



NIKE The official publication of New York State Women, Inc.

VOL. 68 ■ ISSUE 4 ■ MAY/JUNE 2019

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.



Dated Material — Deliver Promptly

NYS Women, Inc. Annual Conference

1919-2019

BUSINESS AND
PROFESSIONAL WOMEN
OF NEW YORK STATE

100th anniversary

NEW YORK STATE
women, INC.



Follow the Path to the Betterment of Women

from Debra Carlin
NYS Women, Inc. President, 2018/2019

This year marks the 100th anniversary of the NYS Federation of Business and Professional Women's Clubs, now known as NYS women, Inc.

The purpose of the federation was to *"unite organizations of Business and Professional Women in order to come to a better knowledge and understanding of their conditions and needs in different sections of the state. To secure more equitable treatment and just recognition for women in business and the professions."* And *"to gather and distribute information relative to vocational opportunities and to bring about a greater solidarity of feeling among women throughout the State."*

NYS Women, Inc. strives to achieve its goals through state legislation as well as programs offered at the state, region, and local levels throughout New York State. We continually make ourselves felt in our respective communities and offer programs of study and action directly related to the woman in business while also working on building better workplaces.

So let us celebrate all that we do, continue to provide useful programming and support our women.

This year also marks the 100th anniversary of other several other women's organizations including Zonta International and the League of Women

Voters. We will hear from some of them at Women's Day at the Fair at the New York State Fair on Wednesday, August 28th. It is also the 100th anniversary of the Women's Right to Vote in New York State. So please join us at the Fair this year!

The NYS Women, Inc. annual conference is fast approaching! It will be held June 7-9, 2019 at the del Lago Resort and Casino in Waterloo, NY. This is a great opportunity for members to meet, network, learn and socialize. We hope that many of you will join us for the networking, workshops, and the installation of our leadership for the coming year. And there will be time to enjoy the facility as well. NYS Women, Inc. chapters have been invited to share their histories at the conference: it should be fascinating to see where this organization has been and where it is going.

As always, please remember our mission is to build powerful women personally, professionally and politically while making a difference in the lives of all working women. As a group, working together, there is much we can accomplish.

Stay happy and safe,
Debra Carlin
NYS Women, Inc. President, 2017/2019

NEW YORK STATE
women, INC.



2019

MONTHLY
15 Communicator deadline

MAR
15 NIKE submissions deadline

JUN
7-9 Annual Conference
del Lago Resort and Casino
Waterloo, NY

JUL
4 Happy Independence Day!

AUG
28 Women's Day at the NYS Fair
NYS Fairgrounds • Syracuse, NY 13209
Details/registration forms available July
Questions? PatFerguson@aol.com
Cheryl.Lavin@Agriculture.ny.gov

SEPT
2 Happy Labor Day!

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.

The articles contained in NIKE express the views of the individual authors and do not necessarily represent the views of New York State Women, Inc. NIKE is distributed for information purposes only, with the understanding that neither New York State Women, Inc. nor the individual authors are offering legal, tax or financial advice.

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Annual Conference

Waterloo, NY

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From the Editor

“It is easy to
, resolve; it
is difficult
to act.”



- LENA MADESIN PHILLIPS, FOUNDER of BPW

“IT IS DIFFICULT TO ACT.” EACH OF US, AT SOME POINT, WILL FACE a situation that cries out for action. The question is how will we, as NYS Women, Inc. members, respond?

We know NYS Women, Inc. (and our precursor, BPW/NYS) has acted on issues of urgency for women in the past: suffrage, the Equal Rights Amendment, pay equity, female veterans’ services, training for women returning to the workplace... The question is, how will we respond to the issues affecting women today? Child abuse, domestic violence, human trafficking, the #MeToo movement, legislative attacks on women’s healthcare? Will NYS Women, Inc. be on the forefront with solutions? With action? Going forward, let’s make sure our organization’s next 100 years of advocacy are THE most impactful and life-changing for working women across the state; that we “make a difference.”

Women seized the opportunity for great change in the post-World War I year of 1919. On the next page, Associate Editor Katharine Smith gives us an overview of some other women’s organizations which also had their beginnings in 1919; their backgrounds, founders, and origin stories. Take some time to consider these groups – still in existence today – and how much their goals have coexisted with those of our own organization.

She has also created a graphic timeline of BPW/NYS and NYS Women, Inc. with highlights of our last 100 years (pages 10 and 11).

You don’t want to miss this year’s annual conference, June 7 – 9, 2019, at del Lago Resort & Casino in Waterloo, NY. The keynote speaker at Saturday’s luncheon is author Kate Mahoney, whose life story, overcoming cancer, can be an inspiration to us all. The conference schedule, planned activities and tours, plus Finger Lakes attractions and must-see’s are listed on pages 6 – 7.

In further conference news, on page 14 Sue Mager introduces the three outstanding NY Grace LeGendre Endowment Fund, Inc. fellowship awardees who will be recognized at an awards luncheon that weekend in Waterloo.

Hope to see you there!

-Joyce DeLong

NIKE SEPTEMBER 2019 ISSUE DEADLINE: JULY 15, 2019.

Please type *NIKE* in your email subject line and send to the attention of Joyce DeLong, *NIKE* editor, at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher with permission to republish and credit line to be included with the article.

[Editor's note: Each issue of NIKE in 2019 will feature some aspect of NYS Women, Inc.'s 100th anniversary. For this May/June issue – celebrating Women's History Month – we hear from some past leaders in their own words.]

Celebrating 100 years of powerful women 1919-2019

by Katharine Smith, NIKE associate editor

Just what was it in 1919 that furthered the creation of women's organizations that year? Was it the political scene and the tantalizingly soon-to-be national fulfillment of suffrage? Was it the end of the "Great War" with its reintegration of former soldiers into the national workplace and the release of the many women who had held those wartime jobs? Was it the mass communication technology of the twentieth century: the then-dominant newspaper industry and budding radio reach that informed women of their options? Or was it an influx of women graduating from colleges with professional degrees, putting them on an equal footing with men and eager to make their mark in law, politics, social reform, medicine?

In all probability, it was a combination of those circumstances that led to their formations, including our precursor, New York State Federation of Business and Professional Women's Clubs. Here are some of the other groups that reflected the changing times in 1919.

Quota International, Inc.

The idea for Quota International was sparked when Wanda Frey Joiner attended a Christmas "ladies' night" party hosted by the Kiwanis Club of Buffalo, NY. Wanting to form a similar organization for women to join, a few weeks later, Joiner and four other businesswomen signed incorporation documents forming Quota Club International on February 6, 1919, one year before the United States passed the 19th Amendment granting women the right to vote and less than one month after the end of World War I. Because many women had joined the workforce and organized campaigns to support the troops, when the war was over, women wanted more employment

and empowerment opportunities. Their enthusiasm propelled the organization to become the first international women-only service organization in 1925.

Quota International is a non-profit organization empowering women, children, the deaf and hard-of-hearing, and people with speech difficulties in local communities around the world. Today, more than 5,000 Quota members, women, men, and youth, come together to help women and children overcome poverty, educational, and workforce challenges in 14 countries.

Though the projects and partnerships may have changed over the past 100 years, one thing remains the same, Quotarians continue to make a difference:

Mentored underprivileged girls to help them remain in school, and continue their college education (1920s); partnered with the Red Cross supporting World War II defense projects purchasing ambulances for war victims, selling war bonds, and doing blood typing (1940s); building of schools in Korea, nurses training in Kabul, clean water in Kenya, feeding projects in the Philippines, and child care in India (1970s); created Shatter Silence equal opportunity programs for the deaf or hard of hearing, changing laws for closed captioning and mandated hearing testing (1980s); partnered with UNICEF to immunize children in Uganda (1980s); organizing projects for women and children, living through drought and poverty, barriers to education, and natural disasters, including those who are deaf or hard of hearing (today).

Zonta International

It was 1919 that Zonta was founded in Buffalo, NY by Marian de Forest. Internationally known in her day as a playwright and drama critic, de Forest founded Zonta International, a group of professional and executive women that now boasts 29,000 members in 63 countries working together to improve the lives of women and girls. Not only do the clubs serve their local communities, but Zonta plays an important role at the United Nations as a non-governmental organization, working with UN groups

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New York State Women, Inc.

Annual Conference • June 7-9, 2019 • Waterloo, NY

Nearby Attractions

There's lots to do nearby: **Waterloo Premium Outlets**, for shopping, **Cayuga-Seneca Canal** (Seneca Falls), **Finger Lakes Candy Emporium** (Waterloo), **The Artist's Lounge**, a gallery in Seneca Falls, plus numerous wineries, breweries, parks, and restaurants dotted around Lake Cayuga.

From the first sip to your last look at the lake, the **Cayuga Lake Wine Trail** will impress and inspire you. They call it America's First Wine Trail, but you truly choose your own path when you visit the wineries, soak in the scenery and make memorable moments with friends.

Wining and dining are favorite pastimes, but there is so much more to explore along Cayuga Lake. From secluded waterfalls to lake front restaurants, this quintessential Finger Lake sets the scene for unforgettable day trips and getaways.

Women in Wine on the Cayuga Lake Wine Trail from Cayuga Lake Wine Trail (<https://www.cayugawinetrail.com/>). *Did you know there are many women involved in wine making on Cayuga Lake? It begins with the Lucas Family, who runs the oldest winery along Cayuga Lake, and the founder, Ruth Lucas, was one of the first women winemakers. She moved her family to Interlaken in 1974 from the Bronx, knowing she wanted her family to plant something they could nurture and take care of. With the help of her three children, they soon began making award-winning vintages and made a name for themselves. She was also one of the founding members of the Cayuga Lake Wine Trail, and has been an active member since its inception in 1983. Her advice to women who are thinking about getting into the wine industry is simple: "Be sure you enjoy it. Be sure it's a passion. Be sure it's something you want to do. It's a lot of hard work and manual labor, but there's a lot of satisfaction in it." Today, Lucas Vineyards is run by three generations of Lucas women, with no sign of stopping.*

Buttonwood Grove Winery currently has a team of leading women, including Sue Passmore, the winemaker behind their 2016 Riesling that won the 2017 Governor's

Continued on page 17

Schedule (Tentative)

Friday, June 7, 2019

1:00 PM – 2:00 PM	EC meeting	Portico PDR
2:00 PM – 5:00 PM	registration	
2:15 PM – 3:00 PM	pre-conference board meeting	il Padigilone
3:00 PM – 6:15 PM	dinner, tour, free time	Women's Hall of Fame / Mill
6:30 PM – 7:30 PM	1st business session (nominations)	il Padigilone
7:30 PM – 10:00 PM	<i>Ironed Jawed Angels</i> (movie and snacks)	il Padigilone

Saturday, June 8, 2019

7:30 AM – 8:00 AM	RD/ARD Meeting (outgoing/incoming) Coffee chat "Ideas for Success!"	Location TBD
8:30 AM – 10:00 AM	registration	
8:10 AM – 9:00 AM	"Ready to be a Leader? Best Practices!" workshop -Robin Bridson	Sala Da Ballo
9:10 AM – 10:00 AM	Women's History workshop -Mary Beth Miller	Sala Da Ballo
10:10 AM – 11:00 AM	Website & Marketing workshop -Renee Cerullo	Sala Da Ballo
11:10 AM – 12:00 PM	2nd business session (hearings, speech competitions, voting items)	Sala Da Ballo
12:00 PM – 12:30 PM	elections	Sala Da Ballo
12:30 PM – 2:00 PM	lunch, GLG, CDO "The Misfit Miracle Girl: Candid Reflections" -keynote by Kate Mahoney	Portico
2:00 PM – 3:00 PM	awards ceremony	Sala Da Ballo
3:00 PM – 4:00 PM	3rd business session (election results, PPD winners)	Sala Da Ballo
4:00 PM* –	CDO Meeting (all are welcome!) *immediately following 3rd business session	Sala Da Ballo
6:30 PM –	installation dinner	Sala Da Ballo

Sunday, June 9, 2019

8:30 AM – 9:30 AM	memorial	Sala Da Ballo
9:30 AM – 10:00 AM	4th business session	Sala Da Ballo
10:00 AM – 11:00 AM	post-conference board meeting	Sala Da Ballo

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New York State Women, Inc.

Annual Conference • June 7-9, 2019 • Waterloo, NY



Pictured above and at right: del Lago's conference rooms; bottom: connecting hallways in conference area.

All photos:
<https://dellagoresort.com/>



del Lago Resort & Casino

The **del Lago Resort & Casino** is a 4-star hotel with seven restaurants, a full-service spa, and casino. Free WiFi in public areas and free self parking are also provided. Additionally, a nightclub, four bars/lounges, and a health club are on site. There is a business center and conference rooms as well.

All 205 rooms feature thoughtful touches like bathrobes and slippers, along with conveniences such as refrigerators and coffee makers. Free WiFi and 24-hour room service are standard, as are flat-screen TVs with satellite channels.



Pictured left: Two views of del Lago's lobby; bottom: entrance to hotel's spa.

All photos:
<https://dellagoresort.com/>



Conference Highlights

Great things are planned for this conference! In addition to the NYS Women, Inc. business sessions, election of officers, voting on items, and memorial service ... there will be a lot to do!

We'll be showing the movie *Iron Jawed Angels* on Friday night and touring the Women's Hall of Fame in Seneca Falls. Shopping is also close by at the Waterloo Outlets.

On Saturday, we'll present workshops on leadership, marketing & PR, women's history, and more.

Our luncheon keynote speaker will be author Kate Mahoney. Mahoney is a miracle and she wants you to know you are too, even if that's not what you'd call it. *The Misfit Miracle Girl: Candid Reflections* is an inspirational, humorous and inviting collection of essays.



Diagnosed with stage four germ cell ovarian cancer while on summer vacation, Mahoney's world changed overnight. Then there was her recovery from multi-system organ failure that doctors said could not explain medically.

Kate shares, "I woke up from a coma to this declaration that I was a miracle. In everyone else's eyes I was instantly the face of something bigger than myself and my immediate, human set of circumstances, like walking, talking or feeding myself were seemingly overlooked because I was labeled miracle girl."

In her inspirational memoir join Kate on the tumultuous, hilarious journey of personal transformation as she humanizes her experiences as patient, caregiver, and life as an often misplaced, misunderstood misfit miracle girl. Kate wants you to know that what you think, what you feel and who you are matters. You always have a voice.

Don't forget the awards! NY Grace LeGendre Endowment Fund, membership, president's award, Women's History Month, special events, newsletter, Women in Business, and chapter history. And our installation dinner theme is "Breakfast at Tiffany's."

For more info: www.nyswomeninc.org/Conference

STAY IN TOUCH!



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info@nyswomeninc.org

Slate of Candidates 2019/2020



ROBIN BRIDSON
Candidate for Election for
PRESIDENT

Robin Bridson has served two years as President-Elect and accedes to the office of President. She is a member of the Mohawk Valley Chapter and an associate member of the CNY Chapter. She has previously held numerous offices in the organization, including President of her local chapter (2013 - 2016), Assistant Region Director of Region V (2013-2014) and Region Director (2014-2016). Other State positions include Database manager, NIKE Business Manager, member of the Membership Committee and Future Planning Committee. She grew up in the Rochester area and moved to Utica in the early 90s. She now resides in the Syracuse area. Technology, training and presenting are her passion. She was an Instructor with the New Horizons Computer Learning Center for fifteen years and is now at Colgate University as Professional Development and Training Coordinator.



JACQUIE SHELLMAN
Candidate for Election for
PRESIDENT-ELECT

“Put forth . . . impulses, straight-forward . . . unafraid.” These character traits were there in 1977 when I joined BPW/NYS. Within 12 years and wonderful mentorship, I was elected local vice president, president, finally culminating in assistant district director and district director.

As member of my local, I led movements to award a savings bond to the first baby girl born at local hospital during National Business Women’s Week and to award a scholarship to a high school senior girl in an area school where our members lived. About 11 years ago, our local was going to fold (no one wanted to lead) so I stepped in as president again. I introduced a “shadowing concept,” where a new member teamed up with a seasoned member. This provided a sense of immediate belonging while learning the ropes, leaving the door open to changes, avoiding mantra of “we have always done it this way before.”

As assistant region director and region director, Region VII grew to 14 clubs. A “sister club” concept was established enabling members to better know one another and build a sense of team. A new membership growth award created the Shamrock award. About five years ago, I was again elected region director. Region VII has five very active chapters. Two continue to hold successful Youth Leadership programs. As region scholarship chair I worked with two past state presidents to revise criteria to encourage more applications.

As New York State Women, Inc.
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DEBORAH FRANCIS
Candidate for Election for
TREASURER

Deborah Francis, MBA, is the owner of Integra Accounting and Bookkeeping Services, LLC, which provides accounting and bookkeeping services for individuals, as well as small to medium sized business owners in the Hudson Valley region of New York. Deborah has helped many small and medium sized business owners with their accounting, bookkeeping and payroll needs, including setting up their software.

With more than 30 years of experience working in the private and public sectors, in finance and accounting, Deborah is focused on providing a simple approach to understanding how to create financial independence with the income they currently earn. Deborah’s passion had led her to start a series on financial independence and the simple steps to reach your financial goals.

Deborah earned her BBA at CUNY Baruch College and her MBA degree with a focus on accounting with a *summa cum laude* recognition from Jones International University. She is a recent graduate of Leadership Orange 2018.

Consistent with her caring nature, Deborah is a volunteer member of the Goshen Lions Club, Junior League of Orange County, and NYS Women, Inc. When not working in her business, Deborah loves to travel, garden, and read. She is also a do-it-yourselfer who works on her yard and gardens regularly.

In accordance with New York State Women, Inc. bylaws (revised June 3, 2017) **Article X. Nominations Section 5.** Nominations may be made from the floor. Presentation of nominees and call for any further nominations from the floor will take place at the Annual Conference, first business session Friday, June 7, 2019. -submitted by Ramona Gallagher, nominating committee chair



JANET CAREY
Candidate for Election for
VICE PRESIDENT

Since the 90s I have enjoyed membership in BPW and have taken chapter leadership roles in NYS Women, Inc. since my retirement as athletic director and physical educator at Fallsburg High School in 2008. I serve currently as secretary of NYS Women, Inc. and as president of the Professional Women of Sullivan County Chapter (PWSC) in the Catskills. From 2015-2017 I served as recording secretary of PWSC. From 2016-2017 I served as assistant director of Region 3. I have served PWSC on the financial, membership, bylaws, scholarship, and women of the year committees, chairing the scholarship committee 2015-2017. As president of PWSC for two years, I have worked with our foundation to seek approval as a 501(c)3. I also instituted a parliamentarian and parliamentary procedure, developed policies and procedures guidelines for each of our standing committees, and established executive board meetings and a treasury audit.

In addition to my activities with NYS Women, Inc., I currently serve as vice president of the SC Youth Bureau (1982-) and as secretary of the SC Retired Teachers Association (2015-). I have served as American Red Cross Water safety instructor trainer in SC since the 70s and also as a lifeguard, waterfront, CPR/AED, first aid and responding to emergencies instructor. I am a member of the National Ski Patrol. I coach girls and boys varsity skiing and girls varsity tennis at TV and Fallsburg High Schools. I am the summer parks and rec director for the Town of Neversink and also coordinate aquatic programs for the Town of Fallsburg. In the NYSPHSAA, I am the Section 9 safety chair serving on the state safety committee (1982-) and the Section 9 chair of alpine boys and girls high school skiing on the state committee. I've also served as the Section 9 Boys tennis chair (1994-2004) on the State Committee. I was also the boys and girls tennis chair for the NYS Empire State Games (1994 – 2010: when it ended). I have taught a variety of classes at SCCC in the physical education dept and for the last 11 years have been a student teacher supervisor for SUNY Cortland.

In NYSAHPERD, I have served as president of the aquatic section, president of the secondary section, president of the Catskill Zone, served on the conference planning committees and as a member of the executive

Continued on page 13



SHIRLEY FELDER
Candidate for Election for
VICE PRESIDENT

Shirley Felder's NYS Women, Inc. and BPW/NYS background includes: Joined in 1999, chapter recording secretary, 2001; chapter meeting chair, 2003-05; state youth leadership chair, 2005; chapter newsletter editor, 2005-06; chapter Women in History Month chair, 2004-07; state membership committee, 2006; and region director, 2018-2019. I can't truthfully state what my tangible accomplishments were, but I know that I have always spoken truthfully and respectfully and cleared the air for others to feel free to do the same. I know when I held chapter president and president-elect positions, our membership had the largest youthful enrollment our organization had seen in some time. I have opened hearts and minds to think before they react or are so quick to shoot down someone else's ideas. I know I brought an authentic approach to anything I've taken the floor and spoken about. Most important, I know I have grown as a woman and leader by being a part of this organization for 20 years.

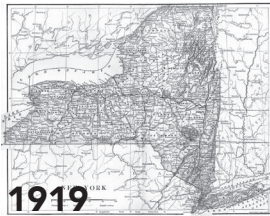
I am Shirley Felder, CEO of Ordinary Greatness and a certified life coach and a motivational speaker. I've spent over 24 years literally sorting through people's trash as CEO of a sanitation and recycling company that has done over \$65 million in gross revenue. I employed over 100 men and helped 10 women move from welfare to work. During the last four years, I set out to further my life's mission by helping women sort through the trash, also known as blockers, in their lives. I learned how to take my lessons learned to reduce stress, avoid breakdowns, and increase personal wealth while improving personal health.

My purpose is to use my humor and life experiences to deliver authentic messages to motivate and inspire people to love themselves and treat others with respect.

Other connections include: Ordinary Greatness, CEO, 2014-present; Mor-tons Recycled, president, 2003-present; Sullivan County First Recycling & Refuse, LLC, CEO, 1993-2016; NYS Small Business Development Center board member, 2005-present; REAP Board Rural Economic Agricultural Partnership, 2006-present; Certified Life Coach CCE, 2014; graduate Goldman Sachs 10,000 Small Business program, 2013; Sullivan County Community College Women's Conference committee,

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New York State Women, Inc.

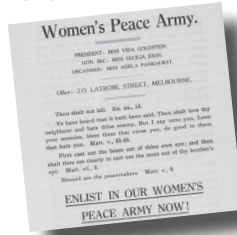


1919

New York State Women, Inc. has its beginnings in April 1919. A group of business and professional women from across the state met in NYC; representing the YWCA, church groups, and community organizations. The result was the formation of the New York State Federation of Business and Professional Women's Clubs. **Its goals were to gain "equitable treatment and just recognition for women in business and the professions" and "... to bring about a greater solidarity of feeling among women throughout the state."**

1920 When the New York State Federation held its first convention in July, it was comprised of the Association of Personnel Workers, Brooklyn; Central Friendship Block, Buffalo; Filing Association, NYC; Home Economics Association, Greater NY; and Home Economics Elementary Schools, Brooklyn; League of Advertising Women NYC; Newburgh Women's City Club; NYC Women Lawyers; New York League; NYS Industrial Nurses' Association; Niagara Falls Business Women's Club; The Woman Pays Club; Rochester Business and Professional Women's Club; Westchester County Business and Professional Women's Club Tarrytown; and Women's Civil Service League of U.S.

1936 International relations were much on the minds of New York State Federation members: Policy suggestions included "cooperation with other peace organizations, without which there can be no effective effort to mold community opinion in behalf of world peace" and support of legislation which 'tends to cement friendly relationships among all nations of the world.'" Past president, Kathryn Starbuck, recommended **"It is not enough to keep this country out of war; we also have a responsibility to cooperate with nations of the world in some way to keep war out of the world."**



In **1946** the recommendations of scholarship committee chair, Grace LeGendre, pictured, were passed at the State conference: \$500 would be given annually to a student of Cornell University's Industrial Relations School for graduate study; and \$100 be given annually to a graduate or undergraduate "who publishes the best article or book dealing with research or material designed to improve the understanding of women's status in the social order." In **1948** the State Scholarship Fund was named the **Grace LeGendre Fellowship Fund to honor its founder.**



1951 The statewide magazine is officially named **NIKE**. Marjorie Tate, BPW member from Brooklyn, was appointed a **1952** delegate to UNESCO (United Nations Educational, Scientific and Cultural Organization). In **1953** BPW/NYS was honored with an American Heritage Foundation Award for efforts to get out the vote (competing with 15,000 nationwide, BPW New York State tied with West Virginia Federation of Women's Clubs for first place.)

1919



1919 Guided mostly by Lena Madesin Phillips, national delegates from the YWCA, in July 1919, formed the National Federation of Business and Professional Women's Clubs of the United States at a national convention in St. Louis. **It promoted equality for women, especially economic parity with men in the business world, and advocated for other issues, such as child labor and international peace.**

1928 First observance of **National Business Women's Week** (April 15-22). National Business and Professional Women's Federation President Lena Madesin Phillips gave a nationally-broadcast speech emphasizing to **"focus public attention upon a better business woman for a better business world."** Organization's emblem designed with "NIKE of Samothrace, the winged Goddess of Victory. . . depicts individual strength, freedom and triumph, which our organization must have in order to face the storms of prejudice and limitations."



1938 BPW/NYS paid tribute "to the memory of Amelia Earhart [BPW/NYS member] for her courage, her spirit of adventure, her loyalty to high ideals, and **her advancement of the cause of women.**"



1949 "The world has been looking to the people of this country for direction. **The possibility of everyone's having a voice in the policy making of this country is an idle dream in the minds of those nationalities who have lived under authoritative governments. We are the testing ground of the democratic process...** Our Federation in New York must be an active force in proving its value," said State president, Marjorie Smith, at the state convention.



MARJORIE C. SMITH

1955 saw BPW/NYS members appointed to positions on the board of directors of Committee for Modern Courts; College Council of the College of Home Economics of Cornell University; NYS Council for the White House Conference on Education. NYS Governor-Elect Averell Harriman invited the NYS BPW president to confer on women for cabinet. Dr. Persia Campbell, Queens College economist, became consumer counsel to the governor. Angela Parisi appointed chair of the Worker's Compensation Board (both became BPW members). BPW members Lottie Stillerman, appointed deputy secretary state; Mary Good Krone continued as Civil Service Commissioner (reappointed until 1959).

100 Years of Advocacy for Women

In **1960** Governor Nelson Rockefeller addressed BPW NYS's annual legislative conferences in Albany, and then again in **1961, and 1962.**



In **1963** the establishment of **Status of Women commissions in the U.S. was due largely to BPW efforts.** President John F. Kennedy recognized BPW's leading role in securing passage of the **Equal Pay Act**; giving BPW's national president the first pen he used signing the Act into law.

1970 Our organization resolves to petition President Richard Nixon to establish an Office of Women's Rights and Responsibilities and in **1971** informed Nixon that BPW/NYS recommended he appoint a qualified woman to the Supreme Court. That same year saw the resolve to become a source of information for "women seeking help in (1) removing discrimination barriers, and (2) in improving working conditions." **1974.** BPW/NYS endorsed – and celebrated the election of – BPW member and lawyer, Mary Anne Krupsak, who was NYS Lieutenant Governor, 1975 – 1978.



The **1984** conference saw creation of the "New Careerist" program, recognizing the achievements of women new to the workforce or who have returned to work after an absence.



And **Geraldine Ferraro (a BPW member) was endorsed by BPW/NYS as a candidate for Vice President.** Highlighting BPW/NYS's emphasis on working women, employers who dealt fairly with women employees were honored through the BPW New York State's "Employer Recognition" program.

1990 As war in the Persian Gulf escalated, BPW/NYS created programs supporting military personnel, supplying needed personal items, and more. In **1991** BPW/NYS partnered with the U.S. Small Business Administration (SBA) to sponsor workshops for women entrepreneurs. It created a grassroots coalition with Federally Employed Women, Inc. and addressed issues for "women in the workplace in 2001." **Introduced in 1992: three-year program to "Build Woman Power: Politically, Professionally, Personally."** In celebration of its 75th anniversary (**1994**), BPW/NYS's **vision: "BPW is the leading advocate for working women."**

2009 BPW/USA merged with its national foundation in July **2009.** State organizations had the option to continue an affiliation with the BPW Foundation, dissolve, or break out on their own.

NEW YORK STATE women, INC.

New York State Women, Inc. emerged to **"build powerful women personally, professionally and politically" and "make a difference in the lives of working women."** Its diversity provides a wealth of information across businesses and professions. Programs provide an avenue for women to network and mentor. Its initiatives include leadership development for young women.

2019

In **1962** alone, numerous BPW members from New York State were appointed or elected to policy-making posts: Judge Beatrice Burstein, Nassau County District Court; Judge Madge Taggart, Family Court, Erie County; Judge Margaret Mary J. Mangan, Supreme Court of the State of New York; Judge Dorothea E. Donaldson, Court of Claims in the State of New York; Assistant County Clerk Clare Wales, Onondaga County; Doris Weir, member, Board of Managers, Oneida County Hospital; Ruth M. Ginther, Niagara Falls, Chairman of the City's Advisory Board, Convention and Industrial Activities; Postmaster Dorothy White, Adirondack; Pauline Malter, Justice of the Criminal Court of NYC; Beatrice Judge, Vice Chairman of the Kings County Executive Committee, Democrat Party.

1975 Throughout the 70s, BPW/NYS fought for passage of the Equal Rights Amendment to the Constitution (ERA) both nationally and as an amendment to the NYS Constitution. State President Helen Carmody's response to the state defeat was, "We lost the fight for ratification of the Equal Rights Amendment to our State Constitution, but we definitely haven't given up the fight for equal rights for women, and . . . continue to emphasize the principle of 'women helping women.'"

1986 NYS Women, Inc. has a long history of furthering education for women. The endowment fund began in 1934 the Mabel Winters Scholarship, revolving loans to high school girls, and eventually became a college graduate fellowship. In 1986 the BPW/NY Grace LeGendre Endowment Fund, Inc. was chartered for scientific, educational and charitable purposes with interim tax exempt status as a 501(c)3 corporation. Between 1989 and 2018, GLEF has awarded \$385,000-plus to more than 150 women at 53 New York State colleges and universities with 95 masters degrees and 52 doctoral degrees in various fields. The Endowment's namesake, Grace LeGendre served as state president as well as state scholarship chair for 19 years.

1993 Continuing with BPW's focus on workplace issues, BPW lobbied Congress for passage of the Family and Medical Leave Act. After nearly a decade, the FMLA passes in 1993. **Workplace equity issues including sexual harassment, the glass ceiling, health care reform, dependent care, tort reform, increasing the minimum wage, lifetime economic security and pay equity continued to be BPW's targeted issues.** Then-Secretary of Labor, Elizabeth Dole, and First Lady Barbara Bush addressed BPW's members at the White House briefing during a **1990** lobby day event.



2018 Recognizing the urgent needs of an influx of female vets, resulting from the continuing Middle East combat, NYS Women, Inc. revamped its Athena Military Women's Initiative. Designed to help former military women transition into civilian life, the program offers mentoring workshops, often additionally providing basic material needs where needed. Workshops cover resume building; "dress for success" in job interviews; budgeting/finance; and connecting women with government and community organizations that can help in a vet's transition.

Chapter and Region News

Buffalo Niagara Chapter – Region 8

- submitted by Katharine Smith, WIL chair

The Buffalo Niagara Chapter is continuing its Athena Military Women's Initiative by collecting donations for the Buffalo VA's Women's Center. At BNC's May meeting members donated toiletries, new clothing, and baby supplies, among other items from an updated "wish list" provided by the Center's new director, Ms. Scott.

The chapter will honor its **2018/2019 Women in Leadership** at the Park Country Club in Williamsville, NY on June 5th. The program is a partnership between the Buffalo Niagara Chapter of New State Women, Inc. and Channel 7 WKBW-TV which honors Western New York women who are making a difference in the community. Each month throughout the year BNC honors a woman who has exhibited leadership, enterprise and excellence in her business career and personal life.

Women in Leadership honorees are profiled in a segment on AM Buffalo (local ABC affiliate, WKBW-TV). The interview is posted on the station's website and BNC's website as well. The chapter is excited to showcase local women in the eighth year of this recognition program!

Honorees include BNC members **Pauline Hoffmann**,



Ph.D., past chapter president and associate professor, Jandoli School of Communication at St. Bonaventure University and Kathaline S. Woodruff, CEO and founder; Embrace Unity Inc. and the Embracing Hope Scholarship as well as NYS Women, Inc. member Mary A. Stelley, longtime treasurer of New York State Women, Inc. (pictured above, left to right).

Also from across Western New York: Merry Constantino, owner and founder, ProductLogic LLC; Denise Góñez-Santos executive director of Regional Bilingual Education - Resource Network West (Erie 1 BOCES); Rebecca Newberry, executive director, Clean Air: Organizing for Health and Justice; Kerry J. Planck, CEO and founder, Alpine Made LLC; Lori V. Quigley, Ph.D., VP for academic affairs and Chief Academic Officer, Medaille College; Destiny Rogowski, owner, Sweet Heart Pin Up; ; Peggy Sullivan, president and founder, SheCAN; Cherrise Walker-Betts, president and founder, Our Curls, Inc.; and Janna Willoughby-Lohr, owner, Papercraft Miracles.

Mohawk Valley Chapter – 5

- submitted by Beth Jones, president, Rome Professional and Business Women

The Mohawk Valley Chapter held its 2019 "Women of



(Left to right) June Hanrahan, Mohawk Valley president; Robin Bridson, NYS Women, Inc., at that time, president-elect; Beth Jones, Rome Professional and Business Women president; and Assemblywoman Marianne Buttenschon.

the Year" event on April 2nd, honoring women for leadership and excellence in seven different categories.

NYS Women, Inc. President-Elect, Robin Bridson, was recognized as *NYS Women, Inc. Club Woman Extraordinaire*. Other "Women of the Year" included *Business Woman Entrepreneur*: Theresa Daniels, owner of Daniele Imports Café, Caniele's Valley View, and Daniele's Banquet Specialists; *Civic Leadership and Humanitarian*: Shirley Hilts-Adams, serves on the board of directors for League of Women Voters, Utica Maennerchor, NYS Learning Disabilities Association; *Inspirational Leadership*: Teresa Huggins, international speaker and author; *Commitment to Charities*: Susan Palmieri, community fundraising and Utica's First Lady; *Unsung Heroine*: Olivia Paul, community and neighborhood activism; and *Community Services in Education*: Lillie Savage, case manager at BOCES Utica Access Center.

Rome Professional and Business Women Chapter – Region 5

- submitted by Beth Jones, president



Beth Jones, chapter president, presented a certificate of appreciation to **Franca Armstrong**, Associate V.P of Workforce Development and Dean of the Rome Mohawk Valley Community College (MVCC).

Pictured: Beth Jones, left and Franca Armstrong, right.

Franca was the keynote speaker at the chapter's meeting on March 20th. She invited scholarship volunteers of the chapter to dinner at MVCC's Hospitality Program as her guest. Students from the culinary class prepared and



served the meals. Franca expressed gratitude to the chapter for its annual \$500 scholarship and the tremendous impact it has for a student. (Pictured above: chapter members at the dinner at MVCC's Hospitality Program.)



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NYS Women, Inc. President-Elect Robin Bridson was also present and answered questions from guests about our organization.

An enjoyable evening was had by everyone!

Walton Chapter – Region 6

- submitted by Carol Michalski

As part of a continuing series, the Walton Chapter invites guests to share their journey and the experiences which have guided them to this point in their life. On April 17th the Walton Chapter featured Christina Hunt Wood, local artist, co-owner of Muddy River Brewery, and political activist with Fair for All. Approximately 17 members attended this monthly chapter meeting.



Christina (shown at an art installation) talked about her path and the influences on her life which guided her through a challenging – and rewarding – career

journey.

She is an artist, mother, stepmother and works in marketing for a world renowned athletic facilities manufacturing company. Her first love is art (in many forms), and much of her new work reflects her passion for the environment and other causes. She executes in both visual art and videos. Christina most recently held an exhibition at the Wilbur Mansion in Oneonta, NY.

Candidates 2019/2020

JACQUIE SHELLMAN

vice president, I was appointed liaison to advocacy and membership committees. I helped choose sites, plan event to ensure meetings not only empower our members professional, personally, and politically, but are also fun, making the trip and expenses worthwhile. Running for your president-elect, I am again “Putting forth . . . impulses, straightforward . . . unafraid.”

Retired from University of Rochester, now part-time customer service representative at Shanks Enterprises, serve on the NY Grace LeGendre Endowment Fund, Inc. Board of Directors, member of Young Living Essential Oil distributor, St. Peter's Episcopal Church Vestry. I continue to support maple production enterprise in Prattsburgh. Daughter Rachel is a third-grade teacher in Mt. Morris, NY.

JANET CAREY

committee, elected to the leadership council, elected to the board of directors and served as president of the board of directors. I have been a NYS trainer for Goals 2000 and Physical Best. I am a member of the United States Tennis Association and have been a member of the Eastern Professional Ski Instructors Association and NYS Ski Racing Association.

My husband Cliff and I reside in an 1840 schoolhouse in Claryville. Our three daughters are married and we are devoted to our four adorable grandchildren. I enjoy outdoor activities – all water sports, tennis, skiing, hiking, biking, para sailing, sky diving – photography and travelling.

SHIRLEY FELDER

2015; inducted into Small Business Entrepreneur Hall of Fame, 2004; and BPW Business Woman of the Year, 2006.

NY Grace LeGendre Endowment Fund, Inc. (GLEF)

submitted by Sue Mager, GLEF publicity committee chair

On March 23, 2019 the Fellowship Committee of the NY Grace LeGendre Endowment Fund, Inc. (GLEF) met to review applications made for three fellowships in the amount \$2,000 each. Subsequently, GLEF President Elsie Dedrick announced the three awardees for 2019: Kimberly Corrie, Pilar Prensa and Christina Santini. The awardees will be recognized at an awards luncheon sponsored by NYS Women, Inc. at its annual conference in June at the **del Lago Resort & Casino**, Waterloo, NY.

Ms. Kimberly Corrie is currently working on her Master's degree in Social Work at the University of Buffalo. Beginning in high school, she says, her desire to work with children blossomed. She grew more interested in working with children with psychiatric disorders and/or had experienced childhood traumas. Ms. Corrie notes that her career choice can be taxing, but it is extremely rewarding and she hopes to be a positive influence in the lives of children across Buffalo, NY. She is a resident of Lancaster, NY and is the daughter of Sandra Corrie Styn, a member of the 716 Chapter of NYS Women, Inc. Ms. Corrie expects to graduate in June 2021.

Ms. Pilar Maria Ramirez Prensa anticipates graduation in June 2020 in her chosen field of Construction Management and seeks her Master's of Science at the NYU Tandon School of Engineering in Brooklyn, NY. Ms. Prensa believes this program will help her acquire the skills she needs to lead in the highly competitive construction management environment. She has considerable experience already working for New York City by managing projects that intensify the involvement of the people in NYC. Graduate studies will help open more doors for her and to cross the barriers existing in the construction field. She is the first one in her family to pursue a master's degree and she wants to be an example for the future generations in her family, for other women in the construction industry and for the Latino community.

Ms. Christina Santini is pursuing her MPS, Literacy Specialist (Birth-6) degree in the field of literacy. Currently she is enrolled at Manhattanville College, where she also received her B.A. degree in 2018. She expects to graduate in December 2020. Additionally, she is working as a Teacher's Aide in a local school district. Ms. Santini explains that education has always been important to her. Growing up, she notes reading was an integral part of her life and during her undergraduate program she became fascinated with how children acquired reading and writing skills. This year she has been working hard as an advocate for literacy and wants to bring the joy of books to children in need. One of her long-term goals is to become an elementary school teacher who strives to create an inclusive and welcoming learning environment for all children.



In 1969 members of the Business and Professional Women's Clubs of New York State, Inc. (BPW/NYS), a precursor to NYS Women, Inc., established the Grace LeGendre Fellowship at their annual meeting. The Fellowship was named for a former president of the Rochester BPW and a past president of the BPW/NYS Federation. Between 1989 and 2018 the GLEF has awarded more than 150 fellowships, ranging from \$1,000 to \$3,000 each to women enrolled in graduate study at 51 New York State colleges and universities.

More recently, GLEF has begun awarding grants to organizations to sponsor a variety of educational or research opportunities to further the advancement of working women.

Detailed information about GLEF and its application processes will be available in mid-September at www.gracelegendre.org.

Individuals wishing to contribute to GLEF may send gifts of any amount (which are tax-deductible) to the Grace LeGendre Endowment Fund, Inc., 124 Gateway Drive, Staten Island, NY 10304-4441.

Region V

Congratulates

ROBIN BRIDSON

President 2019-2020

New York State Women, Inc.

NEW YORK STATE
women, INC.
region V

Women's Day at the NYS Fair

submitted by Pat Ferguson, chair

The 2019 Women's Day at the NYS Fair will be on Wednesday, August 28th. The morning will feature 100 years of women's organizations. Robin Bridson will represent NYS Women, Inc. Other women's organizations celebrating their centennial include Zonta International, League of Women Voters, and Junior League.



Luncheon will be "Tea with Elizabeth Cady Stanton" with reenactor Dr. Melinda Grube. Stanton (November 12, 1815 – October 26, 1902) was an American suffragist, social activist, abolitionist, and leading figure of the early women's



rights movement. Her Declaration of Sentiments, presented at the Seneca Falls Convention held in 1848 in Seneca Falls, NY, is often credited with initiating the first organized women's rights and women's suffrage movements in the U.S.

Melinda Grube, PhD, a descendant of a Seneca Falls abolitionist family, is an adjunct lecturer of history at Cayuga Community College and has portrayed Elizabeth Cady Stanton for educational programs, lectures, and events in Seneca Falls and New York State for more than a decade.

Visit the NYS Fair website in July for more info and tickets (<https://nysfair.ny.gov/>).



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Region VII**

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NIKE All Stars

The 2018-2019 *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: Feb. 1st/March issue March 15th/May issue

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Annual Conference: Nearby Attractions *Continued from page 6*

Cup. Sue has been in the wine industry for about 26 years. "Some of the women at church picked grapes and fall is such a beautiful time of the year that I wanted to try it. I could put my daughter on the school bus and then join the pickers when I needed to meet the bus." From there, she eventually worked her way into the cellar. Kathy Lesslie also works at Buttonwood and credits Sue to being her inspiration for getting into the wine industry. She has the sometimes-difficult task of working the tasting bar, which includes a lot of wine knowledge and customer service skills. Marcia Klue is also one of the leading women who work at Buttonwood. She's worked in the industry for 10 years and feels that the future of women in wine is on the rise.

Rachel Hadley is currently the winemaker at Knapp Winery, with a couple other local wineries under her belt. While working her way through college, she worked in a local tasting room, and her love for wine bloomed and flourished from there. She's studied abroad and says the wine industry wasn't nearly as accepting of women internationally as they are here.

Julie Hoyle, Head Winemaker for Hosmer Winery, started much the same. She stumbled into the wine industry and quickly found a lifelong passion. She studied abroad, and faced similar challenges as Rachel did, but came back and

found her footing. She says "I don't believe that women or men intrinsically are better or worse at winemaking. One advantage I have over some of my male peers is the deep-rooted network of other female winemakers, assistant winemakers, and vineyard workers I am part of. Sometimes this means we go out for a beer together, or share a meal. What it always means is that we are there to celebrate each other's successes."

Experience a taste of life on a 19th-century estate when you visit **Rose Hill Mansion**, a National Historic Landmark in

Geneva. Once a working farm, the house and surrounding grounds are open seasonally for guided tours. Built in 1839, the elegant Greek Revival house was the center of a busy and productive farm by mid-century.

NYS Women, Inc. has planned a tour of the **Women's Rights National Historical Park** which tells the story of the first Women's Rights Convention held in Seneca Falls, NY on July 19-20, 1848. Other attractions to enjoy in Seneca Falls include **A Wonderful Life Museum** (dedicated to the Frank Capra movie starring Jimmy Stewart and "Clarence" an angel) and **Elizabeth Cady Stanton Home**, a key part of Women's Rights Historical Park. Discover how she helped change the world.

Updates and more info: nyswomeninc.org

**NEW YORK STATE
Women, INC.**



Continued from page 5

to aid women, especially in developing countries.

Today there are many organizations for professional women, but when Zonta was founded in 1919, women's clubs were usually auxiliaries to men's groups. As drama editor at the Buffalo Express, de Forest decided there should be an organization for others like her who held executive positions. She gathered a group of like-minded women at the Hotel Statler in Buffalo and Zonta was born.

Foundation of the Medical Women's International Association

In 1919, the first international congress of women doctors was held in New York from September 15th to October 26th. The American Women's Hospitals Service Committee (a committee of the American Medical Women's Association) took this opportunity and organized a dinner in honour of distinguished medical women from different countries who had just returned from medical relief work in France; 140 guests from 16 nations attended the festivities. Several of the female doctors took the opportunity of forming an international association of medical women.

Within a few days a "Committee of Twelve" was chosen by ballot and empowered to organize the Medical Women's International Association and to nominate executive officers. They met in October 1919 and an executive committee was elected; aims and objectives were laid down: exchange ideas and unite efforts for the benefit of mankind. In 1919, woman doctors from 16 nations became members of MWIA. In 1922, MWIA held its first international congress. Since then, congresses are organized regularly on topics of immediate interest.

League of Women Voters

In 1909, Emma Smith DeVoe proposed at the National American Woman Suffrage Association (NAWSA) convention in Seattle that a separate organization be created to educate women on election processes and lobby for favorable legislation on women's issues. Ten years later, prior to the 1919 Convention of the NAWSA, Carrie Chapman Catt began negotiating with DeVoe to merge her organization with a new league that would be the successor to the NAWSA. As fifteen states had already ratified the 19th Amendment, the women wanted to move forward with a plan to educate women on the voting process and shepherd their participation. The motion to merge the two organizations passed at the 1919 NAWSA convention, resulting in the League of Women Voters. The formal organization of the League was drafted at the 1920 convention held in Chicago.

Today, The League of Women Voters, a nonpartisan political organization, encourages informed and active



participation in government, works to increase understanding of major public policy issues, and influences public policy through education and advocacy.

American Legion Auxiliary

After the end of World War I in 1918, several American Expeditionary Forces officers were recruited to improve troop morale. One officer, U.S. Army Lieutenant Colonel Theodore Roosevelt, Jr., proposed an organization of veterans, known today as the American Legion. After its formation in 1919, existing women's organizations wanted to become the official affiliate of the Legion.

This Auxiliary would perform those phases of Legion activities that were more suitably performed by women.

The American Legion Auxiliary is the largest organization in the world dedicated to veteran service for women. The organization consists of around 800,000 members in 9,500 communities across the U.S. Members and volunteers help veterans and other former and current members of the military along with their families through volunteer hours, programs, and advocacy in Washington, D.C.

Graduate Women International

When Dean Virginia Gildersleeve, Professor Caroline Spurgeon and Rose Sidgewick got together in 1918 and conceived the idea of a worldwide organization uniting university women, they were convinced that by fostering friendship and understanding, women graduates could help prevent another catastrophe such as the World War that had just ended.

Their dream became reality the next year when university women from Great Britain, Canada and the U.S. met to lay the foundation for IFUW. One hundred years later, and under the new title of Graduate Women International (GWI), thousands of women graduates globally share the same principles and vision that inspired those early leaders. GWI continues to advocate in favor of secondary, higher and continuing education for women all over the world.

On July 11, 1919, the IFUW was founded in London with members from Canada, Great Britain, and the U.S. Based in Geneva, Switzerland, it advocates for girls' and women's rights, equality and empowerment through access to life-long quality education and training up to the highest levels. GWI has national affiliates in 60 countries and individual members in more than 40 countries. The organization was the ninth non-governmental organization (NGO) to receive special consultative status with the United Nations ECOSOC. GWI advocates actively within the Commission on the Status of Women. The organization has managed grass roots projects, done capacity-building, advocating with leaders globally in favor of girls' and women's education, human rights, and empowerment.

“Would you tell me, please, WHICH WAY I ought to go from HERE?”

*“WOULD YOU TELL ME, PLEASE,
which way I ought to go from here?”*

*“That depends a good deal on where
you want to get to,” said the Cat.*

“I don’t much care where - ”said Alice.

*“Then it doesn’t matter which way you go,”
said the Cat.*



-Alice’s Adventures in Wonderland, by Lewis Carroll

Where DO we go from here? New York State Women, Inc. has reached an important milestone. . . AND a crossroads. Much like Alice in her Adventures, we need to evaluate WHERE we want our organization TO GO – and what we want it to “BE” – in order to know WHERE we’ll be in the next 100 years.

Who will we serve? Women who are in active military service, vets, retirees, young professionals, business owners, college-age and high school students?

How will we reach them? Person to person, online and through social media, at schools and colleges, in their places of work?

What will we have to offer them? Advocacy that gives women hope for an equal future and true financial equity? Programs that offer education and opportunity on better jobs, education, society? Mentoring? Outreach on opioids, health, and life balance for women, their families, and children?

Importantly, how will we make that happen?

I can’t really say it any better than the late Cay Raycroft in her editor’s message in the December 2007 NIKE:

“It takes a lot of courage to release the familiar and seemingly secure, to embrace the new. But there is no real security in what is no longer meaningful. There is more security in the adventurous and exciting, for in movement there is life, and in change there is power.” -Alan Cohen

Change in life is inevitable. We come into the world a dependent infant and gradually develop into independent, productive adults. Along with change comes new learnings through education, experience and association with like-

minded friends and in risking our own conception with those who may disagree with us. BPW has been the “safe place” for working women to test ideas and to risk discussing change.

What is clear today is that for BPW to remain relevant, it must explore the changes needed in programs and issues of a new generation of working women . . .

I challenge every local, district, and BPW/NYS [itself] to . . . meet the needs of those entering and moving up their professional ladders. How is your BPW local helping to meet these needs?

Also, be sure to contemplate the challenge . . . to keep us relevant to the emerging needs of women in the work force. Some programs will be as relevant today as when I joined BPW – Career Recognition, IDP, Young Careerist, legislative advocacy – but others have a lower priority today.

The discussion of where we should be to grow and to be efficient in the use of time and energy of the full range of working women is essential to our strength as an organization. Good luck in your leadership!

-Cay Raycroft

New York State Women, Inc. is at an important crossroads. Are we up to it?

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Bay Ridge Brooklyn Chapter
Richmond County Chapter
Staten Island Chapter

Hudson Valley/Catskills

Capital Region
Women's Network
Professional Women of
Sullivan County
Town and Country
Westchester Chapter

Central New York

Central NY Chapter
Professional Business
Women of Rome
Mohawk Valley Chapter
St. Lawrence Chapter

Central Southern Tier

Susquehanna Chapter
Greater Binghamton Chapter
Walton Chapter
Tri-County

Finger Lakes

Lake to Lake Women
Professional Women of
the Finger Lakes
Southern Finger Lakes
Women
Steuben County Women
Yates County Women

Western New York

Buffalo Niagara Chapter
Grand Island Professional
716 Chapter (Clarence area)
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