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 federa-

tion 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

other source of infor-



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 maga-

> zine 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 article vour Insider will be our https://www.vertical.guru to Carolyn Hrinda at

teach44805@yahoo.

mation The Insider will be a newsletter for members only.

com. All members are welcome and encouraged to submit stories.

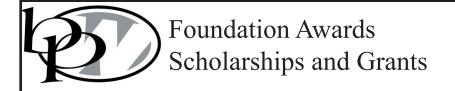


Congratulations to Emily McBurney, winner of the Joyce M. Davis Distinguished Member Award. Congratulations to all nominees, we appreciate all you do for BPW!

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 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 Mc-Cready Corresponding Secretary.

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



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 Region1, 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.

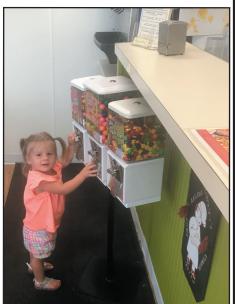
The two followed their hunch, and researched. Someone suggested they purchase a franchise of Besta Fasta Pizza, and after some research the two did just that. At the time, they both also worked fulltime jobs. They gutted the building and remodeled it into the shop that stands today.

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, bur 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 calloffs 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.

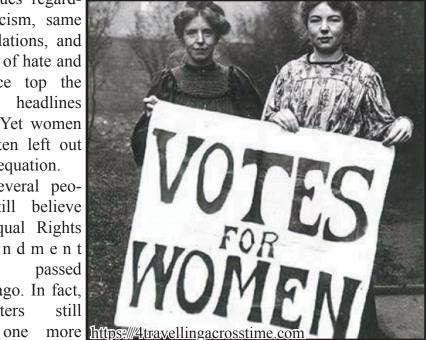
Issues regarding racism, same sex relations, and stories of hate and violence top the media headlines often Yet women are often left out of the equation.

Several people still believe the Equal Rights Amendment passed (ERA) years ago. In fact, supporters still need 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 toping 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.



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 coworkers 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:

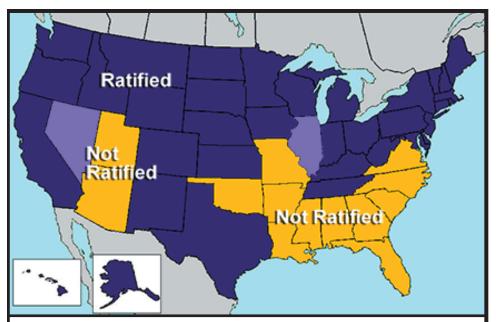
Do you believe in ghosts? Not necessarily the Dickens variety, but memories you play in your head----those faces of ancestors looking at you with their unblinking eyes from old photos---the genetic link from the past that pumps the blood through your heart.

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 onethe 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 aboutnot 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-



The above photo illustrates states that have and have not ratified the ERA. With Illinois and Nevada, it is hoped one more ratification will be the difference needed. (www.equalrightsamendment.org)

ated equal and will have the same rights and opportunities as men? You smile as you imagine it. And maybe someday a negro or a woman will be president of the United States. But then your face flushes. Will you be mocked and humiliated for being here? Will you be put in jail for supporting this cause?

History records the answer to both questions as yes, although the jailings would come later. Even Stanton's friend Lucretia Mott shocked by the idea of women voting, exclaimed "why Lizzie thee will make us ridiculous." It would take years before women's rights would be taken seriously, even by many women. It would take 72 years—a lifetime—before women actually got to vote. And that wideeyed young woman, Charlotte Woodward? At 92, she would be the only one from the Seneca Falls convention still living on Election Day 1920.

When we open our eyes 160 years, more than two lifetimes later, of course we can't see them...who they were...but more important what they did...is much greater than lineage.

If the women of 1848 have come from the past to haunt us, they can have but one message- Women still do not have equality; tis thy turn to pay it forward. Get the to it-- now!

2018-2019 BPW Ohio	Budget	
Approved May 19, 2018		Reminders
		If you did not get
Income		your e-mail copy
Member Dues (450 @\$30)	13,500.00	of the Insider,
Member at Large ($6@$ \$50)	300.00	please e-mail or
Student Dues (10@\$10) Local Dues Received	100.00 4,500.00	call Brenda and
Meeting Income (Aug. & Nov.)	4,300.00	
Leadership 2019	2000.00	have your
Non Dues Income	600.00	information
OBW Candidate Ads	200.00	updated.
Total Income	\$24,700.00	
		Local Presidents,
Expenses		please print
Standing Chairs Expense Finance	25.00	copies of the
ID	23.00	Insider for your
YC	200.00	members who do
Programming	200.00	not have e-mail.
Membership	200.00	not nave e-man.
Total	\$1025.00	
		Members, please
Other Chair Expenses		e-mail Carolyn
Bylaws	25.00	copies of reports
Distinguished Member BPW National Foundation	100.00 25.00	for the Insider to
Nominating	25.00 25.00	teach44805@yahoo.com
OBW Editor Stipend	200.00	with the
Database Manager Stipend	200.00	
Webmaster Stipend	200.00	subject line
Social Media	50.00	Insider.
Total	\$825.00	
Mileage Expense		
Board Mileage(\$.30/Mile)	\$2000.00	
Board Training Mileage	625.00	
0	•	

Region Mileage	130.00	If you would like
Region Leadership Training	500.00	to write an article
Legislative Platform	400.00	for the Iisider or
Total		OBW please contact
\$3,655.00		Carolyn Hrinda at
		teach44805@yahoo.
Meeting Expense	2450.00	com
Meeting Expense (Aug. & Nov.)	2450.00	COIII
Leadership/YC/ID/Leg Platform	1425.00	Comentalations to
		Congratulations to
\$3,875.00		Linda Wiegand on
		a great conference
Other Expenses		and thank you for
BPW Foundation Annual Fee	50.00	your service.
Annual Financial Review	225.00	
Bond Insurance	250.00	Board Members-
Conference Site Chair	75.00	Don't forget to
Executive Committee	2,400.00	submit reports for
Local Dues Reimbursed	4,500.00	the next Insider!
Non Dues Expense	300.00	the next model!
OBW Production	2,500.00	Mana 1 a t
Dues Collection	800.00	More about
Supplies	750.00	conference will
Postage	250.00	appear in the Insider
Presdient'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	

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.

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Upcoming Dates REMINDER

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

MISSION

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 16 use INSIDER as the subject



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:

MISSION

dule:9:30-10:30- Registration & Continental Breakfast10:30-11:30- Ecumenical Service11:30-1:00-Luncheon1:00-2:00-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!!!

Name	 	 	
Address			
Phone			
Local/State			
Fitle			

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

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 Mc-Coy 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".



Ohio Business Woman 926 Heltman Ave. Ashland, OH 44805