

NIKE

NEW YORK STATE women, INC.



NIKE

The official publication of
New York State Women, Inc.

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Our Mission

To build powerful women
personally, professionally,
and politically.

Our Vision

To make a difference
in the lives of
working women.



Discover what NYS Women, Inc. can do for you!

Dated Material — Deliver Promptly

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NYS Women, Inc. The State of the State



Life is change. Growth is optional. Choose wisely.

For my first NIKE President’s message, I wanted to reiterate the message that I delivered as part of my speech at my installation in June. I don’t necessarily have a theme for the year, but my mantra is going to be “Embrace Change.” Karen Kaiser Clark once said “Life is change. Growth is optional. Choose wisely.” This year, I want

to embrace change and choose growth. I want to grow our membership, focus on women’s health issues, return to meetings that are filled with workshops and help educate all working women on the importance of NYS Women, Inc. and the role that our organization can play in their everyday lives.

You will be seeing a lot of information regarding membership and ideas on how to retain and attract new members. I encourage you to embrace this information and use it to your benefit. We will also be working hard to help raise the profile of NYS Women, Inc. throughout the state. To that end, you will see us participating in many events throughout the state, such as Women’s Day at the New York State Fair.

Our next board meeting will be held October 4 – 6, 2013 in Waterloo, NY. Every member should plan to attend. While it will be a board meeting, there will be ample programming and activities for members not on the board. We will be having workshops at the meeting to include officer training, a technology workshop, a workshop on how to lobby your local

legislator and a program on recruiting and maintaining members.

In addition, this meeting will be the youth leadership program. This program is designed to provide high school students with knowledge and experiences that will expose them to opportunities and challenges that they may face in the future. I hope every chapter will sponsor at least one participant in this program. It is an amazing learning opportunity for anyone who attends. Saturday night dinner will provide the opportunity for us to interact with the participants and hear all that they have learned.

Our standing committees – membership, finance, personal and professional development, advocacy, communications, and bylaws – are all hard at work developing new programs and instituting changes to help us grow. If you are interested in any of these areas, I encourage you to contact me or the committee chair and volunteer. We are always looking for new members to the committees and most importantly new ideas.

It is my hope that each of you finds your membership in NYS Women, Inc. to be valuable and important. The only way to truly change and grow is to ensure that all current members are engaged and love being a member. This passion will translate to potential new members and inspire them to also join. If you have any ideas or suggestions, I want to hear them. Please feel free to contact me at president@nyswomeninc.org any time. I hope you will embrace change and choose growth with me!

-from Amy Kellogg

You don’t need to recreate the wheel

by Amy Kellogg

OFTEN TIMES I FEEL THAT OUR members are overwhelmed by the idea of taking on new tasks or coming up with new ideas. I wanted to take a moment to say that you don’t need to recreate the wheel! We have many bright and intelligent women in the organization, and there are many cases where these bright and intelligent women have created something and allowed it to be shared by everyone. It is usually shared on the website.

Our website (www.nyswomeninc.org) is amazing and has a lot of information. I want to encourage every member to go to the member’s only section and begin exploring the amazing tools that are at your disposal.

As you begin planning your meetings for the year, you may feel like your chapter has done every program out there. If this is the case, please check out the programming guide. The guide is broken down by month, and is designed to give you ideas for new programming and allows you to tailor those ideas to your chapter.

Also, under the chapter tab is a link to chapter information. Under this link, there are videos of workshops that you can

use at your chapter meetings, sample new member and lapsed member letters, model bylaws and links to marketing materials for your use.

If you are a new officer, and you have to put together an agenda, visit the manual of instructions and the tool kit. Not only will this give you a great description of your duties as an officer, it also includes a sample agenda, minutes, budgets, and so on.

If you need to find a state officer, committee chair, regional or assistant regional director, you can easily do this by visiting the leadership directory. This will give you any and all contact information you will need. If you need to change or update your personal or chapter information, you can do this on the website.

Again, there is a lot of information on the website; however, it is designed to be a tool to help make your job easier. Take advantage of the information that has been provided and tailor it to your needs. If you haven’t taken the time to explore the tools that are on the website, please take a few minutes to do so. You will see that it is the best time investment you can make and will save you from having to reinvent the wheel.

Calendar of Events

2013

20th of each month: Communicator deadline

Sept

15 Deadline: NIKE

October

4-6 NYS Women, Inc. Board Meeting
Holiday Inn • Waterloo, NY

November

5 Election Day: make YOUR vote count!
28 Happy Thanksgiving

Check online for updates or registration forms:
www.nyswomeninc.org



Our Mission

To build powerful women personally, professionally, and politically.

Our Vision

To make a difference in the lives of working women.

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NIKE Submissions

All contributed articles must be original work; all previously published works must be accompanied by the publisher’s authorization to reprint. NIKE reserves the right to edit contributed articles for clarity and length, and reserves the right to refuse to publish any contributed article.

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**New York State Women, Inc.
President, Amy Kellogg**
ajkellogg@aol.com

NIKE Editor, Katharine Smith
173 Audubon Dr.
Snyder, NY 14226
PR@nyswomeninc.org

Associate Editor, Ramona Gallagher
(Chapter and Region Stories)
1217 Delaware Ave., Apt 807
Buffalo, NY 14209-1432
PR@nyswomeninc.org

Production, Joyce DeLong
Insty-Prints Business Printing Services
3959 Union Road • Buffalo, NY 14225
joyce@instypointscheektowaga.com

Business Manager, Robin Bridson
New Horizons, 50 Methodist Hill Dr.,
Suite 50, Rochester NY 14623
NIKEmgr@nyswomeninc.org

NIKE Advisory Board

Katharine Smith, Editor
Ramona Gallagher, Associate Editor
Robin Bridson, Business Manager
Linda Przepasniak, Communications
Robin Allen, Public Relations Chair
Amy Kellogg, President, ex officio
Mary Stelley, Treasurer, ex officio

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From the Editor



AS I TYPE THIS MESSAGE, THE THERMOMETER hovers around 78 degrees, my early-August garden is exploding with colors, scents, butterflies, and bumble bees, and this SEPTEMBER issue of *NIKE* is almost ready to go to press!

In the world of publishing we start work on the magazine months in advance: compiling and editing articles, matching up pictures – fingers crossed – with the right chapter installation, harassing our columnists and NYS Women, Inc. officers alike for their nuggets of wisdom, and searching photo databases for images that will bring visual interest to our pages.

And this issue of *NIKE* is jampacked with ideas for our chapters! Check out the article “How Can We Help?” on page 15 for tips on attracting new members and the article on page 14 for dynamic program ideas. On page 11, State President Amy Kellogg and Membership Vice Chair Dana Rachlin cover some of the great benefits of membership in NYS Women, Inc. And page 18 lists the outstanding workshops that will be held at the October fall board meeting in Waterloo – you don’t want to miss out on that!

Thank you to all the members of the *NIKE* team and those who have contributed to the magazine. Member input is vital and important to us and we look forward to hearing your opinions, stories, and achievements. With today’s busy schedules, we appreciate everyone’s efforts and contributions particularly since we all know how chaotic life can be!

Sometimes I simply have to stop and smell the roses, both figuratively and literally. . . Most of the projects I design for clients have long-range deadlines, so it can be difficult to be right *here*, right *now*, in this moment. My professional life is spent thinking in terms of what comes next on my schedule so I can get it done by a particular months-away deadline. For so many of us, our lives are a headlong rush to get somewhere, get our work done, move on to the next project, job, chore, electronic gizmo, computer screen, interview, meeting. . .

Sometimes, we really do just need to stop.

Stop. Breathe. Slowly.

I hope you managed to carve out some time to savor this summer and slow down a little before our madcap rush into the busy fall season!

Now, where *did* I put my iced tea?

-Katharine Smith

Next *NIKE* Deadline

Our next deadline is September 15, 2013. When emailing your submission type *NIKE* in the subject line, and send to the attention of Katharine Smith, *NIKE* editor at PR@NYSWomeninc.org. Published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article. Articles for *NIKE* are usually 150 words (for chapter news) and 1,000 to 1,500 for features. If you rewrite the article using quotes, please designate where the reader can get the full copy.

Feature: Political Development

Senator Gillibrand’s Military Assault Legislation



© Daniel Bendy/istock.com

New York Senator Kirsten Gillibrand and other legislators working to reduce sexual assaults in the United States Armed Forces

by Joann Olbrich

A RECENT PENTAGON REPORT INDICATED THERE IS an epidemic of sexual assaults within the United States Armed Forces, with an estimated 26,000 assaults last year, an increase of more than a third from 2010. In response, Senator Kirsten Gillibrand, who became chairwoman of the Senate Armed Services Personnel subcommittee this year, and Senator Barbara Boxer have introduced legislation that would remove sexual assault cases from the military’s chain of command.

Senator Gillibrand’s bill would remove the decision to prosecute military crimes with a sentence of one year or more from the chain of command. The decision to move to a court martial would be placed in the hands of military prosecutors. (The legislation would apply to all crimes, not just sexual assault.) Rep. Jackie Speier (D-Calif.) has introduced legislation in the House that is similar to Gillibrand’s, although it would remove only sexual assault cases from the chain of command. Senator Claire McCaskill of Missouri also has introduced leg-

islation that would change the post trial review process for sexual assault cases. Reps. Tammy Duckworth (D-Ill.) and Tulsi Gabbard (D-Hawaii), the first female combat veterans elected to Congress, also backed Senator Gillibrand’s proposed legislation. In early June, 2013, Senator Gillibrand’s proposal passed a bipartisan subcommittee, but was derailed on June 12th by Senate Armed Forces Chairman Carl Levin, who substituted his own bill for Gillibrand’s. Senator Levin’s bill would leave commanders with decision making power, but with more oversight from the military’s top brass. Senator Levin’s bill calls for an automatic review of a commander’s decision not to prosecute a sexual assault case.

Senator Gillibrand’s legislation has been opposed by the leaders of the United States military, including Secretary of Defense Hagel. But Senator Gillibrand and a bipartisan group of senators supporting her legislation believe that leaving the jurisdiction over the crime of sexual assault in the hands of

Continued on page 9

Sara Josephine Baker

Women Who Helped Build the Empire State

by JoAnne Krolak
Women's History Month vice chair

SARA JOSEPHINE BAKER WAS BORN IN 1873 in Poughkeepsie, NY, to Daniel Mosher Baker and Jenny Harwood Brown. Josephine was just 16 when her father and brother died in a typhoid fever epidemic. It was this event that made Josephine decide to give up a scholarship to Vassar College and go to medical school to become a physician. She enrolled in the Woman's Medical College of the New York Infirmary and graduated second in a class of 18 in 1898. Josephine served her internship at the New England Hospital for Women and Children in Boston, Massachusetts. This experience allowed her to study the effects of poverty, poor sanitation, sickness and infant mortality up close.

Her year in Boston completed, Josephine and her classmate Dr. Florence Laighton moved to New York City where they opened a private practice together. Income from their practice did not produce sufficient income (just \$185 the first year) and Josephine took second jobs as a medical examiner for the New York Life Insurance Company and as a medical inspector for the New York City Department of Health. As an inspector, Josephine examined sick children in New York City schools and worked on projects to control the spread of infectious diseases. In one famous case, she helped catch Mary Mallon, also known as Typhoid Mary, a cook who was a known carrier of the disease.

In 1907, Josephine was promoted to assistant to the Commissioner for Public Health in New York City. Josephine worked on preventive health care programs for young children, which resulted in a significant drop in the rate of infant mortality. This led to the Department of Health creating a division of child hygiene and naming Josephine as its director in 1908.

Under Josephine's direction, the division set up a series of "milk stations,"



where nurses could examine babies, schedule checkups, and distribute milk. Older sisters of these babies were enrolled in the "Little Mothers League," which provided training in infant care so mothers could work. Midwives were trained and licensed. The silver nitrate drops given to infants to help prevent blindness now came packed in beeswax containers to help insure their safety and cleanliness.

Josephine invented an infant formula which mixed water, calcium carbonate and lactose with cow's milk (an innovation that could be mixed in the home). She also designed baby clothing that was light and could be opened from the front. The design

was bought by McCall's and the patterns were distributed at no cost by the Metropolitan Life Insurance Company. During Josephine's time in office, the infant mortality rate in New York dropped from 1,500 per week to 300. Josephine also saw to it that each New York City school would have its own doctor and nurse, who would check children for head lice and diseases such as trachoma. She went against the prevailing thought of the time when she emphasized prevention of disease over treatment.

In 1915, William Park, dean of the New York University Medical School, asked Josephine to lecture on the subject of children's health. Josephine had one condition – that she be allowed to enroll in the program and attend classes toward a degree in public health. At first, Dean Park refused. Women were not allowed in the Medical School. However, when he realized that Josephine had no equal in her knowledge of children's health he knew he had to allow her to attend. In 1917, Josephine received a doctorate in public health, the first woman to do so at New

Over the years Dr. Baker faced discrimination, even from the students she taught who were studying for a Doctor of Public Health degree.

"I stood down in a well with tiers of seats rising all around me . . . and the seats were filled with unruly, impatient, hard-boiled young men. I looked them over and opened my mouth to begin the lecture. Instantly, before a syllable could be heard, they began to clap thunderously, deafeningly, grinning, and pounding their palms together."

Although she laughed it off, at the end of the lecture the clapping began again. This behavior from male students at her lectures continued for fifteen years.

"My impulse to try to do things about hopeless situations appears to have cropped out first when I was about six years old, and it should be pointed out that the method I used was characteristically direct. I was all dressed up for some great occasion . . . and inordinately vain about it. . . I wandered out in front of the house to sit on the horse block and admire myself and hope that someone would come along and see me in all my glory.

Presently a spectator did arrive – a little colored girl about my size but thin and peaked and hungry looking, wearing only a ragged old dress the color of ashes. I have never seen such dumb envy in any human being's face before or since. . . I could not bear the idea that I had so much and she had so little. So I got down off the horse block and took off every stitch I had on, right down to the blue shoes that were the joy of my infantile heart and gave everything, underwear and all, to the little black girl. I watched her as she scampered away, absolutely choked with bliss. Then I walked back into the house, completely naked, wondering why I had done it and how to explain my inexplicable conduct. Oddly enough both Father and Mother seemed to understand pretty well what had gone on in my mind. They were fine people, my father and mother."

Fighting for Life, Macmillan Company, 1939, Sara Josephine Baker's autobiography

York University. Other women soon followed at the University and Josephine spent 15 years teaching there.

Josephine retired in 1923, but kept on working and serving the community. She was a consultant on child hygiene to a number of organizations, including the New York State Department of Health, the US Department of Labor, and the US Public Health Services. She served as a member of the Health Committee at the League of Nations. In addition, she wrote numerous articles on the subject of preventive medicine before her death in 1945.

Sara Josephine Baker: Library of Congress, Washington, D.C.; neg. no. LC USZ 62 088326

Have you heard?



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Your NIKE team is excited to announce a sponsorship opportunity **exclusively** for NYS Women, Inc. members! This member-only level provides our members with an incredible deal to advertise their business to the entire NYS Women, Inc. membership. Not only is this a great value from an advertising standpoint, but it will also position you and your business as a supporter of our vibrant organization.

Details are listed below. You can sign up and pay for your sponsorship at our website at nyswomeninc.org, or contact NIKE Business Manager Robin Bridson at NIKEmgr@nyswomeninc.org.

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- Vendor table at a NYS Women, Inc. conference

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Gillibrand Fact Sheet on Sexual Assaults in the Military



U.S. Senator Kirsten Gillibrand's office released the following facts in July 2013.

Today we heard more of the same in opposition to the bipartisan coalition sponsoring the Military Justice Improvement Act. This carefully crafted legislation supported by 44 Senators from both sides of the aisle seeks to reverse the systemic fear that numerous victims of military sexual assault have told us they have in deciding whether to report the crimes committed against them due to the clear bias and inherent conflicts of interest posed by the military chain of command's current sole decision-making power. According to the 2012 SAPRO Report, 25% of women and 27% of men who received unwanted sexual contact indicated the offender was someone in their military chain of command.

According to DOD, 50% of female victims stated they did not report the crime because they believed that nothing would be done with their report. Even the current top military leadership admits the current system "has failed" and victims do not come forward because "they don't trust the chain of command." The bill is supported by the International Federation of Professional & Technical Engineers (IFPTE), and all the leading victim's advocates groups, including but not limited to, Service Women's Action Network (SWAN), Protect Our Defenders (POD), Iraq and Afghanistan Veterans of America (IAVA), the National Women's Law Center, Vietnam Veterans of America, The National Alliance to End Sexual Violence (NAESV), plus former Generals, former JAG officers and survivors of sexual assault across the country.

This legislation was drafted in direct response to the testimony heard in the Armed Services Subcommittee on Personnel from victims of sexual assault in

the military, and the testimony of the military leadership. Unfortunately, in opposition to the victims, the full SASC committee chose to strike the Military Justice Improvement Act during the mark-up of the NDDA, protecting the current broken system.

The problem of sexual assault in the military is not new, neither are the pledges of "zero tolerance" from the commanders and senior members of the committee, which date all the way back to then-Secretary of Defense Dick Cheney in 1992. Below is a fact sheet correcting some of the misinformation used by opponents of the Military Justice Improvement Act:

Myth: Moving the decision over whether prosecutions move forward from the chain of command to independent military prosecutors will increase retaliation against victims. If an independent prosecutor, and not the commander, moves the case forward others will take it less seriously and retaliation will increase.

Fact: There is absolutely zero statistical or anecdotal evidence that would lend any credibility to this theory. Contrary to that theory, in the current DoD SAPRO survey, of those who responded they have been victims of USC, 62% say they have already been retaliated against which demonstrates the current chain of command structure some are seeking to protect is not working to protect victims. The idea that a commander putting forth the court martial "protects victims from retaliation" is directly rebutted by victims own reports, and ignores anecdotal evidence that commanders are also sometimes the assailant, or have conflicts of interest when a superior officer victimizes a lower ranking servicemember. Additionally, according to a 7 month investigation by the San Antonio Express, a survey of 1,200 service members who sought help since 2003 at the Military Rape Crisis Center found that 90% of victims who reported sexual assault were involuntarily discharged and diagnosed with mental

disorders (an extreme form of retaliation).

Myth: We will have more prosecutions from within the chain of command because commanders move forward cases that civilian lawyers would not. Under the Gillibrand bill, if the lawyer doesn't want to prosecute a case, it ends. Under the Levin bill, the commander can move forward even if the prosecutor doesn't want to.

Fact: To claim keeping prosecutions inside the chain of command will increase prosecutions is not supported by the statistics. Of the DoD's 26,000 estimated cases, only 2,558 victims sought justice by filing an unrestricted report and only an abysmal 302 proceeded to trial. A chain of command orientated system that produces only 302 prosecutions of 2,558 actionable reports is simply not holding enough alleged assailants accountable under any metric. The Military Justice Improvement Act will increase victims perception that they can receive an unbiased chance at justice, increasing unrestricted reporting and the number of successful prosecutions, which will put more sexual predators behind bars unable to victimize men and women in uniform again and again.

While the claim that under the Levin bill a commander can proceed against the lawyers recommendation is true, it omits the fact that rarely does a commander currently disagree with his JAG attorney. Additionally, it omits that in the current structure that the NDAA protects, the JAG making the recommendation to the commander is in the commander's direct chain of command. Under the Military Justice Improvement Act, the JAG making the decision to proceed to trial would be independent of the commander and any possible bias from within the chain of command, such as the current ability for a commander to choose a judge and jury pool.

Lastly, the argument that we should go all the way in the other direction by



reducing the civil liberties of the accused does not adhere to the fundamental values of a fair and independent American justice system.

Myth: Critics say this lets the commanders off the hook. How can you hold them accountable when you reduce their power?

Fact: This is a false choice and just plain inaccurate. There is nothing about this proposal that lets commanders off the hook. Commanders will still be held accountable for setting the command climate whether or not they make this one legal decision. They are still fully responsible for and in control of their troops. In fact, this proposal leaves many crimes within the chain of command, including 37 serious crimes that are unique to the military, such as going AWOL or insubordination, in addition to all misdemeanor type crimes under Article 15. That's why a law professor and former Air Force officer wrote in the New York Times, "Everything about the proposal takes military needs into account, except for the fact that military leaders don't like change."

Myth: Victims can already report the crimes committed against them outside of the chain of command.

Fact: Of course they can, but under the current system, regardless of whom you report the crime to initially, it ultimately ends up on the desk of the commander who becomes the sole decision maker over whether a case moves forward. The commander holds all the cards regardless of where the crime is reported and it is this bias in the system that keeps victims from coming forward and reporting the crime anywhere because they do not believe they can receive justice.

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Military Assault Legislation

Continued from page 5

the command structure is not an effective way of dealing with these crimes, because those committing these crimes sometimes are in the command structure themselves, and victims of these crimes should not have to report them to those who might be engaging in these crimes. Senator Claire McCaskill is one of those who does not support Senator Gillibrand's bill, arguing that victims would be less likely to face retaliation from their peers for reporting sexual assaults if they do it within the command structure, rather than to an outside authority. Although Senator McCaskill did not support Senator Gillibrand's bill, she is determined that something will be done to reduce the number of sexual assaults in the military. The measures that passed in the Senate include a mandatory review of decisions by commanders who do not prosecute sexual assaults, making retaliation a crime, and subjecting sex offenders to automatic dishonorable discharges.

The House of Representatives passed a defense bill that would strip commanders of the authority to dismiss a finding by a court-martial, establishes minimum sentences for sexual assault convictions, permits victims of sexual assault to apply for a permanent change of station or unit transfer, and ensures that convicted offenders leave the military.

Senator Gillibrand intends to reintroduce her legislation in the fall. She has learned from the victims of sexual assault in the military that they are not reporting these crimes because they fear retaliation, and that nothing would be done to help them. Whether or not Senator Gillibrand is successful in getting her legislation passed, there will be progress in the efforts to curtail the number of sexual assaults in the military, as the members of both the House and Senate have shown their determination to do something about this national disgrace.

For more information visit these websites:

- http://www.nytimes.com/2013/06/15/us/politics/in-senate-complex-fight-over-curbing-sexual-military-assaults.html?pagewanted=all&_r=0
- <http://politicalticker.blogs.cnn.com/2013/06/21/gillibrand-reaffirms-position-on-military-sex-assault-prosecution/>
- <http://abcnews.go.com/blogs/politics/2013/06/senate-panel-rejects-sen-gillibrands-attempt-to-remove-commanders-from-sexual-assault-cases/>
- <http://thehill.com/blogs/defcon-hill/policy-and-strategy/299477-gillibrand-leads-charge-to-change-sex-assault-policy>

Emotions... How do you manage the work yours in place?

by Claire Knowles

THERE HAS BEEN AN OUTPOURING OF BLOG posts dedicated to various aspects of Sheryl Sandberg's book, *Lean In* – the book sensation that is encouraging women to *find their voice... plus their will to lead; then take a seat at the executive-decision-making table and "lean in."* In one part of the book, the author shared that she had "cried in the bathroom" in an emotional reaction to a stressful situation.

A subsequent blog post asked this question: What about crying at work? Right? Wrong? Is it ever acceptable? Most responses were negative – that a woman's crying at work does not hold her in good stead, especially if she has the word *promotion* in her vocabulary.

As a long-term human resources manager, labor relations manager, and now a business leadership consultant (plus wife, mother and grandmother), I clearly know the span of feminine emotions.

I've come to believe that "having emotions", "showing emotions" and "being emotional" are very different labels in the workplace:

One can be very cool under pressure. One can be a settling influence in a crisis. One can get rattled, blow up, say things she shouldn't, be easily overwhelmed and defensive – hugely sensitive to criticism, get really angry, act immature, be impatient and impertinent, cry once or cry often; become sarcastic and hostile; and one can be very callous when caring is actually called for.

(Can you relate? Have you seen this range of emotions too?)

Are those emotions wrong? To me, it is all **"in the context."** We all recognize that life is tough. There are a lot of things that



don't go right and are upsetting. Tensions are real, so is conflict. Sometimes we lose, and it hurts. It is all part of the world of work.

The *emotional competency* we seek in the workplace is of **"composure and professionalism"** where we can learn to decrease our emotional triggers, not jump at conclusions, increase impulse control, count to 10, become open to learning from criticism. All of these (and more) *"composure-easing tactics"* can be taught, practiced and improved with experience. Composure and professionalism are the keys. Being able to function normally under stress and pressure is one of the mission-critical requirements for most managerial jobs. Impulse control and delay of gratification are skills that can be improved. (Every HR manager has a host of ways to help someone struggling with controlling emotions).

For example, two big learning aids for me were these: Take a course in mediation – where one must remain neutral – needing to suppress opinion – that teaches self-control; the other is to practice "improv" – get yourself ready for anything that may next pop up – and be able to "roll with it" even as you're *leaning in* at the power table!

Claire Knowles is a coach who has worked with for-profit and not-for-profit organizations, helping them to get focused, and become hugely effective in what they want to do together. She is also the author of "Lights On! A Reflective Journey... Illuminations to move your Life Forward with Ease." Go to her website at www.LightsOnLeadershipSuccess4Women.com.

IS CRYING AT WORK A CAREER KILLER? Sheryl Sandberg doesn't think so. Here's her response in a recent interview with Tracie Egan Morrissey on jezebel.com.

"Look, I'm not suggesting that the way to get to the corner office is to cry as much as possible. Nobody is going to publish the next *Seven Habits of Highly Effective People* and say that crying is one of them. But I am saying that it happens. It has happened to me. It has happened to me more than once. It will happen to me again. It happens to other women. Rather than spend all this time beating ourselves up for it, let's accept ourselves. OK, I cried, life went on. And I think that's part of the message of *Lean In* . . . we are human beings, we are emotional beings and we can be our whole selves at work."

Women Make Strides Locally and Statewide with their NYS Women, Inc. Membership

by Amy Kellogg, state president
and Dana Rachlin, membership vice chair

NYS WOMEN, INC. IS AN ORGANIZATION THAT NOT only mobilizes women in their local community, but unites women from across the state to create valuable change politically and socially. Whether women become involved locally or choose to advance their involvement by taking on responsibility at the state level, NYS Women, Inc. provides all its members with the platform to reap personal, professional, and societal advancements. The impact of being a member is measured not only in your own growth but in the growth of your chapter and its ability to create tangible change and huge impact in your community and this state. There are personal and chapter benefits to being a member.

Personal benefits include, but are not limited to:

- Membership in a professional, statewide organization
- Membership in a chapter in your community that sponsors educational programs
- Access to the programming guide
- Access to the statewide database directory
- Information on current legislative issues
- Training on how to contact your local, state or federal legislator
- Member benefits programs such as discounted life insurance, discounted marketing materials and discounted web services
- Attendance at state and region meetings for networking purposes
- Development and growth in leadership positions at the chapter, region and state level
- Learning Robert's Rules and parliamentary procedure
- Marketing and growing your business by making statewide contacts

- Being a vendor at a state meeting to promote your business or product
- Participating in youth leadership development programs
- Mentoring and training other women and being mentored and trained
- Participating in or sponsoring a participant in the personal and professional development programs
- Speaking at a state or region meeting

Chapter benefits include, but are not limited to:

- A chapter page on the NYS Women, Inc. website
- Access to the calendar of events to promote your local events
- Access to the programming guide
- Prerecorded workshops that can be used at chapter meetings
- Membership promotion materials such as banners, informational post cards and buttons
- Access to the tool kit, which includes sample agendas, budgets, bylaws, etc.
- Sample new member and lapsed member letters
- Sponsoring, mentoring and training a participant in the personal and professional development programs
- Liability insurance to protect your chapter assets

Although the depth of your commitment may be limited by your career, family, and other obligations, I can say confidently that your involvement in NYS Women, Inc., big or small, will provide you with growth, friendship, knowledge, activism, social entrepreneurship, and the opportunity to explore the impact you as a woman and member have on a local and state level.

For more info, check out the NYW Women, Inc. website at nyswomeninc.org.



Like us on Facebook!

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Next NIKE Deadline

Our next deadline is September 15, 2013. When emailing your submission type **NIKE** in the subject line, and send to the attention of Katharine Smith, **NIKE** editor at PR@NYSWomeninc.org. Published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article. Articles for **NIKE** are usually 150 words (for chapter news) and 1,000 to 1,500 for features. If you rewrite the article using quotes, please designate where the reader can get the full copy.

Chapter and Region News

Adirondack Chapter – Region 4
- submitted by Audrey MacDougall

On June 26, Lucille Argenzia and Audrey MacDougall traveled to Tupper Lake for the Rotary Club of Tupper Lake meeting where Linda Provo was presented with the Paul Harris Award, named for the founder of Rotary International. It was quite an honor for Linda, who is the club's secretary.



L. to r.: Lucille Argenzia, Linda Provo, and Audrey MacDougall

Bay Ridge Brooklyn – Region 2
- submitted by Ed Barnas



L. to r.: Maria Barnas, Region 2 director; Catherine LaGrutta, vice president; Karen Menzie; Gina Abdulahad; Doris Amen, president; and Linda Orlando, secretary.

At its June meeting, the Bay Ridge Brooklyn Chapter awarded scholarships to two Brooklyn women attending CUNY colleges. In line with the goal of supporting professional development for women, the chapter annually awards a scholarship to a Brooklyn resident who is attending college within NYC with preference given to candidates who are working women or those who have returned to school.

Two scholarship grants were awarded this year: Karen Menzie of Baruch College was awarded the annual Bay Ridge Brooklyn Chapter Scholarship Grant and Gina Abdulahad of Brooklyn College, was awarded the Anne Le Blanc Memorial Scholarship Grant (named in memory of a long-time member of the Chapter).

Scholarship Chair Catherine La Grutta presented each with a \$1,000 check to help support their studies. Isabel Rodriguez, a prior recipient of a scholarship grant from the chapter, was also invited to the meeting and she updated the group on her educational activities and plans for graduate school.

Falls Region – Region 4
- submitted by Karen Spoor

The Falls Region Chapter held its annual scholarship din-

ner on June 19. This year the chapter awarded two high school scholarships to two Judson Falls High School seniors. One of the scholarships was in memory of Kathleen Butterfield, who was a former president of the local chapter.

The first scholarship winner was Caitlin Wickes who was accepted to the University of Vermont and will major in electrical engineering. Caitlin became interested in electrical engineering when she operated the soundboard for the Drama Club. The next scholarship winner was Emma Rozell. Emma has been accepted to Ithaca College and SUNY Oswego and plans to major in physical therapy. Emma wants people to have the best health possible.

Grand Island Professional Women – Region 8
- submitted by Mary Anne Shea, pr chair

The Grand Island Professional Women's Chapter held its installation on Wednesday, June 26, at River Oaks Clubhouse in Grand Island. Susan Mager, immediate past state president, installed the 2013-2014 officers: Diane Dinsmore, president; Dawn Bonora, vice president; Beverly Kinney, treasurer; and Sonja Miller, secretary.

The same evening, Michele Iannello-Ward (pictured at the right) was honored with the 7th annual Effective Leadership Award for Women in Business, sponsored by Accu Theranostics, Inc. of Buffalo. It was presented by Dr. Sherry Bradford, Grand Island, who is the company president, chief scientific officer, and inventor of the cancer lab's trademarks and patents.



The award honors a woman who excels in her chosen field, devotes time and energy to her community in a meaningful way, and serves as a role model for women everywhere.

Michele believes that one of her most important contributions when she represented the 10th District in the Erie County Legislature, was that she was the first politician to support and work closely with the founder of the Clean Air Coalition. The coalition supported efforts to hold Tonawanda Coke accountable for breaking air emissions regulations, emitting toxins at levels 75% higher than EPA standards. "...Tonawanda Coke was recently found guilty of 15 felony counts," she said.

Before entering public service, Michele worked as a real estate paralegal. She also was also the owner of a pizzeria in Wheatfield, NY, where she developed her own pizza sauce and dessert pizzas, long before they became popular.

Dr. Bradford's laboratory, Accu Theranostics, Inc., which sponsors the leadership award, tests and identifies the best chemotherapy for a patient's unique tumor. It identifies which drugs have the most or least potential for treating the cancer, increasing the success of the chemotherapy.

The Leadership Award arose from Dr. Bradford's personal and professional experiences as a female, faced with a unique set of challenges, as she formed and developed her business.

"Gender discrimination, stereotyping, dual career-family

pressures, and the lack of equal opportunities and pay, all play a role in challenging professional women," Dr. Bradford said. "And the Leadership Award is an opportunity to recognize women for what they have accomplished."

Southern Finger Lakes Women – Region 7
- submitted by JoAnne Krolak

On Sunday, April 21, members of the Southern Finger Lakes Women held a chicken barbecue at the Montour Falls, NY, Moose Lodge. The proceeds went to support the chapter scholarship fund.

At the end of April, chapter members were saddened and shocked to learn of the death of chapter treasurer and long-time member, Judi Coyle.

On Monday, May 20, new chapter officers were installed at Carol Bowers Catering in Montour Falls. Installing officer was Elsie Dedrick, past state president of the former BPW/NYS and current member-at-large of NYS Women, Inc. The new officers 2013-2014 are pictured left to right:

Carole Shay, vice-president, JoAnne Krolak, secretary, Christine Brown, treasurer, and Crystal Banks, president-elect. Judith Phillips, incoming chapter president, was unable to be present.



On Saturday, June 1, members of Southern Finger Lakes Women held a rummage sale benefiting the SFLW education and general funds. The rummage sale was held at the home of Jan Brew, SFLW member.

On June 17, the chapter awarded three \$500 scholarships to graduating seniors from Schuyler County high schools. The awards were presented at a picnic at the Montour Falls Moose Lodge. In the picture above, from left to right, Katelyn Scott, Judy Phillips, SFLW President, and Katrina Swarthout. The third scholarship winner, Haley DeNardo, was not able to be present for the awards ceremony.



To benefit the chapter education fund, members are selling raffle tickets on a gas/charcoal grill and smoker with the drawing to be held during the Watkins Glen Italian American Festival.

Please Send Your Region and Chapter News to:
Ramona L. Gallagher at PR@nyswomeninc.org

Chapter and Region News

St. Lawrence County – Region 5
- submitted by Sue Bellor, president

The St. Lawrence County Chapter recently installed its new officers for 2013-2014 with a dinner at Dar's Restaurant in downtown Massena. Pictured, from left to right, are President Sue Bellor, Treasurer Debra Langevin, Vice President Sally Yeddo, Secretary Courtnie Toms, Communications Chair Patricia McGrath, and Fundraising Chair Miriam Ralston.



Susquehanna – Region 6
- submitted by Robin Allen



Members of the Susquehanna Chapter "womaning" their booth at the annual Strawberry Festival in June.



Westchester County – Region 3
- submitted by Debra Carlin

Longtime member, Marilyn Pucillo, passed away October 4, 2012. Marilyn was a member of the Westchester County Chapter for 36 years. She held various offices in the organization at the local, then-district, and state levels – president of New Rochelle, district IX director, the former NYS/BPW emblem, and public relations chairs.

Merilyn was a landscape gardener and owner of Coopers Corner Nursery. Her many friends will always recall Merilyn living life to the fullest, her generous heart, and tireless dedication to those she loved. In Merilyn's garden the sun always shone, the flowers were beautiful and the earth filled with perennial joy.

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facebook.com/nyswomeninc

Program resources for your chapter

When planning meetings, consider partnering with other groups in your community to increase attendance and visibility at your meeting. Visit the NYS Women, Inc. website for a list of speakers who have volunteered their services to regions and chapters. Ask your members what programming they would like to see. Consider what women in your community need or might want, and seek to fill that need with the programming at your monthly meetings.

Post your meetings on the New York State Women, Inc. website. Advertise your meetings with press releases and on local news websites. Most areas now have online community boards through their local newspapers and news stations that allow you to post your meeting free of charge.

What are some ideas for topics to present at our chapter meetings?

- Roundtable discussions
- Leadership tactics for women
- Networking skills
- Resume writing
- Interviewing tips and techniques
- Creating Powerpoint presentations
- Communication skills – verbal, body language, critical and creative thinking, team building, listening, social skills, problem solving, decision making, project management, planning and organizing, understanding communication differences,
- Multicultural differences
- Generational differences in the workplace
- Developing professional potential, talents, and individual competencies
- Negotiating skills
- What is an appropriate appearance for my professional environment?
- Changing career paths
- Harassment prevention
- How to recruit the right people for the right task
- How to present to the media
- Verbal presentation skills: the art of public speaking
- Strategizing to realize your dreams, aspirations, career and life style, and how to prioritize them
- Work/life balance
- Time management
- Financial planning
- Understanding insurance plans – health and life
- Investigating wills and trusts

- Understanding your credit score
- 21st century stress management
- How to win over difficult people
- Customer service, it's not just for customers
- Mentoring and volunteering
- Keys to self empowerment and respect
- Dealing with negativity
- Surviving and thriving on change
- How to effectively and efficiently run a meeting
- Understanding how a bill becomes law
- How to effectively politically advocate
- How to contact your legislators

Where in our community can we find qualified speakers for our chapter meetings?

Reward a speaker by paying for his or her dinner, with a thank you gift or stipend, and a follow-up thank you card. Add speakers and guest to your email list. A speaker should be the main focus of your meeting and given a minimum of 30 minutes, including a Q&A period. Speakers can be found at:

- Area chambers of commerce
- Your own members(!)
- Speaker bureaus or forums
- Community professionals
- SCORE volunteers – nonprofit association made up of retired business people dedicated to helping small businesses get off the ground, grow and achieve their goals through education and mentorship.
- Small Business Development Center (through the New York State University system)
- Politicians

Continued on page 17

Mentoring and outreach programs can give your members a sense of accomplishment and purpose. These types of programs put your members in touch with other community leaders, allowing for networking opportunities.

How Can We Help?

The NYS Women, Inc. membership committee asked chapters to share tips on what has helped their increase membership and support new members. “How can we help?” is the idea from the Susquehanna Chapter when asked how they increased their membership. What a great question to ask your members or a prospective member! We are so glad we asked Kathleen Pernice to write about the secret of their recent growth. She responded that it was no real “secret” and sent us this article.

NOT TOO LONG AGO I READ AN article in our local *Penny Saver* about a female athlete who was fighting for a place on a men's Olympic team. In a small community like ours, I was surprised to hear about a potential Olympian. The article outlined how she was trying to earn a place on the men's team because there was no 50K race walk for women.

I talked to our members and we all agreed she was a perfect example of

in town and didn't know many people, she hoped that by joining our chapter she would meet more women in the area. And it certainly didn't hurt that she believed in our chapter mission.

Since we now had two young women as members, the daughter of one of our long-time members decided to join. She had a new baby, so making meetings has been somewhat difficult, but Amanda pitches in when she can, and supports

Some past members may have loved the chapter but work and family took precedence in their lives. Now that their children are older and need less attention, these women might be able to come back. Many of our past members still come and help us with special projects when they can. And we keep in touch with past members; they're on our newsletter list because they like to know what our chapter is doing.



Networking. Resources. Advocacy. Inspiration. Friendship.

a woman in the trenches fighting for equality in a male-dominated world. We didn't know if, or how, we could help her – but I contacted Erin to see if we could do something for her. She said she needed an international sports attorney, so I sent a message to the NYS Women, Inc. state team asking where we might find this type of attorney. They suggested I put her in touch with BPW International. I still don't know if the referral provided assistance to her, but Erin decided to take a look at our organization online. She liked what she saw and the fact that we reached out to help to help her. She asked if she could join our chapter! Of course, we welcomed her with open arms. Erin attended a region meeting and brought her friend, Francine, who joined at that meeting.

Erin has said that since she was new

the mission of the chapter.

A recent member is the daughter of another long-time member. Pam had been a member years ago, but family and work took priority for her and she left the chapter. Last year, we nominated Pam's daughter (a high school senior) for the Status of Women's Council 2013 Young Women of Achievement. Pam's daughter Lauren has been involved with Grandma's participation in the chapter and we feel she is a junior member although she hasn't joined yet.

New members can come from any walk in life. Yes, it helps to ask people to become members, but look at the big picture as well: we are here to help – and build – strong women. In Erin's case, all we did was offer our help. She appreciated that, and said she liked the concept of our chapter.

I don't think there is any real “secret.” I do watch our local papers for interesting women. If someone needs help, we offer assistance, no strings attached. If I meet a woman who seems like a good fit for our chapter, I might ask them to come to a meeting and tell us about their job or special project. These women may become members or they may not, but we are always women helping women. We are proud of what we do, and whether there are many of us or just a few, we are determined to help women become stronger in any way we can.

Thanks for these ideas go to Kathleen Pernice, Susquehanna Chapter vice president. Please share your “secret” – send it to Membership Vice Chair Dana Rachlin at drachlin@courts.state.ny.us or Membership Chair Neale Steiniger at nsteiniger@si.rr.com.

New York State Women, Inc.

Women’s Day at the Fair 2013

- submitted by Pat Ferguson

NYS Women, Inc. was represented every day of the New York State Fair with our ad in the fair’s daily program book (advertisement pictured above). The ad was many people’s first introduction to our organization. In 2013, the fair took place August 22 through September 2 (Labor Day). Women’s Day at the Fair was Wednesday, August 28, 2013. NYS Women, Inc. had a booth in the pavilion Women’s Day Mini Fair. Region directors were given names of the contacts from their areas; we’re hoping to see many new members as a result!



Find it all online at www.nyswomeninc.org ;-)

by Renee Cerullo,

As we start the new year of programming for NYS Women, Inc. it is a great time to remind everyone what the organization has to offer you as a member, chapter president, or regional director. The website has lots of vital information to help enrich your experience as a NYS Women, Inc. member and to help you more easily manage your chapter or region.

Members

- Latest News/Upcoming Events – Both these areas displayed on the home page will help you find out what is going on around New York State.
- Members Website – This is an area where you log into. You will log in with the email address NYS Women, Inc. has on file. If you have never logged in before your password will be nysw09. There is a ton of great information in this area.
- Search the member list to find businesses or members to do business with.
- Update your profile – It’s very important to keep your contact information updated, especially your email address. You can also see when your dues are up for renewal here. Keeping your profile up to date will also help others locate you and contact you for potential business opportunities.

Chapter Officers

- Latest News/Upcoming Events – All chapters are encouraged to submit chapter news and events that will be included in this section. And we’ll post them on our social media pages. Don’t miss out promoting your chapter and events.
- Members Website – Once you are logged into the members’ website you will have access to the real time chapter roster with NYS Women, Inc. Here you can see your current members and your lapsed members and you can export the lists to an Excel spreadsheet for your own use. This is a great way to keep your membership list up to date.
- Sample Chapter ByLaws
- Manual of Instruction – There are lots of forms/templates/job descriptions that will help you manage your chapter. This is great information for the new officers or members.

- State/Chapter/Region Forms – Change of dues amount forms, Submit Chapter Officers, Program Book submission.
- Sample Programming and a list of members who have volunteers to be speakers at chapter meetings.
- Chapter web pages – Every chapter has a web page on the NYS Women, Inc. site. Chapter presidents all received information on how to log into the website and manage these pages. You can post your meeting dates, special events, or any other information relative to your chapter on these pages. We have already posted the chapter president and treasurer’s contact information on these pages for you. This is a great way for potential new members to contact a specific chapter. The more information you post here, the more attractive your chapter will be to potential members.

Region Directors/Assistant Region Directors

- Latest News/Upcoming Events – All Regions are encouraged to submit region news and events to be included on this website. We will also post them on our social media pages. Don’t miss out promoting your region and events.
- Members Website – As a region director or assistant region director you’ll have access to all the items mentioned above plus you have access to the NYS Women, Inc. membership database for your region. When you log into the members website you will see the admin site menu item. When you go here you will be able to access all the chapters in your region.
- Obtain membership reports for your region and the chapters within your region. You will be able to obtain reports for current members and lapsed members for each chapter and export them to Excel.
- Send Emails – You will be able to send email messages to all members in your region or just a chapter within your region. Communicate with all members in your region by sending just one email! Once you log into the system you will go to the Members menu and choose Email Blasts.

Our website is : www.NYSWomeninc.org
Like us on Facebook at: www.facebook.com/NYSWomeninc

Program resources for your chapter

Continued from page 14

- Toastmasters
- Community business journals – these journals often print a “Movers and Shakers” column, with information on who got promoted, their specialty, and workplace
- Networking, volunteer, or other community organizations
- Hospitals and the Red Cross
- Local colleges

Why not base a chapter meeting around a special event?

- Equal Pay Day in April
- National Business Women’s Week in October
- National Domestic Violence Awareness Month in October
- National Breast Cancer Awareness Month in October
- New York State Women’s Day at the NYS Fair in August
- New York State Lobby Day
- Woman of the Year

How can mentoring and outreach programs benefit our chapter?

Mentoring and outreach programs provide your chapter with community presence and generate interest in our organization. People will begin to talk about your chapter, creating publicity. Programs reach women and girls who, in time, could become members.

Mentoring and outreach programs can also give your

members a sense of accomplishment and purpose. These types of programs put your members in touch with other community leaders, allowing for networking opportunities.

Where in our community can we find mentoring and outreach opportunities?

- High schools, community colleges, or BOCES
- Domestic violence programs
- Senior citizens centers
- Big Sisters, Girls, Inc., Girl Scout troops, and Girls Clubs of America
- Community and church youth organizations
- Displaced homemakers organizations
- Displaced veterans and displaced veterans homes
- YWCA
- 4H Clubs
- Troubled youth group residences or women in prison
- Community organizations that help women learn or re-learn how to make it in the real world either because they have yet to live on their own or their life circumstances have changed and they need assistance.

Source: NYS Women, Inc. Personal and Professional Development Resource Manual (March 2010). Available online at <http://nyswomeninc.org/Programs.aspx>.

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Hotel and Registration Info

• Online registration is the **PREFERRED** method at www.nyswomeninc.org.

• To have the forms mailed to you, contact **Elsie Dedrick, Reservation Chair, 5299 Wood Lane, Newark, NY 14513. Questions? Contact Elsie by phone: 315-331-1168 or email: fdedrick@rochester.rr.com.**

REGISTRATION FEES

Advance	\$35 due by September 2, 2013
Late	\$50 received after September 2, 2013
On-site	\$70 upon arrival

Board book	\$10 optional
Complete meal package	\$107 optional

Individual meals *May be purchased separately.*
Friday reception: \$15; Saturday breakfast: \$15; Saturday lunch: \$22; Saturday dinner: \$40; Sunday breakfast: \$15.

Please note: meals are not included in your hotel reservation and MUST be paid with your registration fee.

HOTEL COST

Holiday Inn, 2468 NYS Route 414, Waterloo NY 13165
315-539-5011 • Fax: 315-539-2148 • does@hiwaterloo.com

Reservation deadline: September 2, 2013

Ask for the NYS Women, Inc. code "NYW" group rate.

RATE PER NIGHT - \$116.55 per room (two double beds)
Rate includes tax. Up to four people to a room. (Meals must be purchased separately when registering for the meeting.)

Reservations after the reservation deadline are subject to availability and will be charged at the regular hotel rate. No refunds for early departure. Cannot guarantee room type or room location. Cancellations may be made up to 24 hours in advance.

New York State Women, Inc.

Our Mission

To build powerful women personally, professionally, and politically.

Our Vision

To make a difference in the lives of working women.

Workshops

WORKSHOP ONE

Learning the Ins and Outs of Being an Officer

-presented by President-Elect Colleen Ostiguy

If you are a chapter president or vice president, regional or assistant regional director or are interested in taking on a leadership role in the organization, this program is for you. We will explore the various aspects of being a new officer in NYS Women, Inc. including reviewing the NYS Women, Inc. website, bylaws, manual of instruction, preparing for and running a meeting, developing programming ideas, and more.

WORKSHOP TWO

Is this thing on?

-presented by Assistant Region Director Robin Bridson, Region 5.

Basic technology workshop for late bloomers, those who are entering the digital era kicking and screaming, and those who want to be a little more comfortable using technology without having to call their grandchild. Tentative list of topics:

- What's the difference between a text message and an email and tips for using both
- OMG! LOL! IKR? What?
- Connecting to free wi-fi
- Staying safe on free wi-fi
- Terms such as blog, RSS feed, social media, and cloud computing...
- Search Engine Tips

Plus a Q&A session at the end

WORKSHOP THREE

Nothing about US without US – Women Uniting

-presented by the Membership Committee

Interactive workshop will focus on attracting women from ALL walks of life.

- What are the benefits of membership? Creating your own chapter list.
- How to publicize chapter happenings and local women's events in your area.
- Benefits to chapter use of Facebook
- Dos and don'ts and the impact of first impressions

WORKSHOP FOUR

Health Care Legislation and How It Affects You

-presented by Cassie Hill, S2AY Rural Health Network

A look at healthcare legislation related to women's health and an analysis of how this legislation could impact you and your family. This workshop will pay particular attention to the Affordable Care Act and how its implementation on January 1, 2014 will change how healthcare for women is delivered and covered.

25th Anniversary Grace LeGendre Endowment Fund Awards Luncheon

- by Neale Steiniger

A TREMENDOUS THANK YOU to everyone who participated in the 25th Anniversary Grace LeGendre Endowment Fund (GLEF) Awards Luncheon on June 8 at the NYS Women, Inc. annual conference and to everyone who has donated throughout the year.

This year the Endowment Fund was pleased to give four awardees \$1500 each. And we were fortunate to meet three of them at the luncheon in Albany. Rachael Phipps is starting her last year of a Physical Therapy Doctoral program at Nazareth College of Rochester. She wants to make a difference in helping patients live a more fulfilling life. Keri Preikschat is enrolled in Marist College for Public Administration. Keri is a mother of two young girls, proud wife of an Iraqi war veteran and a Detective in the Organized Crime Control Bureau's Narcotics division of the NYPD in Bronx, NY. Stephanie Rojas is attending Fordham Uni-



Past State President and Fellowship Chair Mary Ellen Morgan with GLEF 2013 awardees Stephanie Rojas, Keri Preikschat, and Tammra Schiller.

versity's Mental Health Counseling program and plans on working with underprivileged minorities in her community. Tammra Schiller, well known to the Professional Women of the Finger Lakes Chapter, is pursuing an M.S. in Management from Keuka College. Tammra wants to get better at what she currently does and be a role model for other mothers who are considering going back to school.

The members of NYS Women, Inc. should be very proud of continuing the 25 year tradition of helping women pursue their goals.

For more information on GLEF, please go to www.gracelegendre.org. The application for next year's awards will be posted in fall 2013, so please spread the word that this financial help is available to women registered in an advanced degree program at an accredited New York State college or university.

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NIKE All Stars

The 2013-2014 *NIKE* All Star Campaign is in full swing and thank you to our loyal supporters who have already sent their listings in. Members will have an opportunity to contribute at our annual conference, and chapters, regions and friends of NYS Women, Inc. can send contributions anytime to the *NIKE* Business Manager. Information on contributing can be found on our website.

Publication July 15th/Sept. issue Oct. 15th/Dec. issue
Deadlines: Jan. 15th/March issue March 15th/May issue

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Gillibrand Fact Sheet on Sexual Assaults in the Military

Continued from page 9

Myth: This proposal will lead to fewer trials since prosecutors are concerned about their win/loss record and will only recommend cases they can win.

Fact: This reflects a fundamental misunderstanding of how the military justice system works. JAGs move back and forth between defense and prosecution assignments, so they are less concerned about their prosecution numbers. Prosecutors are detailed to the billet for 2-3 years and take whatever cases are given to them by their department head. The department head takes the cases that are preferred/referred. Under our new structure the O-6 JAG would have the disposition authority to decide if a case proceeds to trial based on the strengths/weaknesses of the evidence. In the military, prosecutors are professionally graded on a whole host of matters – not just wins/losses. In fact, military prosecutors often receive praise from their superiors for being willing to take tough cases to trial.

Important Facts

- Of the active duty women who indicated experiencing USC and did not report it to a military Authority – 66 percent said they felt uncomfortable making a report.

- Of the active duty women who indicated that they experienced USC and did not report it, 50 percent believed that nothing would be done with their report, and 43 percent heard about negative experiences other victims went through who reported their situation.

- Of those women who experienced USC and did not report it, 47 percent indicated fear of retaliation or reprisal as the reason for not reporting.

- Across the services, 74% of females and 60% of males perceived one or more barriers to reporting sexual assault.

...in the current DoD SAPRO survey, of those who responded they have been victims of USC, 62% say they have already been retaliated against which demonstrates the current chain of command structure some are seeking to protect is not working to protect victims. The idea that a commander putting forth the court martial "protects victims from retaliation" is directly rebutted by victims own reports. . .

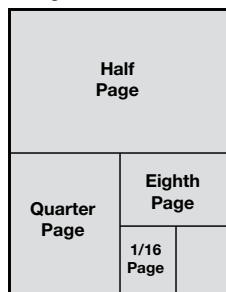
Source: <http://www.gillibrand.senate.gov/newsroom/press/release/gillibrand-fact-sheet-on-sexual-assaults-in-the-military>

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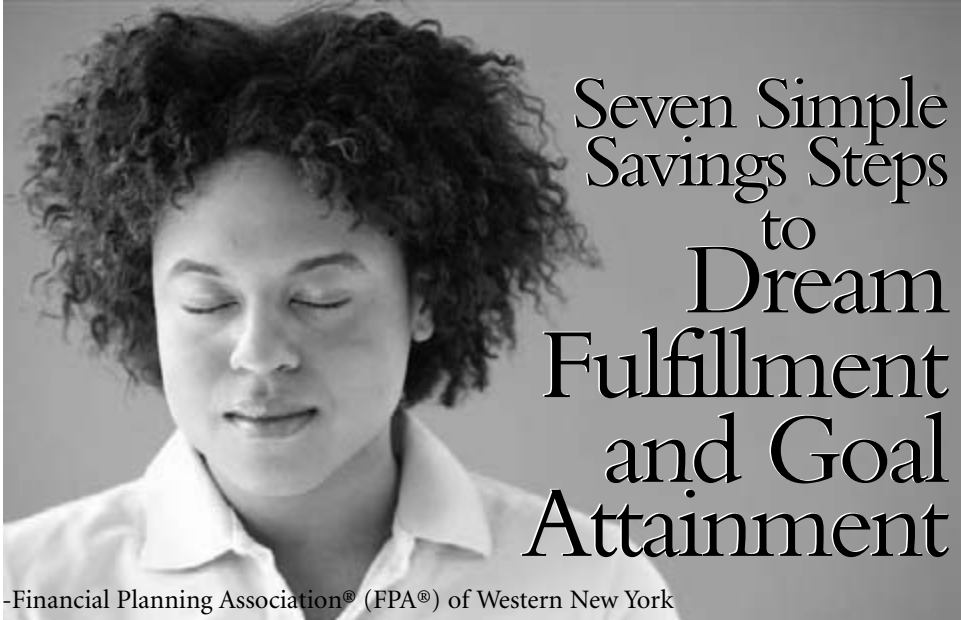
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Why do we spend a large portion of our lives working, anyway? What’s the point of punching the clock week after week, year after year?

The obvious answer is that people work to earn the money they need to support themselves and their families. But they also work to gain the financial means to reach their goals and realize their dreams.

Whether it’s buying a home, funding a college education, traveling, living comfortably throughout retirement or something else worth striving for, goals not only help define a person, they guide and motivate us. And however ambitious or modest, however close at hand or far into the future, a goal may be, attaining it requires a clear idea of how you’re going to accumulate enough money to get where you want to go – in short, a savings strategy.

You have things in life you want to do. What’s the best way to go about saving enough money to do them? Start with the following suggestions from the Financial Planning Association, the nation’s largest organization of personal finance experts. Then, with the help of a financial adviser (find one in your area via FPA’s national database at www.FPAnet.org/PlannerSearch/PlannerSearch.aspx), draw up your roadmap for dream-fulfillment and goal-attainment, and don’t look back!

STEP 1 Define your goals. What are the highest priorities on your life to-do list? Saving enough for retirement? Buying a first or second home? With input from spouse/partner, family members, financial adviser and the like, decide which goal(s) you want to tackle first, then put them in writing. “Start with what’s most pressing, and focus on that, but don’t neglect your other goals,” suggests Rick Kagawa, CFP®, of Capital Resources & Insurance in Huntington Beach, Calif.

STEP 2 Set yourself up to succeed by setting goals that are ambitious but attainable. Setting goals too high – “I want to make \$5 million and retire by the time I’m 40.” – sets a person

up for frustration and failure. On the other hand, setting a reasonable goal, then achieving it, provides the momentum and inspiration to commit to saving for other goals, according to Kagawa. He recommends people be S-M-A-R-T about goal-setting: Specific; Measurable; Attainable; Realistic; and, Timely.

STEP 3 Figure out the financial commitment required to fulfill your goals. How much do you need to set aside to purchase a new home, or fund a college education, for example?

STEP 4 Make a plan for setting aside a certain amount of money each month to reach a goal. “Even if it’s a small amount each month, it’s important to get in the habit of saving,” asserts Kagawa. Keep the money in an account where you’re less likely to be tempted to touch it until the time is right. Set up an automatic deposit to help you stick to the savings commitment. Look for a higher-interest savings account so you earn a little extra money in interest (www.bankrate.com is a good starting point for comparing savings account interest rates).

STEP 5 Build a savings plan that’s flexible enough to stick to when circumstances change. Because your financial situation is bound to change (due to having kids, job status, etc.), revisit your savings goals and adjust as necessary, consulting with a financial planner to help with those adjustments.

STEP 6 Keep your goals in front of you. It’s easy to lose sight of goals amid life’s day-to-day demands. Make a point of periodically re-reading the goals you put in writing to remind yourself what you’re saving for and why.

STEP 7 Don’t give up if you get off track. Instead, revisit your goals and adjust them so you can continue saving. “It’s important to try to get back on track,” said Kagawa, “even if it means modifying your goals.”

This column is provided by the Financial Planning Association® (FPA®) of Western New York, the leadership and advocacy organization connecting those who provide, support and benefit from professional financial planning. FPA advances the financial planning profession and its members demonstrate and support a professional commitment to education and a client-centered financial planning process.

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For more information:

Robin Bridson, *NIKE* Business Manager

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