 Adams St., Zanesville, Ohio 43701 740-214-4456
alohahula2@yahoo.com Zanesville-3

Region 1 President Leona Phillips

7216 Risdan Rd., Vermilion, Ohio 44089 440-967-9658
leona.phillips@aol.com Vermilion-1

Region 2 President Erline Trsek

119 Greenbriar Ln., Sandusky, Ohio 44870 440-665-0034
setrsek@bex.net NASA-Glenn-2
2018-2019 Board of Directors cont.

Region 3 President Emily McBurney

3180 Creamery Rd., Nashport Ohio 43830 740-502-7903
misskobel@yahoo.com Coshocton-3

Region 4 President Christina Hall

1025 Becks Knob Rd. Lancaster, Ohio 43130
christihall84@gmail.com Lancaster-4

740-689-0804

Region 5 President Lucinda Coveney

703 Lakengren Cove, Eaton, Ohio 45320
covenelw@migich.edu Eaton-5

937-733-4402

Bylaws Chair Bonnie Crall

6459 E. Vancey Dr., Brookpark, Ohio 44142
bcrall@ameritech.net Berea-2

440-234-2202

2019 Conference Chair Liz Herrell

3365 Sugartyme Dr. Zanesville, Ohio 43701
lizywca@columbus.rr.com Coshocton-3

740-575-1071

Conference Site Chair Lora Manon

803 So Beech St., Bryan, Ohio 43506-2016
lora.manon1@gmail.com Columbus-3

614-766-1614

Database Manager Brenda Anders

557 Ross Rd. SE., Lancaster, Ohio 43130
database@ohiobpw.org Lancaster-4

740-654-1902

Distinguished Member Chair Roberta Weiler

1959 Claremont Ave., Ashland, Ohio 44805
berti55@hotmail.com Ashland-1

419-281-9636

Foundation Chair Erline Trsek

119 Greenbriar Ln., Sansusky, Ohio 44870
net NASA-Glenn-2

440-665-0034 setrsek@bex.

Legal Counsel Chandra Ontko

610 North St., Caldwell, Ohio 43724
chandraontko@gmail.com Guernsey-Noble-2

740-305-5029

Non-Dues Income Chair Karen McCready

PO Box 224, Hayesville, Ohio 44838-0224
mccready@bright.net Ashland-1

419-368-6942

OBW Editor Andrea Patterson

3110 E. Highland Dr. Zanesville, Ohio 43701
andreapatterson@gmail.com Zanesville-3

740-704-3110

Ohio Webmaster Leona Phillips

7216 Risdan Rd., Vermilion, Ohio 44089
leona.phillips@aol.com Vermilion-1

440-949-9033

PAC Chair Daneene Rusnak

7827 Joyce Dr., Parma, Ohio 44130
daneene1124@gmail.com Berea-2

440-884-4639

Ohio/BPW Retirement Foundation Mary Ann Dutro

2365 Green Hills Cir., Zanesville, Ohio 43701
madutrobpw@gmail.com Zanesville-3

740-819-7592

39th Annual Ecumenical (Ohio Hosts) Phyllis Riccadonna

918 B Archer Hill Rd., Colliers, WV 26035
phyllisR66@aol.com Ohio Valley-3

304-914-4746

OHIO Business Woman

Periodicals Postage paid out of Cleveland, OH & additional mailing offices. The OHIO Federation of Business & Professional Women's Club Members subscribe to the OHIO BUSINESS WOMAN (ISSN -1096-634X) as part of their membership dues. Published four (4) times a year by The Ohio Federation of Business and Professional Women's Clubs. 447 Ross Road SE, Lancaster, OH 43130. OBW Editor, Andrea Patterson 3110 E. Highland Dr. Zanesville, OH 44089.

Postmaster: Send address changes to OHIO BUSINESS WOMAN, Brenda Anders, Database Manager 447 Ross Road SE, Lancaster, OH 43130. Copyright 2011 by OHIO Business & Professional Women, Volume 58, No. 1

Upcoming Dates



8/15/18 Insider Deadline- Send stories to Carolyn Hrinda
8/26/18 Equality/Right to Vote Day
9/12/18 OBW Deadline- Send stories/reports to Carolyn Hrinda
Women in Action
10/21/18 Ecumenical BPW Ohio/BPW PA- Phyllis Riccadonna
10/14/18 National Business Women's Week
10/15/18 Insider Deadline-Send stories to Carolyn Hrinda
10/22/18 EC, State Chair, Region Presidents Mid-Year Reports Due
11/16/18 EC Meeting- Holiday Inn Express, Ashland
11/17/18 State Board Meeting Holiday Inn Express, Ashland
12/15/18 Insider Deadline- Send stories to Carolyn Hrinda
12/19/18 Winter OBW Deadline- Send stories/reports to Carolyn Hrinda
2/1/19 State Candidate Data Forms due to Nominating Chair Lynnette Dawson
2/1/19 EC Meeting- Crowne Plaza North, Worthington
2/2/19 Conference Committee Meeting- Crowne Plaza North, Worthington
2/15/19 Insider Deadline- Send stories to Carolyn Hrinda
2/20/19 Spring OBW Deadline- Send stories/reports to Carolyn Hrinda
3/18/19 YC/ID Region Candidates Information Due- YC to Paulette Knazek; ID to Tomma Bordenkircher
4/2/19 Equal Pay Day
4/15/19 Insider Deadline- E-mail stories to Carolyn Hrinda
4/19/19 EC Meeting- TBD
4/20/19 Leadership YC/ID/Legislative Platform- TBD
4/23/19 EC, State Chair, Region Presidents Reports Due- Send to Carolyn Hrinda
5/30/19-6/1/19- State Conference- Crowne Plaza North, Worthington

* Any member can compose a feature for the Insider.

Please E-Mail articles to Carolyn at teach44805@yahoo.com





Business and Professional Women/Ohio

You are cordially invited to attend
Ohio-Pennsylvania Annual Ecumenical Event
Sponsored by Ohio BPW

Help kick off National Business Women's Week

Sunday, October 21, 2018

9:30 a.m. – 2 p.m.

Hidden Acres Lodge & Winery
33 Pattison Ave., Mingo Jct., OH 43938



Hostess: BPW Ohio – Ohio Valley Chapter
Cost: \$35.00 (Checks payable to BPW/Ohio)

Theme: Bible Princesses, Heroines, Survivors, Leaders
(Which one are you?)

Schedule: 9:30 – 10:30 - Registration & Continental Breakfast
 10:30 – 11:30 - Ecumenical Service
 11:30 – 1:00 - Luncheon
 1:00 – 2:00 - Remarks & Door Prizes

Mail reservations and checks to:

Phyllis Riccadonna
918 Archer Hill Rd., Apt. B
Colliers, WV 26035

Phone: (740) 317-3868

Deadline to RSVP – October 17th!!!

We look forward to
sharing a beautiful day
with you filled with
BPW Sisterhood!

Name _____

Address _____

Phone _____

Local/State _____

Title _____

Sincerely,
Phyllis Riccadonna

Finishing Business

Jackson Business and Professional Women recently installed officers for 2018-19: President Chelsea Taylor, President-Elect Mona Sprague, Vice President Rachel Stroth, Treasurer Denise Brown, and Secretary Meeka Mohler. Pictured: Rachel Stroth, Chelsea Taylor, Denise Brown.



The Jackson Business and Professional Women awarded the Faye McCoy Scholarships to one student from each of the county high schools. Pictured are BPW member Kim White, Jackson High School graduate Madison Spencer, Wellston High School graduate Kerrigan Cox, Oak Hill High School graduate Hunter Mccorkle, and BPW member Denise Brown. The club recently held an 80's themed Murder Mystery Dinner to fund these scholarships.



Liz Herrell

FIVE locals submitted paperwork and were rewarded with a cash prize and a gift bag of BPW items. Winners were **FIRST PLACE:** Ashland BPW; **SECOND PLACE:** Coshocton BPW; **THIRD PLACE:** Zanesville BPW; **FOURTH PLACE:** Guernsey/Noble BPW and **FIFTH PLACE:** Lancaster BPW.

THANK YOU for all your hard work, and for taking the time to brag
18 about your Local! Keep up the great work!

Coshocton Business and Professional Women (BPW) installed the 2018-2019 Officers on June 18. Officers installed were Corresponding Secretary Doris Parkhill, Treasurer Aimee Neighbor, President Raine Hammond, Vice President Kat Blust, Immediate Past President Carla Fowler, and Installing Officer was Liz Herrell, Hammond's sister. Recording Secretary Tomma Bordenkircher was unable to attend.

Members gave a donation for the meal and \$75 was collected for First Step Domestic Violence.



At the June 23rd Region 3 BPW Meeting 2017-2018 BPW Ohio Past State President Linda Wiegand installed the Region 3 officers President Emily McBurney, Coshocton BPW; Vice President Stephanie Bridwell, Zanesville BPW; and Treasurer Aimee Neighbor, Coshocton BPW. President Elect Paulette Knazek, Zanesville BPW and Recording Secretary Rhonda Stemmer, Guernsey Noble BPW were unable to attend.

Guest Speaker was Jacqueline Doodley, Women's Treatment & Recovery Specialist, who spoke on "The Drug Epidemic – Impact to Our Families".



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926 Heltman Ave.
Ashland, OH 44805