

Ohio

# Business Woman



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# SICK OF ECONOMIC DISCRIMINATION? **RED PURSE CAMPAIGN**

American social activist, Elizabeth Cady Stanton once said, **“A woman will always be dependent until she holds a purse of her own”**. Stanton (November 12, 1815 – October 26, 1902) was a leading figure of the early women's rights movement and often credited with initiating the first organized women's rights and women's suffrage movements in the United States.

Approximately 30 years ago the first RED PURSE CAMPAIGN was organized by the American Business and Professional Women's Foundation. The red purse became the symbol for “Equal Pay”.

“Equal Pay Day” was originated over 20 years ago by the National Committee on Pay Equality to increase public awareness of the wage gap between women and men.

Did you know that American women on average make 80 cents for every dollar earned by white men? For minority women the gap is larger.

**The next Equal Pay Day is Tuesday, March 31, 2020. This date symbolizes how far into the year women must work to earn what men earned in the previous year.**

So grab your wallet, purse, clutch, briefcase or shoulder bag...**carry a RED PURSE on EQUAL PAY DAY**, start the conversation...be the catalyst for change!

For more information on equal pay day visit The National Committee on Pay Equity:

<https://pay-equity.org/day.html>



BPW/Ohio State President

(614) 325-0178

[President@Ohiobpw.org](mailto:President@Ohiobpw.org).



**1920-2020  
100 YEARS STRONG**



Diana K Gibbens



# Paycheck Fairness Act...What is it?

This bill addresses wage discrimination on the basis of sex.

It amends equal pay provisions of the Fair Labor Standards Act of 1938 to (1) restrict the use of the bona fide factor defense to wage discrimination claims, (2) enhance nonretaliation prohibitions, (3) make it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages, and (4) increase civil penalties for violations of equal pay provisions.

The bill directs the Department of Labor to (1) establish and carry out a grant program for negotiation skills training programs to address pay disparities, including through outreach to women and girls; (2) conduct studies to eliminate pay disparities between men and women; and (3) make available information on wage discrimination to assist the public in understanding and addressing such discrimination.

The Secretary of Labor's National Award for Pay Equity in the Workplace is established for an employer who has made a substantial effort to eliminate pay disparities between men and women.

The bill requires the EEOC to issue regulations for collecting from employer's compensation and other employment data according to the sex, race, and national origin of employees for use in enforcing laws prohibiting pay discrimination.

**History** (according to Wikipedia.org [https://en.wikipedia.org/wiki/Paycheck\\_Fairness\\_Act](https://en.wikipedia.org/wiki/Paycheck_Fairness_Act) )

First Introduced 6/24/1997

Amends the Fair Labor Standards Act of 1938 (FLSA) and the Civil Rights Act of 1964 (CRA) to revise and increase remedies and enforcement on behalf of victims of discrimination in the payment of wages on the basis of sex.

Women have been trying to pass The Paycheck Fairness Act for 11 years.

## Current Status

Introduced by Democrat Representative Rosa L. DeLauro from Connecticut, it was assigned to the

Education and Labor Committee, passed out of the House. There were numerous amendments offered.



## What you can do?

**Educate yourself and your representatives (both U.S. and State) on the importance of the Paycheck Fairness act.** When you talk about this legislation (or any legislation for that matter) put it in terms of how wage disparity has impacted your life, your health and the family unit. ***Personal stories stick with legislators!***

**Contact** our Senators and ask them to support this legislation and work to get it on the floor for a vote. It is up to the Senate Leadership.

## OHIO Senators

### U.S. Senator Sherrod Brown

Washington, DC: (202) 224-2315

Ohio Toll Free: 1-888-896-OHIO (6446)

Cincinnati: (513) 684-1021

Cleveland: (216) 522-7272

Columbus: (614) 469-2083

Lorain: (440) 242-4100

Email: <https://www.brown.senate.gov/contact/email>

### U.S. Senator Rob Portman

Washington, DC: (202) 224-3353

Ohio Toll Free: 1-800-205-6646 (OHIO)

Columbus: (614) 469-6774

Cincinnati: (513) 684-3265

Cleveland: (216) 522-7095

Toledo: (419) 259-3895

Email: <https://www.portman.senate.gov/meet/contact>

If you need to find out who your representative is check out the following link: [https://ziplook.house.gov/htbin/findrep\\_house?ZIP=60613](https://ziplook.house.gov/htbin/findrep_house?ZIP=60613)

If your representative is not a Co-Sponsor, ask them why? Find out their reasons. This is important as once this bill passes the Senate (if there are any additional amendments) it must go back to House for a consensus vote.

## DEVELOPING YOUR INDIVIDUAL SELF

We are all continually reinventing ourselves. As we age, our knowledge, interests, family structures and careers change and we adapt.

One thing remains constant, growth. As women who help women, it is our desire to promote our fellow members, encourage growth and contribute as we can.

The Individual Development Program is the perfect place to both learn and give of your knowledge and talents!

Recently we have made changes to the Program in efforts to remain relevant with fresh material and learning opportunities.

So, why should you participate in ID? Because we are "Women Helping Women"!

We are excited for this year's competition. Here are the dates to remember.

March 18, 2020      Region Candidate Information due

April 18, 2020      ID/YC competition at the Davis-Shai House, Heath Ohio

Questions? Contact me via Cell: 740-294-5292 Home: 740-545-9531 or  
Email: [rainedarlene@gmail.com](mailto:rainedarlene@gmail.com)



Please join us on **Saturday, April 18, 2020 for the Ohio BPW Leadership Meeting** at the Davis-Shai House in Heath Ohio. The day will revolve around three very important activities:

1st - Leadership programming and theme for the Ohio BPW 2020-2021 year will be announced and discussed.

2nd - 2019/2020 Individual Development (ID) and Young Careerist (YC) candidates will compete for the State Title!

The ID and YC are signature programs of the Business and Professional Women's organization, aimed at promoting and refining the skills of women.

Come meet the winners who competed and won both their local and regional competitions to go head to head at this State Level competition.

3rd - The 2020 Ohio BPW Legislation Committee will be reviewing and discussing the legislative platform. It is not too late to have your thoughts and opinions heard. Connect with your Local's Legislative Chair. They will then take your suggestions to the Regional Legislative Chair who will represent you at this meeting.



## **HOW TO GIVE... AND GET**

### **Women Helping Women—**

**Did you know that the** Women's Retirement Foundation is a separate entity from BPW/Ohio. It is a 501(3)c so your donations are TAX DEDUCTIBLE!

**When you give to the Women's Retirement Foundation you get a tax break and others get the help they need.**



Also, if you have an IRA, you're over 70 ½, and want to make a donation to a 501(3)c that you can do it directly from the IRA to the organization and it will reduce your taxable income?

The Foundation gives in two ways.

First, annually it provides much needed support in the form of \$500 grants for nonprofit senior care facilities. It buys the things they need but cannot due to lack of budgeted funds. Each year the Foundation gives up to four (4) of these grants to facilities that are recommended by our Locals.

The "Facility Grant" winners for the 2018-19 year were:

Region 5, Treaty City Manor— Chair in their recreational room

Region 2, Quarrytown— Light weight tables and chairs

Region 1 Mill Run Place—Recumbent Exercise Bike

Secondly, the Foundation awards a "Medical Field Education" scholarship. In the past winners have used to funds to pay for tuition, STNA certification and books to further or obtain their degrees in the medical field. This year 2019-2020, we received multiple applications for the \$1,000 scholarship. Congratulations to our winner, Shelby Dowler sponsored by the Greenville BPW.

The grant and scholarship applications are available on the BPWOHIO.org website.

Please encourage facilities to apply, remind them to follow the instructions and make sure they have the Local President signature. Four \$500 *Facility Grants* and a \$1,000 *Scholarship*, will be awarded at our Annual Conference in May.

If you would like to make a tax deductible donation, or learn more about how you can donate from your IRA, please call me at 740-455-9400 or email to madutrocpa@gmail.com.

Make your donations work for you while helping others!





## STRESSED OUT?

Here are some practical ways to improve your ability to manage triggers that cause stress, anxiety and panic:

1. **FEEL CALMER** by taking **MANY** deep breaths daily (but not all at once). Breathe in and out through your nose. Find a way to remind yourself and build the habit daily. Each time you take this breath your brain tells your body to create more calming chemicals.
2. **REDUCE** panic by slowing a racing **HEART** by putting something **VERY COLD** (a bag of frozen peas with a wet washcloth over it...a frozen water bottle...an ice pack) on your face while holding your breath for a few seconds at the same time. This stimulates the vagus nerve which connects your brain to your heart. Consult a doctor on the best technique for you.
3. **MANAGE RACING THOUGHTS** by engaging your brain. Try it right now. Count to 10 as fast as you can...easy huh, didn't really have to think about it. Now try counting from 100 backward by "3s". A little harder, right! Here are a few other ways to manage your mind - no electronics required.
  - **ABC Game**—Pick any topic of interest to you. Think of anything related to this topic starting with the letter A and working to Z. For example, "Things I might see at the beach"...(A) ankles...(B) bathing suits...(C) crabs...(D) dads. The topics are endless and can be done anywhere. Play the game with others to get in the habit.
  - **Grounding Exercises**— Meant to keep your brain in the present, right here, right now. So, lets try one. Wherever you are right this minute, find one object to look at. In your mind, how would you describe what it looks like to someone standing in the next room, so they could guess what it is?

Consider these powerful three simple steps to be your "Stop, Drop and Roll" (like firefighters teach us if you're on fire)...because if your stressed and anxious or panicking...it's like being on fire! Take time to take care of yourself!

Andrea Patterson, Licensed Independent Social Worker (LISW-S)

	BPW/Ohio 2020 Calendar of Events	
1/31	State Candidate forms due	Email to Nominating Chair
1/31	Executive Committee Meeting	Deer Creek Lodge, Mount Sterling, OH
2/1	Conference Committee Meeting	Deer Creek Lodge, Mount Sterling, OH
2/19	Spring OBW Deadline	Email articles to President and OBW Editor
3/8	International Women's Day	
3/18	YC/ID Region Candidate information due	YC Chair & ID Chair
3/31	Equal Pay Day	
4/17	Executive Committee Meeting	TBD
4/18	Leadership, YC/ID, Legislative Platform	Davis-Shai House in Heath, Ohio
4/23	EC & Board Year End reports due	Email articles to President and OBW Editor
5/14	Executive Committee Meeting	Deer Creek Lodge, Mount Sterling, OH
5/15-5/17	State Conference	Deer Creek Lodge, Mount Sterling, OH



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100 YEARS STRONG

Business and Professional Women/OH

Conference Chair 2019-2020, Liz Herrell



## BPW/OHIO CONFERENCE 2020

May 15-17, 2020 – Deer Creek Lodge & Conference Center  
22300 State Park Road 20, Mt. Sterling, OH 43143

Please type or print a separate registration for each person attending.

Name \_\_\_\_\_  
Address \_\_\_\_\_  
City/State/Zip \_\_\_\_\_ Contact Phone \_\_\_\_\_  
E-Mail \_\_\_\_\_ Local \_\_\_\_\_ Region # \_\_\_\_\_  
Affiliation (✓all that apply) ☐ Past State Pres. ☐ 2019-20 State Board Member – Position \_\_\_\_\_  
☐ BPW Member\* (voting privileges) ☐ First Time at State Conference ☐ 2019-20 Local President \_\_\_\_\_  
(\*membership must be current at conference)

### Seminars: Friday, May 15, 2020 (✓those attending)

- ☐ Pool Exercises.....8:00-9:00  
☐ Title of Seminar The Equal Rights Amendment – STILL Relevant?, Kathie McKenna Kelly ..... 10:00-11:00  
☐ The Gr8 Life System – Find Your Center and Live Life on Purpose, Cassie D'Aula.....11:15-12:15

Friday Night Key Speaker is Dr. Katherine Jellison, Professor of History at Ohio University.

### Seminars: Saturday, May 16, 2020 (✓those attending)

- ☐ "Suffrage in Stitches", Katherine Durack..... 10:15-11:15  
☐ "Nonpartisan", Shadia Jaliaq, Manager of POWER (Program for Ohio Women Empowered to Represent) 11:15-12:15

### Volunteers needed at Conference (✓those of interest)

- ☐ Doorkeepers ☐ Pages ☐ Timekeepers

### SPECIAL NEEDS:

Please identify any dietary or special needs.  
Every attempt to accommodate you will be made.

### REFUND POLICY:

No refund of Registration.  
Meal refunds until April 18, 2020

**Hotel Accommodations are not included.**  
Call Deer Creek prior to March 30, 2020  
After March 30<sup>th</sup> rooms will be released.  
This is a firm deadline.

Telephone 740-869-2020  
Group Block Code: BPW Conference  
Room rate is \$123 plus 13.25% taxes & 3% Beautification Fee  
FREE Wifi

### Registration (Please ✓registration as applicable)

- ☐ Member (postmarked on or before April 18, 2020) \$ 75.00  
☐ Late Member (postmarked after April 18, 2020) \$100.00  
☐ Non-Member (full registration must be paid) \$100.00

### Meals Available (✓as desired)

- ☐ Friday Lunch .....\$25.00  
☐ Domestic Violence – Lighthouse Director Susan Nixon  
☐ Friday Dinner (Including Past State Presidents) .....\$35.00  
☐ Friday Evening Event .....\$ 5.00  
☐ Lakeside Fire Pit  
☐ Saturday Breakfast & Vendor Fair .....\$20.00  
☐ Vendor Presentations & Give A-ways  
☐ Saturday Lunch .....\$20.00  
☐ YCID Speeches  
☐ Saturday Banquet .....\$42.00  
☐ Distinguished Member and Installation of Officers  
☐ Sunday Breakfast .....\$20.00  
☐ Membership Awards  
☐ Sunday Box Lunch (Optional) .....\$20.00  
Optional – NOT Included in Total Package Below

Selected Meals Total (✓from above) \$167.00  
Plus Registration (✓from above) \$ 75.00  
**TOTAL ENCLOSED \$242.00**

### • I am a Total Package •

- ☐ Member Registration .....\$242.00  
☐ Member Registration With Box Lunch .....\$262.00  
☐ Late registration/Non-member .....\$267.00  
☐ Late registration/Non-member With Box Lunch .....\$287.00

Make checks payable to:  
**BPW/OHIO Conference 2020**  
Send with this form to: **Linda Wiegand**  
202 Eli's Pass, Lebanon, OH 45036  
Phone: 740-975-5581  
E-mail: bisbestrate@gmail.com

# Find your swim suit!

The 100<sup>th</sup> BPW Ohio Conference will be held at:

Deer Creek State Park  
20635 State Park Road 20  
Mt. Sterling, OH 43143  
May 15-17, 2020

It will be a FUN filled weekend. We would like each Region to select a member to portray a woman in history at our Friday night event – we have many talented women so I know selecting just one from your Region is going to be difficult! 100 YEARS STRONG!

Registration, Sponsorship and Vendor forms can be found on our website at [ohiobpw.org](http://ohiobpw.org) Call 740-294-1353 for more information!



## BUSINESS AND PROFESSIONAL WOMEN/OHIO

2020 BPW/OHIO Conference – Deer Creek Lodge & Conference Center  
22300 State Park Road 20, Mt. Sterling, OH 43143  
Vendor Registration Deadline (April 18, 2020)

Name of Organization /Business: \_\_\_\_\_  
Address: \_\_\_\_\_  
Contact Person: \_\_\_\_\_ Email: \_\_\_\_\_  
Phone (day): \_\_\_\_\_ Phone (evening): \_\_\_\_\_ Fax: \_\_\_\_\_

Registration: **\$30 new vendor and a \$25 value give-away**  
**\$25 for returning vendor from 2019 and a \$25 value give away**  
**After 4/18/2020: \$50 and a \$25 value give-away**

Registration includes: 1 Table (6 foot table – one table per business), 1 Thirty second presentation (one presentation per business) and 1 Business card advertisement in Conference Program Book.  
Breakfast \$20, Lunch \$30 (indicate below). NO food/drink allowed in. A completed Registration Form and payment needed IF attending the Conference. Request the form from the Vendor Chair.

### Vendor Hours:

Set Up on Saturday, May 16, 2020 from 6:00 to 8:00 AM  
Vendor Fair, Saturday, May 16, 2020 from 8:30 AM to 2:00 PM  
Vendor Thirty Second Presentation, Saturday, May 16, 2020 from 8:30 to 10:00 AM

By signing this form your organization agrees to pay the Ohio Federation of Business and Professional Women \$30/2020 for a 6 foot table (space) AND a business card advertisement in the Conference Program Book.

Late registration fee: \$45 (after 4/18/2020). Returned check fee: \$25.00. Full payment must accompany this agreement.  
Hotel reservation: Call 740-869-2020. Group Block Code: BPW Conference to register a room at Deer Creek Lodge & Conference Center, 22300 State Park Road 20, Mt. Sterling, OH. Reservations are to be made before 3/30/2020. Room space is not guaranteed. Send signed agreement and check payable to BPW/OHIO Conference 2020.

To: Raine Hammond, Conference Vendor Chair, 51596 TR 159, West Lafayette, OH 43085  
Email: [rainederlane@gmail.com](mailto:rainederlane@gmail.com) Phone: 740-294-5292

In consideration for being permitted to rent a space from the Ohio Federation of Business and Professional Women (herein BPW/OHIO) at the 2020 State Conference at Deer Creek Lodge & Conference Center, 22300 State Park Road 20, Mt. Sterling, Ohio 43143, April 18, 2020, the undersigned hereby releases and forever discharges BPW/OHIO from any and every claim, demand, action or right of action of whatever kind of nature, either in law or in equity arising from or by reason of any accident which may occur as a result of the space at the hotel for the state conference of BPW/OHIO or any activities in connection with such rental, whether by negligence or not. BPW/OHIO is not responsible for any loss, theft, accident or other damage to any items left or exhibited within the vendor's space. Vendors are responsible for securing their own property.

The undersigned further states that he/she has carefully read the foregoing and knows the contents hereof.

Print Name: \_\_\_\_\_ Product: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# of 6 foot tables needed \_\_\_\_\_ Total for vendor space \$ \_\_\_\_\_  
No. for Breakfast (\$20 each) \_\_\_\_\_ Total for Breakfast \$ \_\_\_\_\_  
No. for Lunch (\$30 each) \_\_\_\_\_ Total for Lunch \$ \_\_\_\_\_  
Amount Enclosed \$ \_\_\_\_\_ Check Number: \_\_\_\_\_

Cancellations received after 4/18/2020 will not receive a refund.

Received/Approved 11-15-19

BPW/OHIO Conference 2020  
Sponsorship Information  
May 15-17, 2020  
22300 State Park Road  
Mt. Sterling, OH 43143

2020 BPW/OHIO CONFERENCE PROGRAM BOOK ADVERTISEMENT  
Advertise your business.  
Do you, your Local or Region have a message to share?  
Acknowledge a BPW woman with your "Bliss From the Past" Statement.

- Package 1: \$1,000 Sponsorship Benefits**
- Full Page Advertisement in the 2020 Conference Program Book
  - Sponsor an Event or Seminar
  - Exposure in all the 2020 Conference Publications
  - Your Company Profile Highlighted at Sponsored Event
  - Signage Displayed Throughout Conference Venue
  - Acknowledgement at all Conference 2020 Business Sessions
  - 2 Conference Registrations
  - 4 Tickets to Saturday Lunch

- Package 2: \$500 Sponsorship Benefits**
- Half Page Advertisement in the 2020 Conference Program Book
  - Sponsor an Event or Seminar
  - Exposure in all the 2020 Conference Publications
  - Your Company Profile Highlighted at Sponsored Event
  - Signage Displayed Throughout Conference Venue
  - Acknowledgement at all Conference 2020 Business Sessions
  - 1 Conference Registration
  - 2 Tickets to Saturday Lunch

- Package 3: \$250 Sponsorship Benefits**
- Half Page Advertisement in the 2020 Conference Program Book
  - Exposure in all the 2020 Conference Publications
  - Signage Displayed Throughout Conference Venue
  - Acknowledgement at all Conference 2020 Business Sessions

For additional information please contact  
2020 BPW/OHIO Conference Sponsorship  
Chair Liz Herrell, 740-294-1353.  
[lherrell@columbus.rr.com](mailto:lherrell@columbus.rr.com) Submit  
information on the Program Book  
Advertising Form.

Name: \_\_\_\_\_  
Company Name: \_\_\_\_\_  
BPW Affiliations: \_\_\_\_\_  
Phone: ( ) \_\_\_\_\_ (C) \_\_\_\_\_ (W) \_\_\_\_\_ (H) \_\_\_\_\_  
E-Mail: \_\_\_\_\_

Conference Sponsor? \_\_\_\_\_ (Yes) \_\_\_\_\_ (No) Package: 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_  
Conference Exhibitor/Vendor? \_\_\_\_\_ (Yes) \_\_\_\_\_ (No)

**Advertising Procedures and Guidelines**  
Advertisers and Sponsors must complete this form and send with payment to the 2020 Conference Treasurer:  
**BPW/OHIO**  
Irene Young  
8367 Chestnut Hill  
West Chester, OH 45069

Check must be made payable to **BPW/OHIO Conference 2020**. Final copy and payment must be postmarked no later than **4/18/2020** to guarantee a space in the Conference Program Book.

Advertising materials should be sent electronically in JPG format to Program Ad Chair.

Liz Herrell by 4/18/2020. E-Mail: [lherrell@columbus.rr.com](mailto:lherrell@columbus.rr.com)  
Questions can be directed to Liz Herrell, 740-294-1353.

Electronic ads should be submitted in JPG format. Print ready logos, graphics and photos must be sent in with resolutions of at least 300 pixels. Please send in either black & white or color formats.

Ad Size (center 1, 2, 3, etc)	Width X Depth	Amount
Cover	4-1/2" X 7-1/2"	\$150
Full Page	4-1/2" X 7-1/2"	\$100
Half Page	4-1/2" X 3-1/2"	\$ 50
Business Card	4-1/2" X 1-1/2"	\$ 25
"Bliss From the Past" 2 lines (max total of 130 characters)		\$ 10

Have you wondered how to acknowledge a BPW Woman from across the state, in your local or region? Create a 2-line shout out statement called a "Bliss From the Past" for the Conference Program Book.

Enter your "Bliss From the Past" verbiage below and use back of form if needed. (max of 130 characters) PRINT IN CAPS.





# BPW/OH SPRING LEADERSHIP MEETING 2020

Saturday, April 18, 2020 ~ 10:00 am – 3:30 pm

Join us at the Davis-Shai House

301 Central Parkway, Heath, OH 43056

## Leadership Training 2020-2021

We have an exciting Leadership program planned. Come learn how BPW/Ohio can help you become a confident leader. Meet, network, share and interact with your 2020-2021 Leadership. We believe you will be as excited as we are for the upcoming year!

Innovative Women Moving Forward!



## Legislation Platform Committee Meeting 2019-2020

2019-2020 State Legislation Chair, Penny Pelikan-Dehner, will lead the Legislation Platform Committee Meeting. It is vital that all Region Legislation Chairs attend. This meeting determines our Legislation Platform to be presented to the conference body for approval at the conference in May.

### Required to Attend.

2019-2020 Legislation Chair  
2019-2020 Region Legislation Chairs  
2020-2021 Standing Committee Chairs  
2020-2021 Region Presidents  
(Current President-Elects).

**Mileage reimbursement given to required attendees**

## ID & YC Competition 2019-2020

**Individual Development** participants will compete by delivering a five minute prepared speech, two minute impromptu speech and participate in a personal interview. **Young Careerist** participants will compete by delivering a four minute prepared speech on one of the planks of the BPW/OH Legislative Platform, along with a personal interview and group interaction.

*Every voice deserves to be heard – honor these women by being here to listen and give your support.*



Located in Heath, Ohio, The Davis-Shai House is a beautiful 1861 Gothic Revival home that exudes charm and class and blends the historical past with modern amenities.

### The Mission of the Davis-Shai House:

The Davis-Shai House is in existence to foster community enrichment by cultivation of the arts, supporting the enhancement of public parks and green space, and promoting public health: by managing the Davis-Shai House as a center for the arts; preserving and promoting the historical significance of the area through entertainment and education; and providing quality leisure time opportunities for the community without gain or profit to any individual or group of individuals.

**All of BPW/OHIO Membership is encouraged to attend.**

**2019/2020 Local President-Elects & VPs will gain pertinent information for 2020-21 year**

**Learn About Your BPW/OHIO Leadership**

**BPW/OHIO In Action Forming Our Legislative Platform**

**Amazing Women Speaking UP & Standing Out**

### -----Registration Form-----

**\$40 Early Registration by 3/31/2020 \$45 Late Registration 4/1 – 4/10/2020**

**Includes:**

**All Events-Coffee-Continental Breakfast-Lunch-Leadership Notebook**

Name \_\_\_\_\_ Region \_\_\_\_ Local \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

2020-2021 Position \_\_\_\_\_

Check if you are: ☐ Legislation Rep ☐ ID Participant ☐ YC Participant ☐ Judge

☐ Vegetarian ☐ Gluten Free ☐ Allergies (specify): \_\_\_\_\_

**Registration can be made as easy as A, B, or C:**

A. **Pre-Pay on-line** at [www.Ohiobpw.org](http://www.Ohiobpw.org) & email your information to Paulette at [pknazekbpw@gmail.com](mailto:pknazekbpw@gmail.com)

B. **Pay at the door** by calling Paulette at 440-339-6009 or email her at [pknazekbpw@gmail.com](mailto:pknazekbpw@gmail.com)

C. **Snail Mail** – Must be postmarked by 3/31/20 & received on or before 4/10/20.

Make check payable to BPW/OHIO, complete Registration Form & return with check to: BPW/OHIO, Paulette Knazek, President-elect, 228 Adams Street, Zanesville, OH 43701

**A reservation made is a reservation paid!**

**Hotels In The Area If Needed (not under BPW/OH)**

Hampton Inn Heath-Newark, 1008 Hebron Road, Heath, OH 43056 \* 740-788-8991, From \$129  
Comfort Inn & Suites, 773 Hebron Road, Heath, OH 43056 \* 740-522-0770, From \$85



## BPW/Ohio Proposed Amendments to the Bylaws dated May 2018, updated 01/11/2019

### Proposal #1 ARTICLE II - MISSION

**Current** The mission of this federation shall be to achieve equity for all women in the workplace through advocacy, education and information.

**Revised** The mission of this Federation shall be to empower women through advocacy, education and information.

**Logic** As diverse women of BPW, we believe this states our mission, today we represent more than working women.

### Proposal #2 ARTICLE III - EMBLEM

**Current** The emblem shall be in the form of a silver bar containing the word OHIO and the form of the Nike.

**Revised** The emblem shall be in the form of ~~a silver~~ an oval pin ~~with a white face, blue border and BPW imprinted in blue.~~ inscribed with BPW.

**Logic** The current emblem is no longer available through the vendor that had been used. Quotes from new vendors were researched. The cost would be too much for each pin

### Proposal #6 #3 ARTICLE VI - LOCAL ORGANIZATION REQUIREMENTS

**Current** SECTION 1. A local organization is eligible for admission to this federation if: It has a minimum of five active (5) members and/or student members; twenty percent (20%) of whom must be employed unless the new local organization is comprised solely of student members;

SECTION 2. To remain in good standing, a local organization must maintain a membership of at least five (5) members and/or student members

**Revised** SECTION 1. A local organization is eligible for admission to this Federation and will remain in good standing if: It has a minimum of five active (5) members and/or student members.

~~SECTION 2. To remain in good standing, a local organization must maintain a membership of at least five (5) members and/or student members~~

**Logic** Combine the two sections into one since the requirements for affiliating and maintaining are the same. Delete Section 2. Renumber Sections 3-7.

### Proposal #7 #4 ARTICLE VI - LOCAL ORGANIZATION REQUIREMENTS

**Current** SECTION 3. A local organization whose membership falls below five (5) members and/or students members shall be dropped at the end of the fiscal year in which the membership falls below five (5).

**Revised** SECTION 3. A local organization whose membership falls below five (5) Members and/or Students Members shall be dropped at the end of the fiscal year in which the membership falls below five (5). Any remaining members will be designated as Members at Large.

**Logic** This would give those members an opportunity to still be a member of the State Federation and possibly transfer to another local.

### Proposal #9 #5 ARTICLE XII - ELECTIONS

**Current** SECTION 2. The president, president-elect, and vice president shall be eligible to serve only one term in the same office. In other offices, no person shall be eligible to serve more than two consecutive terms in the same office. An interval of two terms shall elapse before a member is eligible for re-election to the same office.

**Revised** SECTION 2. The President, President-Elect, and Vice President shall be eligible to serve only one term in the same office. In other offices, no person shall be eligible to serve more than three consecutive terms in the same office. An interval of one term shall elapse before a member is eligible for re-election to the same office.

**Logic** With the decrease in membership it is getting more difficult to find someone for the Secretary and Treasurer positions. The positions would still be open for election each year. There are procedures in place to remove someone from a position if they are not fulfilling the requirements of that position.

### Proposal #10 #6 ARTICLE XII - ELECTIONS

**Current** SECTION 3. To be eligible for the office of president, a candidate must: (a) Be in good standing; (b) Be employed, and (c) Officially and publicly support the BPW/OHIO legislative platform.

**Revised** SECTION 4. To be eligible for all other offices, a candidate must: (a) Be in good standing, and (b) Officially and publicly support the BPW/OHIO legislative platform.  
SECTION 3. To be eligible for an elected office, a candidate must: (a) Be a member in good standing; and (b) Officially and publicly support the BPW/Ohio Legislative Platform.

**Logic** ~~SECTION 4. To be eligible for all other offices, a candidate must: (a) Be in good standing, and (b) Officially and publicly support the BPW/OHIO legislative platform.~~  
Only the President was required to be employed. Since we are an organization that supports all women, any member in good standing should be eligible to serve as President.

### Proposal #15 #7 ARTICLE XIV - BOARD OF DIRECTORS (May want to delete both sections. Seems like they are a duplicate of the article covered in proposal #6)

**Current** SECTION 2. To be eligible to serve as state president, a member must: (a) Be employed; (b) Be in good standing, and (c) Officially and publicly support the BPW/OHIO legislative platform.

**Revised** SECTION 3. All other members of the board of directors must: (a) Be in good standing and (b) Officially and publicly support the BPW/OHIO legislative platform.  
SECTION 2. To be eligible to serve as an officer or a member of the Board of Directors, a member must: (b) Be a member in good standing, and (c) Officially and publicly support the BPW/OHIO Legislative Platform.

**Logic** ~~SECTION 3. All other members of the board of directors must: (a) Be in good standing and (b) Officially and publicly support the BPW/OHIO legislative platform.~~  
IF Proposal #10 is approved then this should be changed to follow suit. Employment is no longer a qualification for any officer. Eliminate (a) be employed. Since SECTION 2 incorporates Board of Director members, then SECTION 3 is unnecessary. Delete SECTION 3. Renumber the remaining sections 4-10.

### Proposal #16 #8 ARTICLE XVI- STANDING COMMITTEES

**Current** SECTION 1. The standing committees of the state federation shall be finance, individual development, programming, legislation, membership, young careerist.

**Revised** SECTION 1. The Standing Committees of the State Federation shall be Finance, Signature Programs, Programming, Legislation, and Marketing.

**Logic** It is the duty of the Executive Committee and the Board of Directors to review the financials to ensure that BPW/Ohio funds are being handled correctly thus we do not feel a need for a Finance Committee. Combine ID and YC under one chairmanship and list them under Signature Programs, as they are listed on the BPW website. Change Membership to Marketing which better matches the description in SECTION 8. Marketing better matches the description in Section 8.

### Proposal #18 #9 ARTICLE XVI- STANDING COMMITTEES

**Current** SECTION 4. Committee chairs and members shall be appointed for a term of one year and may be reappointed. No member shall hold the same chair for more than two consecutive one year terms. An interval of two terms shall elapse before the member is eligible for reappointment to the same chair.

**Revised** SECTION 4. Committee chairs and members shall be appointed for a term of one year and may be reappointed. No member shall hold the same chair for more than ~~three~~ five consecutive one year terms. An interval of one term shall elapse before the member is eligible for reappointment to the same chair.

**Logic** IF Proposal #8 is approved then this Section should also be updated. It is an advantage for a committee chair and its members to serve a longer capacity, if they want. Their knowledge gained over time and experience may lead to more effective results. It also allows for members to move up into the chairmanship if desired, building leadership.

### Proposal #20 #10 ARTICLE XVI- STANDING COMMITTEES

**Current** SECTION 8. The membership committee shall: (a) Develop and implement a membership marketing and orientation strategy that enrolls more individuals in advancing the mission and objectives of BPW/OHIO; (b) Develop and implement a plan that most effectively communicates the mission and objective of BPW/OHIO both internally and externally.

**Revised** SECTION 8. The Marketing Committee shall: (a) Develop and implement a membership marketing and orientation strategy that enrolls more individuals in advancing the Mission, Legislative Platform and objectives of BPW/Ohio; (b) Develop and implement a plan that most effectively communicates the Mission, Legislative Platform and objectives of BPW/Ohio both internally and externally.

**Logic** The name change describes the duties better. Renumber as 6.

### Proposal #24 #11 ARTICLE XVI- STANDING COMMITTEES

**Current** SECTION 9. The young careerist committee shall: (a) Encourage recruitment of young people into membership; (b) Organize and coordinate the young careerist program, and (c) Promote activities that involve the participation of young people. (d) The young careerist committee will be composed of the chair and the region young careerist chairs.

SECTION 10. The individual development committee shall: (a) Organize and coordinate the individual development program, and (b) Promote activities that involve members and potential members in personal development activities. (c) The individual development committee will be composed of the chair and the region individual development chairs.

**Revised** SECTION 9. The Signature Program Committee shall: Organize and coordinate the Young Careerist (YC) and Individual Development (ID) programs, Encourage recruitment of young people into membership and promote activities that involve the participation of young people; and Promote activities that involve members and potential members in personal development activities. The Signature Program Committee will be composed of the chair and the region Signature Program chairs.

~~SECTION 10. The individual development committee shall: (a) Organize and coordinate the individual development program, and (b) Promote activities that involve members and potential members in personal development activities. (c) The individual development committee will be composed of the chair and the region individual development chairs.~~

**Logic** Consolidating the programs is an economical and practical use of time and finances since the two relational programs are manageable by one chair. Delete Section 10 since Section 9 covers both programs.

Contact BPW/Ohio Bylaws Chair Shirley Jones at 330-338-0617 or by email at [sjones8838@aol.com](mailto:sjones8838@aol.com) to receive a copy of these proposed changes.

Bylaw proposed changes are also posted on our website [OHIOBPW.ORG](http://OHIOBPW.ORG)

# JOYCE M. DAVIS DISTINGUISHED MEMBER AWARD

BPW/OHIO created this award to honor dedicated BPW members who help to make our organization grow by serving on committees and who have held offices donating countless hours to promote the rights of women. This award provides a wonderful opportunity to recognize special members who work to make BPW an organization that has continued for 100 years.



2019 Distinguished Member was given to **Karen McCready** from Ashland BPW. She is a long time active BPW member with a rich history of helping plan monthly programs and promoting the BPW Legislative Platform. She has been a dependable and consistent force in local fundraising efforts designed to support two local domestic violence shelters and provide scholarships for non-traditional students. McCready has also facilitated marketing efforts for her Local BPW, with much success.



In 2018 **Emily McBurney** from Coshocton BPW was honored. She works for the Coshocton County Prosecutor's Office providing victims of crime with necessary assistance, support, respect and information regarding their rights. Emily currently deals with Adult Felony cases. McBurney has held BPW officer positions at the local and region levels. Her service to BPW has improved the visibility and image of both her Local and Region. She has contributed countless hours to special events and fundraising efforts, often Chairing activities at the local, region and state levels.



The 2017 winner was **Tomma Bordenkircher** of Coshocton BPW, a member for over 30 years. She has served in numerous positions at the local, region and state levels. Her passion and considerable commitment has been to develop and further the BPW Individual Development Program (ID). She believes participating in the program helped her grow as a person and finds great pleasure in helping to organize and conduct the ID course locally, benefiting area women. For a decade

Tomma has served as Chair for the Coshocton BPW Cake Auction, a primary fundraiser for the Local's scholarship program. In addition, she has served 10 years as Chair of the Meet the Candidates Night—promoting informed decisions.

**If you wish to nominate a DISTINGUISHED MEMBER** who has held offices in your Local or Region and served at the State organization level, please go to the Ohio BPW website (<https://www.ohiobpw.org>) under "Programs" for information on requirements and qualifications as well as the form to submit a nomination. A committee will review all the nominations for one person to be selected as the 2019-2020 BPW/OHIO Joyce M. Davis Distinguished Member and be recognized at the BPW/OHIO 2020 State Conference.

**Deadline for Nominations is April 15, 2020.** Questions can be directed to Chairperson Erlene Trsek at 440-665-0034 or by sending email to [setrsek@bex.net](mailto:setrsek@bex.net)

**BPW/Ohio BOARD**

<b>EXECUTIVE COMMITTEE</b>	<b>NAME</b>	<b>ADDRESS</b>	<b>CELL PHONE</b>	<b>EMAIL</b>	<b>LOCAL-REGION</b>
President	Diana Gibbens	7790 Fairlawn Dr, Pickerington, OH 43147	614-325-0178	president@ohiobpw.org	Lancaster-4
President Elect	Paulette Knazek	228 Adams St., Zanesville, OH 43701	440-339-6009	pknazekbpw@gmail.com	Zanesville-3
Vice President	Karen McCready	P O Box 224, Hayesville, OH 44838-0224	NA	mccready@bright.net	Ashland-1
Recording Secretary	Leona Phillips	7216 Ridsen Rd., Vermilion, OH 44089	440-949-9033	leona.phillips@aol.com	Vermilion-1
Treasurer	Brenda Anders	557 Ross Rd SE, Lancaster, OH 43130	740-652-0114	database@ohiobpw.org	Lancaster-4
*Parliamentarian	Carol Ater	43 Mallow Rd, Frankfort, OH 45628	740-703-1109	cater@adena.org	Chillicothe-4
*Corresponding Secretary	Sherry Martin	4976 Royalton Rd. SW, Lancaster, OH 43130	740-808-3749	sweetsherryd@yahoo.com	Lancaster-4
<b>STATE BOARD</b>					
Immediate Past State President	Carolyn Hrinda	926 South Heltman, Ashland, OH 44805	419-289-7339	teach44805@yahoo.com	Ashland-1
Nominating Chair	Roberta Weiler	1959 Claremont Ave, Ashland, OH 44805	419-281-9636	berti55@hotmail.com	Ashland-1
Finance Chair	Jeanne Young	8167 Chestnut Hill, West Chester, OH 45069	513-707-2371	jeanneyoung@yahoo.com	Lebanon-5
Individual Development Chair	Raine Hammond	51596 Township Rd 159, W. Lafayette, OH 43845	740-294-5292	rainedarlene@gmail.com	Coshocton-3
Programming Chair	Gail Snyder	817 12th Street, Greenville, OH 45331	937-423-4854	gails669@embarqmail.com	Greenville-5
Legislation Chair	Penny Pelikan Dehner	16 Stanhope Drive, Chillicothe, OH 45601	740-649-2724	ppdehner@gmail.com	Chillicothe-4
Membership Chair	Mary Ann Dutro	2365 Greenhills Circle, Zanesville, OH 43701	740-819-7592	madutrobpw@gmail.com	Zanesville-3
Young Careerist Chair	Linda Wiegand	202 Eli's Pass, Lebanon, OH 45036	740-975-5581	bisbestrate@gmail.com	Lebanon-5
Region One President	Carol Holton	4129 Caroline Ave., Toledo, OH 43612-1923	567-277-2762	teaberry4129@yahoo.com	Toledo-1
Region Two President	Erline Trsek	119 Greenbrier Lane, Sandusky, OH 44870	440-665-0034	setrsek@bex.net	NASA Glenn-2
Region Three President	Stephanie Bridwell	7515 Old Hickory Ln, Chancellersville, OH 43727	740-624-2787	sbridwell@columbus.rr.com	Zanesville-3
Region Four President	Mandy Ventresca	834 1/2 N, Broad Street, Lancaster, OH 43130	740-407-9872	mventrescabpw@yahoo.com	Lancaster-4
Region Five President	Lucinda Coveney	703 Lakengren Cove, Eaton, OH 45320	937-733-4402	covenelw@miamioh.edu	Eaton-5
*Bylaws Chair	Shirley Jones	2791 Valley Rd., Cuyahoga Falls, OH 44223	330-338-0617	sjones8838@aol.com	Akron-2
*2019/2020 Conference Chair	Elizabeth Herrell	3365 Sugartyme Dr., Zanesville, OH 43701	740-294-1353	lizywca@columbus.rr.com	Coshocton-3
*2020/2021 Conference Site Chair	Lora Manon	803 S Beech St, Bryan, OH 43506-2016	419-266-4212	lora.manon1@gmail.com	Columbus-3
*Database Manager	Brenda Anders	557 Ross Rd SE, Lancaster, OH 43130	740-652-0114	database@ohiobpw.org	Lancaster-4
*Distinguished Member Chair	Erline Trsek	119 Greenbrier Lane, Sandusky, OH 44870	440-665-0034	setrsek@bex.net	NASA Glenn-2
*Foundation Chair	Tomma Bordenkircher	20924 TR 282, Coshocton, OH 43812	NA	Tommabordenkircher@gmail.com	Coshocton-3
*Legal Counsel	Lora Manon	803 S Beech St, Bryan, OH 43506-2016	419-266-4212	lora.manon1@gmail.com	Columbus-3
*Non-Dues Income Chair	Karen McCready	P O Box 224, Hayesville, OH 44838-0224	NA	mccready@bright.net	Ashland-1
*OBW Editor	Andrea Patterson	3110 E. Highland Dr., Zanesville, OH 43701	740-586-5857	andreadpatterson@gmail.com	Zanesville-3
*Ohio Webmaster	Leona Phillips	7216 Ridsen Rd., Vermilion, OH 44089	440-949-9033	leona.phillips@aol.com	Vermilion-1
*PAC Chair	Daneene Monroe Rusnak	7827 Joyce Dr., Parma, OH 44130	440-228-0437	daneene1124@gmail.com	Berea-2
*Ohio/BPW Retirement Foundation	Mary Ann Dutro	2365 Greenhills Circle, Zanesville, OH 43701	740-819-7592	madutrobpw@gmail.com	Zanesville-3
<b>*Non voting positions</b>					



**LANCASTER BPW** held their 30<sup>th</sup> Annual Style Show and Luncheon in October at the Mill Event Center downtown Lancaster.



The theme was masquerade rendezvous and all guests were encouraged to wear masks. Catering was provided by Pacer's Italian Cuisine and Steakery.

Over 100 guests attended the event as well as 15 vendors and four stores. Thank you to style Show Co-Chairs, Nikki Etterling and Sherry Martin (State Corresponding Secretary) along with the following members that made the event successful:

Debbie Sullivan and Diana Gibbens (State President), Lea Carrigan (Lancaster Treasurer), Kim Lind, Cheryl McNabb, Carol Swinehart, Mandy Kalb (Lancaster & Region 4 President), Christina Hall (Conference Site Chair), and commentator for the event Amanda Everitt, Executive Director of Destination Downtown Lancaster.

We raised enough to provide three \$1,000 scholarships in May 2020 to Fairfield County students. Visit Lancaster BPW's Facebook page at <https://www.facebook.com/Lancaster-Business-and-Professional-Womens-Organization-1992836381032539/> to see all the photos.



## Dazzling Through the Decades Celebrating 100 Years of Zanesville Women

The Zanesville Business and Professional Women's Club requests the pleasure of your company as we celebrate our 100<sup>th</sup> anniversary and Equal Pay Day 2020.



Tuesday, March 31, 2020

Bryan Place, 49 N. Sixth Street, Zanesville, Ohio 43701

5:00 p.m. Social Hour and Cash Bar

6:00 p.m. Dinner and Program

*Chicken, Parmesan Red Skin Potatoes, California Blend Vegetables, Salad, Rolls, and Beverage*

Tickets: \$25.00

Please wear your favorite vintage accessories, red shoes, or red purse



We are looking for any history or memorabilia any local has relating to Ohio BPW or your involvement with Zanesville Local.

For more information please contact [zanesvillebpw@gmail.com](mailto:zanesvillebpw@gmail.com) or follow us on Facebook at ZBPWOhio.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

\_\_\_\_ Yes, I will be attending and would like \_\_\_\_ tickets. Enclosed is my check for \$\_\_\_\_\_

\_\_\_\_ No, I will be unable to attend

\_\_\_\_ I wish to make a donation to the Elliott Scholarship Fund. Enclosed is my check for \$\_\_\_\_\_

Please send RSVPs to Zanesville BPW, P.O. Box 695, Zanesville, OH 43702. Checks should be made payable to Zanesville BPW. RSVPs requested by March 15th

## REGIONAL & LOCAL NEWS



**BEREA BPW** spent the last two months of the year helping our veterans. In November American Legion Auxiliary Unit 91- President Marianna Peris (pictured left) presented the history of her post, which celebrated its 100th anniversary on September 5, 2019. She also explained how our donations (almost 100 RTA all day bus passes) helped the local homeless female veterans, getting them to job interviews, medical appointments and to the American Legion for assistance.

In December our guest speaker was Maya Davis, Assistant Manager of the Greater Cleveland Fisher House (GCFH), representing Tyler Estell (Manager GCFH). The Fisher House provides lodging to a veteran's family when a veteran is in one of the VA hospitals. Berea also donates many items for those families to use while they're staying at Fisher House, to help in what is often a very difficult time.

To learn more about Berea BPW contact Cynthia Giffi Wilt, 2nd VP and Membership Chair at 440-567-3666

**In honor of our 75<sup>th</sup> anniversary**  
**Berea Business & Professional Women**  
 present


**Eight Flavors: The Untold Story  
 of American Cuisine**  
 featuring

**Sarah Lohman, Culinary Historian**

**Thursday, March 12, 2020**  
**Perk Cup Café & Grille – 561 W. Bagley Rd – Berea**  
**5:30 p.m. • Networking**                      **6:00 p.m. • Buffet Dinner**

Sarah is originally from Hinckley Ohio, where she began working in a museum at the age of 16, cooking historical food over a wood-burning stove. Over her career she has been featured in the *New York Times* and *The Wall Street Journal*. She works with food history as a way to access stories of women, immigrants, and people of color, and to address issues of racism, sexism and xenophobia. Her book *Eight Flavors: The Untold Story of American Cuisine* is #1 Bestseller on Amazon and the *Atlantic* called it "Richly researched, intriguing and cleverly written."

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 Proceeds support Berea BPW's Jeanne C. Squire Memorial Scholarship & other women-related issues/programs.  
*An opportunity to meet, network and win prizes*

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**Dinner • Door Prizes • 50/50 Raffle • Cash Bar**  
**• Silent Auction**  
**• Cash, check, MasterCard, VISA and Discover accepted.**  
**Cost: \$30 per person**  
**Reservations must be made by March 5<sup>th</sup>. Space is limited**

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Complete the information below & mail payment to: Kathy Kellums,  
 57 Periwinkle Dr., Olmsted Township OH 44138 by March 5<sup>th</sup>.

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Address \_\_\_\_\_

Email: \_\_\_\_\_

Names of attendee(s) \_\_\_\_\_

Enclosed is payment of \$ \_\_\_\_\_ for \_\_\_\_\_ reservation(s) (payable to Berea BPW).  
 A reservation made is a reservation paid. - Tickets will be mailed prior to event.  
 For further information, contact: Kathy Kellums at: kpkell@sbcglobal.net or 440-235-6871



**VERMILLION BPW** sponsored needy families from the Vermillion Schools system for Christmas.

We purchased for them coats, hats and gloves along with other clothing items. Pictured left is Vermillion member Carolyn Smith on shopping day.

Christmas celebration dinner is pictured below.



**NASA GLENN BPW** recognized two outstanding women as 2019 National Business Women: Ann Heyward (Program Manager at NASA Glenn Research Center) and Tiona Gosha.

Ann is the contract manager overseeing 270+ people providing a diverse array of operational services at NASA Glenn Research Center in Cleveland, Ohio.

Tiona is the president of The Glory Foundation which is in the process of creating Ohio's first pediatric respite care home. In the last twelve months Tiona visited Capitol Hill twice to meet with Ohio's senators and congressional representative staff to share the immediate need for community pediatric respite and hospice. She also serves as a volunteer chaplain at Cleveland Clinic Hillcrest in the Neonatal Intensive Care unit providing support to parents of premature infants.

Pictured right is NASA Glenn BPW President Nuha Nawash (center) with 2019 National Business Women awardees Tiona Gosha (left) and Ann Heyward (right).





**GREENVILLE BPW** held their annual Breakfast with Santa on Saturday, December 7<sup>th</sup> at the Greenville VFW to raise money that will provide scholarships to the young women of Darke County.

Once again the students of the Supply Chain Management Class from Greenville Senior High School helped with the event.

Each child received a gift from Santa as well as a bag full of candy and apples. The event was a success due to the generous donations of members and local businesses.

Pictured with Santa: Left to right back row: Deb Smith, Karen Sink (Mrs. Claus), Vicki Cost, Kim Fisher, Dara Buchy, Leigh Fletcher. Front row: Gail Snyder, Susan Fowble and Peggy Foutz



For more information about Greenville BPW contact Sonya Crist 937-423-3657 or [sonyacrist@gmail.com](mailto:sonyacrist@gmail.com)

**REGION 1** held its Leadership Training Meeting on Oct 29, 2019 at Chateau Tebeau Winery. Guest speaker was Stephanie Dennehy (pictured below left), Founder and Artistic Director of Cutting Edge Theatre "It was Now or Never".

Pictured below right, BPW/OHIO President Diana Gibbens installed 2019-2020 Region 1 officers:

Pictured left to right - Diana Gibbens, Carol Holton-President, Kimberly Farley Smith-Vice President, Leona Phillips-Secretary, and Ruth Ann Beaverson-Treasurer.



OHIO BUSINESS WOMAN  
557 Ross Road SE  
Lancaster, OH 43130



**Get additional copies of the OBW!  
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**Contact Andrea Patterson OBW Editor for information (740) 586-5857**



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