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Southern Finger Lakes
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716 Chapter (Clarence area)
Chadwick Bay
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NETWORKING.
RESOURCES.
CONNECTIONS.
FRIENDSHIP.
ADVOCACY.
INSPIRATION.

NEW YORK STATE
women, INC.

Our Mission

To connect and build women
personally, professionally,
and politically.

Our Vision

To empower women to use their
voices to create positive change.

We connect and build women
personally, professionally
and politically.

NEW YORK STATE
women, INC.

www.NYSWomenInc.org

#BuildPowerfulWomen

Empowering women to use their voices to create positive change.



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

VOL. 70 ■ ISSUE 4 ■ MAY/JUNE 2021

Join us for our
12th Annual Conference!

June 11 – 13, 2021 • Waterloo, NY



Are YOU a member of NYS Women, Inc. yet?
Time to check us out at nyswomeninc.org
Dated Material — Deliver Promptly

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We Are the Catalysts for the Future Change We Need to Create **pg 5**

Call to the 12th Annual Conference in Waterloo **pg 6**

COVID-19 Vaccines: Myths, Facts & More **pg 12**

#NEWYORKTOUGH



What can NYS Women, Inc. do going forward to make women's lives better?

-Jacquie Shellman
NYS Women, Inc. President, 2020/2021

Our vision of empowering women to use their voices to create positive change sets the stage for us to make their lives better. As an organized motivated group of women who have been dedicated to connecting and building women personally, professionally and politically for over 100 years, we have the motivation, synergy and tools already in place to provide opportunities for women and their families.

Through regular meetings at the chapter level, we have continuing programs addressing the needs of women's health issues, planning retirement, financial planning, technology, and more. In addition, the following mentoring programs are offered at the state level.

Our Professional Development Programs – **Career Recognition, New Careerist, and Political Development** – are mentoring programs culminating in a state-wide speech competitions with monetary awards. **The Career Recognition Program** is the first leg in the PPD programs – personal growth. The Career Recognition competition recognizes the accomplishments of any person who can document in their personal life a challenge they have overcome, an advancement or exceptional achievement. **The New Careerist Program** is designed to show professional growth. The New Careerist Competition recognizes the accomplishments of any person who has changed careers within the last five years, the reason for the change in career and the challenges faced. Do you have a passion for something you have advocated or want to advocate for? **The Political Development Program** (PD Program) is the third leg of our mission statement – politically. To participate, a letter needs to be written to their legislator, visit their legislator's office and tell their success story at our annual conference.

The Youth Leadership Program is a weekend seminar, which challenges high school girls to new

career options by offering workshops, networking and mentoring. The Annual Youth Leadership Conference offers an opportunity to introduce ourselves to women of high school age and to offer them leadership and life programs.

The Athena Military Women's Initiative is a series of workshops to help transition military women into civilian life. Mentoring in the three legs of our mission, the program consists of six stand-alone workshops in personal, professional and political growth, offered as needed or requested by the participants.

New York State Women, Inc. is empowering one woman at a time to find and use her voice to create positive changes in her life. As women take their places in corporate boardrooms, the political arena, struggle to support their families, our organization will be there with supportive programs already in place.

Please join us at this year's 12th Annual Conference at Killians Event Center, Waterloo, NY on June 11-13, 2021 to support this organization dedicated to empowering one woman at a time to help her find her voice for positive change. You are encouraged to register on line at <https://www.nys-womeninc.org/Conference>. Advance registration due by Monday, May 10, 2021.

Room accommodations can be reserved by calling the Quality Inn, (315) 539-5011. Ask for Calvin or Anthony, mention our group name, New York State Women, Inc for the group rate. 📞

Respectfully,

Jacquie Shellman
NYS Women, Inc. President, 2020/2021

"I always did something I was a little not ready to do. I think that is how you grow." **Marissa Mayer**

of getting a severe case of COVID and dying from it than others, and also at risk for preterm birth. See the COVID pregnancy and fertility program at <https://youtu.be/e5QOsllbuPU>.

Q. Are there any vaccines pregnant women should not get?

A. Pregnant women should not take any vaccines made from live virus, such as measles, mumps, rubella (MMR), and the varicella (chickenpox) vaccine. All of the current COVID vaccines are safe, especially the mRNA vaccines. 📌

RESOURCES:

Town hall tv show COVID Questions and Answers:

<https://buffalohealthyliving.com/covid-town-hall-your-questions-answered>

Articles on all of these topics surrounding COVID

www.buffalohealthyliving.com and search: COVID-19.

Vaccines, Variants, Guidance, etc.

<https://www.cdc.gov/coronavirus/2019-ncov/index.html>
www.immunize.org

Buffalo Healthy Living WBBZ-TV Shows

Shown on FiOS, Spectrum, and DISH at Channel 5 and at DirecTV Channel 67 on Wednesdays from 8:00 – 8:30 PM and Saturdays from noon to 12:30 PM at www.buffalohealthyliving.com/buffalo-healthy-living-wbbz-tv.

Annette Pinder is president and publisher of Buffalo Healthy Living Magazine, a benefit corporation, and free full-color monthly print and digital magazine, and a producer of WBBZ-TV's Hometown Health Connection. She serves on the board of Hillel of WNY, and is a member of the Buffalo Niagara Chapter of NYS Women Inc., and is a media sponsor of The American Heart Association of WNY, Network in Aging, and other non-profit organizations. Annette received the 2015 Women of Influence Award, BNC's Woman in Leadership Award, and a Kedplasma USA herHO award.

"Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has." – Margaret Mead

Continued from page 5

during the pandemic. They are embracing their people and their contributions given under difficult circumstances. They are embracing the corresponding needs for speed and flexibility and agility, and the flattening of hierarchies in order to make decisions faster and better. For workers, this can be an opportunity to move onto career pathways that offer greater upward mobility. And for the economy, we could see higher productivity growth if we help workers make those transitions.

For women, who continue to bear the larger part of work-home-family responsibilities, the "hybrid" work model will likely continue. From McKinsey:

"The majority of people across heavier industries have no chance to work remotely, but many office workers do. We believe about 25 percent will go to the office a few days a week and work from home the rest. We think this hybrid trend will stick; some people report that it can help with work-life balance; some companies are finding that employees can be more productive; and it can save both of those parties money in things like commuting costs for workers and office space for companies."

In the post-pandemic job market, it will be even more

crucial for women to "take ownership" of their careers, and question whether the companies they want to work for truly value merit and the skills they bring to the position. It is time. Raise your voice, catalyst-agent that you are!

Concisely, here's how you can expect the workplaces that work for women to be different post-pandemic:

- Flexible and remote work can become permanent.
- More leaders will be held accountable for advancing diversity, equity and inclusion (DEI)
- Empathy and inclusive communication will be must-have job skills.

BOTTOM LINE: We haven't had an opportunity like this to reinvent work since the industrial revolution. So, sister-Catalysts: Let's seize it! 📌

BNC member Claire Knowles is a 2-time Amazon best-selling author, including the book, Can You See Them Now? Elephants in our Midst. A speaker and business leadership consultant, she helps leaders and their teams become the most effective they can be at accomplishing goals (together). Contact her at www.ClaireEKnowles.com at 716-622-7753.

the body's natural defenses to safely develop immunity to disease. Learn more about how COVID-19 mRNA vaccines work.

Johnson & Johnson's Janssen COVID-19 vaccine is a viral vector vaccine, which uses a modified version of a different, harmless virus (the vector) (in this case, a weakened cold virus) to deliver important instructions to our cells so they start building protection. The instructions are delivered in the form of genetic material. This material does not integrate into a person's DNA. These instructions tell the cell to produce a harmless piece of virus that causes COVID-19. This is a spike protein and is only found on the surface of the virus that causes COVID-19. This triggers our immune system to recognize the virus that causes COVID-19 and to begin producing antibodies and activating other immune cells to fight off what it thinks is an infection. Learn more about how viral vector vaccines work.

At the end of the process, our bodies have learned how to protect against future infection from COVID-19. That immune response and the antibodies that our bodies make protect us from getting infected if the real virus enters our bodies.

Q. Are the new variants dangerous?

A. Scientists are watching this carefully. However, the current vaccines are 100 percent effective against the variants for hospitalization and severe illness. Vaccine efficacy may drop slightly against the variants, but not enough to make a difference in protecting us right now. However, public health officials are worried that future iterations of the virus may be more resistant to the immune response, requiring us to receive regular rounds of booster shots or even new vaccines. The good news is that it is relatively easy to modify vaccines using the new technology we are now using. Right now, the variants spread much more quickly than the original virus, which is why we are seeing a surge in the number of cases. We are also seeing younger people getting it because of their behaviors, and also because many people are still vaccine hesitant.



More than 754 million vaccine doses have been administered worldwide, equal to 9.8 doses for every 100 people. There is already a stark gap between vaccination programs in different countries, with many yet to report a single dose. (As of early April 2021.)

Source: Our World in Data, ourworldindata.org/covid-vaccinations

it does not mean the vaccine is ineffective, experts say. No vaccine is perfect, including those for COVID-19.

Q. Are the vaccines safe for women of childbearing age?

A. Pregnant women were not initially part of the clinical trials. As a result this led to many unfounded rumors. Interestingly, 20,000 women who were pregnant received the vaccine, and not only were they protected from getting the virus, but the antibodies they developed also passed on to their babies. One popular rumor spreading through social media is that there is a report that shows that the spike protein on the coronavirus is the same as another spike protein called syncytin-1 involved in the growth and attachment of the placenta during pregnancy. The rumor states that the COVID-19 vaccines would cause a woman's body to fight this different spike protein and affect her fertility. Dr. Sara Berga, a national fertility specialist who was recruited to come to Buffalo, and is now a Professor at UB Jacobs School of Medicine, Chair of Kaleida Women's Health, and Chair of UBMD-OBGYN, says none of this is true. She actually says there is a danger to the fertility of men who get this virus. Additionally, women who are pregnant are at a much higher risk

Q. Will we need changes to the vaccine to accommodate the variants?

A. COVID-19 is a coronavirus that is more stable than other RNA viruses, such as influenza which changes rapidly. Seeing a wide variety of different versions of this virus is not a new phenomenon. Our bodies learn how to combat viruses. For example, every time we get a cold, our symptoms become less severe. So, even if one strain learns how to make us sicker, our bodies learn to adapt. However, the current vaccine technology is incredible, and allows us to quickly adapt the vaccine to respond to new versions of the virus. We may very well need a booster yearly as we do with the flu.

Q. Has anyone caught Covid after vaccine?

A. Yes, some people may still contract the coronavirus even after receiving their final vaccine dose. While this is rare,

Photo by Anna Shivets from Pexels

2021

MONTHLY
15 Communicator deadline

JUN
11-13 NYS Women, Inc. Annual Conference Killian's Event Center Waterloo, NY

JULY
15 NIKE submissions deadline

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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TIME FOR CHANGE

we are the catalysts
pg 5

Our Mission
To connect and
build women
personally,
professionally,
and politically.

Our Vision
To empower
women to use
their voices to
create positive
change.



covid vaccines
pg 12

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From the Editor

“We must be able to adapt to survive”



WITH THE AVAILABILITY OF VACCINES AND fewer diagnoses of COVID in New York State we’re entering a “new reality.” But just what IS this version of reality and how do we, the members of NYS Women, Inc., go forward? Perhaps these words from our past NIKE editor, the late Cay Raycroft, can help us now in 2021:

Plan Ahead!

As you begin planning for [the] 2007-2008 year . . . remember that all life – home, work, business – is a process of creatively adapting to change.

We must be able to adapt to survive, to respond to changes well enough so that we move in concert with them rather than being overwhelmed by them.

Big box stores encroaching up on our rural landscape highlight the importance of adaptability as well. Some small businesses have suffered as Ford has, closing up shop within months of the big boxes opening. Other rural entrepreneurs have responded by developing niche markets and strong followings with local clientele and return customers from far and wide. Many have survived not by trying to compete with the big box store, but by accentuating how they are in a different league, whether they do that through better customer service or by marketing specialty items that are the antithesis of big box, including hand-made or one-of-a-kind purchases.

BPW’s decline in membership and in the activities of much of our leadership at a national, state, district, and local levels indicates that we have been too slow in making changes.

Changing roles of women in our economy, the increased education of women, the use of technology and the changing values of women and men in the workplace need to guide us into the future. Step up to the plate, BPW. Catch up on our changing world. Respect our diversity and let’s find OUR niche.

A lot of the NYS Women, Inc. “moving forward” plans will become clearer at our 12th annual conference, which will be held June 11-13, 2021 in Waterloo, NY. This should be an opportunity to, as Cay so eloquently put it in 2007, catch up on our changing world. Respect our diversity. And find OUR niche. Check page 6 for details on the conference.

Claire Knowles addresses how we change our future in her article *We (NY State Women) Are the Catalysts for the Future Change We Need to Create*. Annette Pinder, publisher of Buffalo Healthy Living Magazine discusses *COVID-19 Vaccines, Myths, Facts & More* (see page 12).

We’re looking forward to seeing everyone in person in our new reality! 🐾

-Joyce DeLong

NIKE SEPT 2021 ISSUE DEADLINE: JULY 15, 2021. 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.

Candidates, cont.

SHIRLEY ANN FELDER

Candidate for Election for President-Elect

(2006-present); Certified Life Coach CCF (2014); graduate, Goldman Sachs 10,000 Small Business program (2013); Sullivan County Community College Women’s Conference committee (2015); inducted into Small Business Entrepreneur Hall of Fame (2004).

JANET CAREY

Candidate for Election for President-Elect

was elected to the board of directors (served as president) and the leadership council. I have been a NYS trainer for Goals 2000 and Physical Best Programs. I am a member of the U.S. Tennis Association and have been a member of the National Ski Patrol and the Eastern Professional Ski Instructors, NYS Ski Racing, and the National Ski Patrol Associations. In the NYSPHSAA, I serve as the Section 9 safety chair on the state safety committee (1982-), Section 9 boys tennis chair (1994-2004), and Section 9 chair of alpine boys and girls high school skiing on the state committee (2005-). I chaired boys and girls tennis for the NYS Empire State Games (1994-2010 when it ended). I hold national aquatic exercise certifications and have taught for 36 years.

In my community, I currently serve as vice president of the SC Youth Bureau (1982-) – I received the SC Champion of Youth Award in 2019 – and as secretary of the SC Retired Teachers Association (2015-). For 51 years, I have taught American Red Cross water safety instructor, lifeguard, waterfront, CPR/AED, first aid and responding to emergencies classes. I have been a Girl Scout and Boy Scout leader and badge counselor. I also served on our Tri Valley Youth Commission. I love working with people and have a passion for empowering them with skills that allow them the vision to pursue their ambitions.

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

Chapter News



Shown, l. to r., Denise, Deb, speaker Elaine

St. Lawrence County Chapter – 5

- submitted by Sue Bellor, president

The St. Lawrence County Chapter hosted Massena Library Director Elaine Dunne-Thayer as its April speaker.

Elaine will be opening the library to the public again on April 12, following all the New York State protocols and regulations for safety and health. Patrons will be able to browse, read, sit down in spaced out seating, use the computers and still use curb side deliver if preferred. Although no in-house programs will be held at this time, there will be summer programs outdoors for children in the parks, book mobiles for those at home, gardening events, story time online, and free notary service.

NEW YORK STATE
women, INC.
st. lawrence chapter

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formerly INSTY-PRINTS SAME GREAT TEAM & OWNERS!

COVID-19 Vaccines, Myths, Facts & More:

What I learned from the doctors and researchers I have worked with this past year.

by Annette Pinder, publisher of Buffalo Healthy Living



[Editor's note: We're publishing the Q&A handout from the Buffalo Niagara Chapter's April 7th meeting. Our speaker was BNC member Annette Pinder who gave us an update on the current medical facts on COVID-19.]

Q. What is required for herd immunity?

A. We don't know the exact answer because we don't know how quickly the virus is spreading. About one third of the U.S. population have antibodies against COVID due to vaccination or having had the virus. Think of it this way, "If there's a fire in dry grass everywhere, how much does it need to be watered down, so it can't spread?" While the best vaccines are thought to be 95% effective, it takes a coordinated campaign to stop a pandemic. Anthony Fauci, the top infectious-disease official in the U.S., has said that vaccinating 70% to 85% of the U.S. population would enable a return to normalcy. On a global scale, that's a daunting level of vaccination. At the current pace of 16.2 million a day, it would take years to achieve a significant level of global immunity. The rate, however, is steadily increasing, and new vaccines by additional manufacturers are coming to market. In the U.S., the latest vaccination rate is 3,053,566 doses per day, on average. At this pace, it will take another 3 months to cover 75% of the U.S. population.



Q. How long does immunity from the vaccines last?

A. Testing people 6 months after getting the vaccine shows that immunity remains very high, so researchers say it will last quite a while. For people who have had COVID and therefore have antibodies, immunity does not last as long as do the vaccine antibodies, which is why getting fully vaccinated is important, even if you've had COVID.

Q. Were the vaccines made too quickly?

A. No. Technology used in the Johnson & Johnson vaccine has been around for 20 years. Technology used in the

mRNA vaccines has been around for more than 20 years.

Q. Will the virus that causes COVID-19 eventually disappear?

A. No it won't. Therefore, people will have to decide whether they want their bodies to fight COVID without any protection and take their chances, or whether they want the vaccine to help them fight it. While most deaths occur in people who are 55 years and older, the most significant consequences are the virus' potential long-term effects, including neurological issues, foggy brain, etc.

Q. What are side effects of the vaccine?

A. Side effects occur in roughly 40 to 50 percent of people. More than about 40,000 people have participated in clinical trials and so far, 167 million doses have been given.

In the last week, an average of 3.05 million doses per day were administered without significant side effects. Redness or swelling at the vaccine site, fever, headache, chills, joint pain, and diarrhea, are possible. Side effects mean your body is building a defense against the virus. Just one out of 100,000 people (.001 percent) had an anaphylactic reaction to the Pfizer vaccine. People who have experienced an allergic reaction to any vaccine should let their doctor know so they can be premedicated. Do not take Motrin or Tylenol prior to getting the vaccine but you can take it afterwards to alleviate side effects.

Q. Will a COVID-19 vaccine effect or enter my DNA?

A. No. COVID-19 vaccines do not change or interact with your DNA in any way. There are currently two types of COVID-19 vaccines that have been authorized for use in the United States: messenger RNA (mRNA) vaccines and viral vector vaccines.

The Pfizer-BioNTech and Moderna vaccines are mRNA vaccines, which teach our cells how to make a protein that triggers an immune response. The mRNA from a COVID-19 vaccine never enters the nucleus of the cell, which is where our DNA is kept. This means the mRNA cannot affect or interact with our DNA in any way. Instead, COVID-19 mRNA vaccines work with

Continued on page 14



WE (NYS Women, Inc.) Are the CATALYSTS for the FUTURE CHANGE We Need to CREATE

by Claire Knowles

Perhaps you were one of the many women who found the 1980 American comedy film, *9 to 5*, somehow a portent of our future. The film starred Lily Tomlin, Jane Fonda, and Dolly Parton as three working women who live out their fantasies of getting even with and overthrowing the company's autocratic, "sexist, egotistical, lying, hypocritical bigot" boss, played by Dabney Coleman.

The film's bent, of course, was to dramatize the power behind the throne. That was 40-plus years ago and provided comedy fodder for the treatment of women in the workplace in that era, while at the same time invoking catalysts for needed cultural change in the minds of viewers – who cheered the women on, because they knew their treatment was "unacceptable." Thankfully, things have changed! Things have changed because women (including NYS Women, Inc.) have been *catalysts for change* and continue to advance the status of women little by little and step by step.

Fast-forward to today: We're coming through a pandemic which disproportionately harmed women. At the

30,000-foot-level, it seems as if women, in general, and because of this pandemic, have taken two steps backward, instead of any forward. (Previous *NIKE* articles have counted the many ways: increased burden of domestic tasks, added responsibility for educating our children at home, caring for parents in COVID situations, social-deprivations, economic costs, job losses, financial losses, health stressors, etc. Almost 1.5 million mothers are missing from the workforce as increased caregiving demands due to the pandemic continue to weigh on both their present and future job prospects). It has not been a rosy picture. Rather, the pandemic has been tough, and especially so for women. *We now have to "jump-start" our way back to recovery and into adopting a "huge-strides-forward" catalyst mentality.*

The opportunity going forward is for us to influence systems and structures to provide more advantages and equity for women – and for people to support each other in the process of empowering and enabling women to improve their conditions and create fulfillment. Are you willing to be a catalyst for this within your circle of influence?

Photo by Laker from Pexels

Note: A "catalyst" is an agent for change.

Continued on page 11

Annual Conference • June 11-13, 2021



CALL TO Annual Conference

CALL TO: Annual Conference
DATE: June 11 – 13, 2021
LOCATION: Killians Event Center, Waterloo, NY
TO: Executive Committee, Members of Board of Directors and all members of New York State Women, Inc.

NOTICE is hereby given that the 12th Annual Conference of New York State Women, Inc. will be held Friday, June 11 – Sunday, June 13, 2021 at Killians Event Center in Waterloo, NY. Members are encouraged to register online from NYS Women, Inc. website <https://www.nyswomeninc.org/Conference> by Saturday, May 29, 2021. Advance registration due by Monday, May 10, 2021.

• The business session will begin on Friday, June 11, 2021 at 7:00 pm. The weekend schedule will include a region directors/assistant region directors/chapter president meeting, workshops, election of state officers and Saturday installation banquet. All members who are in good standing are eligible to vote.

• Board reports will NOT be verbal. All board reports should be sent to the website www.nyswomeninc.org/Members/Program-Book-Report by Saturday, May 29, 2021. If you cannot handle the form, you must email your report to Robin Bridson RLB8963@gmail.com by Saturday, May 29, 2021. Please let her know that you will be emailing your report. Executive committee, standing committee chairs, and region directors are required to give reports. Reports should be a brief list of goals and accomplishments for the year to date.

• The agenda and workshop information will appear on the website and in future editions of the *Communicator*. Registration forms will also be in *NIKE*.

• Looking forward to seeing everyone again in the beautiful Finger Lakes and the hotbed of the Women's Rights movement.

Respectfully submitted,
Jacquie Shellman, President, NYS Women, Inc.

Nearby Attractions

Region 7 welcomes you to the NYS Women, Inc. annual conference! Plan on coming a day early so you can take your time to enjoy our scenic Finger Lakes and what we have to offer. Our group rate is also effective for Thursday, June 10, 2021. Perhaps you will find a reason to return every year!



Photo source: National Women's Hall of Fame. This is Historic Seneca Knitting Mill, new home of the Hall.

Marvel at the accomplished women's stories in the **Women's Hall of Fame**, in Seneca Falls at its new location 1 Canal Street. Visit the **Women's Rights National Historic Park**, which tells the story of the first Women's Rights Convention held in Seneca Falls on July 19-20, 1848. Elizabeth Cady Stanton, close friend of Susan B. Anthony, lived in Seneca Falls and her home is on the walking tour.

Waterloo Premium Outlets is available for your shopping pleasure. To titillate your wine taste buds explore **Seneca Lake Wine Trail** and **Cayuga Lake Wine Trail**. **Finger Lakes Candy Emporium** (Waterloo) should satisfy your sweet tooth. Waiting for you to discover in Seneca Falls is the **Seneca Museum of Waterways and Industry** and **A Wonderful Life Museum** (dedicated to the Frank Capra movie starring Jimmy Stewart, Donna Reed, and "Clarence" an angel who hopes to earn his wings).

And of course, to satisfy your impulsive side, **del Lago Resort & Casino** is waiting for your visit. 🐰



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In our September 2020 issue of *NIKE*, the emphasis was on "WE CAN DO IT," and in the most recent March 2021 issue of *NIKE*, the emphasis was on realizing the reality we are in, while finding the silver lining post-pandemic, gleaned the learnings and moving forward in good ways. (If you're intent on being a catalyst, it is worth igniting some renewed motivation by revisiting those *NIKE* issues!) Particularly, and from the latter reference, is this go-getter message for us:

The pandemic has starkly uncovered the archaic workplace template that (at a macro level) was unable to accommodate working mothers and/or care-givers in the first place. Now that this realization is out in the open, it's the collective responsibility of both public and private sectors to fix it. And women have a front-row voice for this advocacy now! We've learned that there are hybrid working arrangements that are beneficial for work-life balance and are cost-effective. These hybrids are predicted to become mainstream going forward.

McKinsey and Company recently did a study worth reading about the future of work. You can access it at <https://www.mckinsey.com/about-us/new-at-mckinsey-blog/where-the-jobs-are-insights-from-our-new-study>. Noteworthy is that most companies are reimagining themselves right now, having learned from what worked and what didn't,

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The ONE Thing That Makes You a CATALYST

Excerpted from 6/28/16 blog by Anthony Iannarrino

The first requirement for making change is an awareness that something needs to change, that something is wrong, and that something could be better. This awareness is the spark that brings attention to the problem.

The person who creates the awareness of the problem often gets a lot of attention for creating that awareness. The fact that this person can explain what's wrong and what needs to be better provides them an audience, especially if they are credible when describing what needs to change. This is an important role, but not the most important role in creating change.

The most important person when it comes to making change happen is the person who is willing to take action to make something different. The person who is willing to own the outcome and lead the change is the critical element in making change. Without someone stepping up and taking responsibility, change doesn't happen. Without the leader of change stepping up and accepting responsibility, all you have is awareness of the problems that exist. This awareness is crucial, but on its own, it doesn't fix anything.

There are a lot of people who can tell you what's wrong. There are many who will be happy to share all the things that they believe need to change with anyone who will listen. There are far fewer who are willing to step up and lead that change.

The people who make a difference are not the people who talk about change or what might be done to make things better. The people who step up, take action, build consensus, lead the change, and own the outcome are the people who make a difference.

Knowing what needs to change and bringing attention to it is important. So is knowing what has to change for things to be better. But leading change is what makes the difference. That's the catalyst. 🐰



graphic design | hello@whiterabbitdesign.com

Note: NYS Women, Inc.'s vision is to empower women to use their voices to create positive change.



NIKE All Stars

The 2020-2021 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

NEW YORK STATE women, INC.

Rates: Platinum Patrons: \$75 and over
 Golden Givers: \$50 – \$74
 Silver Supporters: \$25 – \$49
 Bronze Boosters: \$5 – \$24

Make check payable to:
 NYS Women, Inc. (memo: NIKE contribution)

Mail form and check(s) to: Sue Mager, NIKE Business Manager, 3406 McKinley Parkway, Apt C-11, Blasdell, NY 14219
 E-mail: NIKEmgr@NYSWomeninc.org.

<p>Platinum Patrons Patricia Fanning Patricia Ferguson IMO Dorothy Mangano, PSP David D. Raycroft IMO Audrey MacDougall</p> <p>Golden Givers Audrey MacDougall Susan Mager</p> <p>Silver Supporters Susan Bellor Kathy Kondratuk Deborah Langevin Patricia McGrath</p> <p>Past State Presidents Bronze Boosters: Dorothy Mangano '82-83 Betty Drislane '91-92 Audrey MacDougall '93-94 Barbara Lynn Ziegler '95-96 Clare Sullivan '96-97 Elsie Dedrick '97-98 Lucille Argenzia '98-99 Mary Stelley '99-2000</p>	<p>Viola McKaig '2000-01 Maria Hernandez '01-02 Linda Przepasniak '04-05 Helen Rico '05-06 Linda Winston '06-07 Neale Steiniger '08-09 Mary Ellen Morgan '09-11 Susan Mager '12-13 Amy Kellogg '13-14 Colleen Ostiguy '14-15 Renee Cerullo '15-16 Theresa Fazzolari '16-17 Debra Carlin '17-19 Robin Bridson '19-20</p> <p>Region V Spring Challenge 2021: Bronze Boosters: CNY Chapter: Dorothy Bedford Karen Clark Candace B. Edwards Patricia Fanning Patricia Ferguson Maureen Fogarty Teresa LaValle Elaine Skibitski Deborah Vecchio</p>	<p>Diane M. Walker M. Denise Walker Professional Business Women of Rome: Ella Alsheimer Lucille Argenzia Franca Armstrong Sara Ayala Johann Ciotti Teresa Hamel Beth Ann Jones Helen Rico Sandra Rodriguez Michele Salisbury Hollie Silverman Kristen Skobla Heather Sullivan Janine Szczepanski Anne Thayer Carolyn Trela-Ferlo Jeanne White St. Lawrence Chapter: Susan Bellor Eowyn Hewey Debra Langevin Erica Leonard Audrey Marshall Patricia McGrath</p>	<p>Denise Murphy Courtnie Toms Mohawk Valley Chapter: Robin Bridson Deborah J. Cabral Colleen Cavallo Deborah Check Blanche Davis JC Degni Gina Dier Carly Edick Lucretia Hunt Jo ann Longo Nicole Looman Mary Taverne Mary Beth Young</p> <p>Bronze Boosters Margaret Antonielli Dorothy Bedford Karen Clark Lawrena Foland Maureen Fogarty Ala Ladd Elaine Skibinski Diane Walker M. Denise Walker</p>
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STAY CONNECTED WITH US!



Annual Conference • June 11-13, 2021

Annual Conference Registration

Killians Events Center • 2468 State Rt. 414, Waterloo, NY 13165

Advance Registration Deadline: May 10, 2021

Please note that **registration can also be submitted online** by visiting our website <https://www.nyswomeninc.org/Conference> and going to the Calendar. When you register online you either pay by credit card or opt to mail a check prior to the deadline.

If not registering online, send completed form and payment to: (checks payable to NYS Women, Inc. and note in memo area "Annual Conference" and date) to Patti Pollock, P.O. Box 30, Mt. Upton, NY 13809. Phone 607-316-6003, email: pjpolllock63@gmail.com

NAME _____
 ADDRESS _____
 CITY _____ STATE _____ ZIP _____
 CHAPTER _____ PHONE _____
 E-MAIL _____

Registration Fees for All Attendees
 Advance Registration **\$40** due by May 10, 2021 \$ _____
 Late Registration **\$55** if received after May 10, 2021 \$ _____
 On Site Registration **\$75** upon arrival

Individual Meals must be paid with registration. Complimentary bag breakfast provided by hotel. Breakfast buffet below offered by Killians.
 Saturday Breakfast **\$15** \$ _____
 Saturday Lunch (choose one) **\$20** \$ _____
 Cranberry chicken salad OR
 Vegetable quiche with field greens
 Saturday Banquet (choose one) **\$40** \$ _____
 Prime rib with potato & vegetable OR
 Baked stuffed haddock with potato OR
 Stuffed portabella mushroom (vegetarian/gluten free)
 Sunday Breakfast (available if selected by 30 or more) **\$15** \$ _____

Amount Enclosed **Registration fee** \$ _____
Total meals \$ _____
Total \$ _____

Dietary Requirements: (check all that apply and specify your needs)
 Diabetic Gluten free Allergic to _____ Other _____

Name Tag Information: (Check all that apply)
 State Officer Incoming Region Director #____
 State Parliamentarian Incoming Asst. Region Director #____
 Immediate Past State President Incoming Chapter President
 Past State President Outgoing Chapter President
 Standing Committee Chair Member
 Standing Committee Vice Chair Guest
 Special/Sub Committee Chair Career Recognition Competitor
 Special/Sub Committee Vice Chair New Careerist Competitor
 Outgoing Region Director #____ Personal & Profess. Dev Competitor
 Outgoing Asst. Region Director #____ First Timer

Hotel Reservation

Quality Inn, 2468 State Route 414, Waterloo, NY 13165

Call 315-539-5011 Ask for Calvin or Anthony
 (Anthony's cell: 315-521-2471)
 Group name: New York State Women, Inc. for group rate

Reservation Deadline: May 31, 2021

Package Rates
 Friday & Saturday **\$90** + tax / per room per night (2 standard sized beds)
 Thursday **\$90** + tax / per room per night (2 standard sized beds)
Package includes: "COVID-19 breakfast"

Hotel Information Check in: after 3:00 PM • Check out: 11:00 AM

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

Guest Information

Name _____
 Company Name _____
 Street Address _____
 City _____ State _____ Zip Code _____
 Telephone _____ E-mail _____

Deposit Payment

All reservations must be guaranteed by advance deposit of one night's stay or credit card.

Amount: \$ _____
 Check (payable to hotel name) #: _____
 OR
 Credit Card #: _____
 Credit Card/Type: _____ Exp. Date: _____
 3 Digit Code on Back of Card : _____
 Name as it appears on card: _____
 Cardholder Signature: _____



Slate of Candidates 2021/2022



JACQUIE SHELLMAN

Candidate for Election for President

"Put forth your better impulses, straight forward and unafraid" ...Mary Stewart; "Well-behaved women seldom make history" ...Laurel Thatcher Ulrich; "Failure is impossible" ...Susan B. Anthony. These words are the cornerstone upon which I have based the decisions of my personal and professional life. All remind me that we as women are worth the struggle that time has put us through and powerful to achieve great gains and accept losses. Even before I coined the quote "Put forth your better impulses, straight forward and unafraid" as my personal mantra, I was doing just that, living straight forward and unafraid. It all started in 1977 when asked to join BPW in Medina, N.Y. I found excitement, passion, and desire to be part of an organization of women who were unafraid and driven to be professionals in a decade where women were seeing themselves climb the ladder of the professional world, but still losing grip to tired stigmas and dated ideals. Within 12 years of joining, I was elected a local club VP and eventually president. Finally, I was elected assistant district director and district director of Region VII. None of these titles would have had the possibility of existing without the outstanding mentorship of women in my local clubs who were straight forward and unafraid, just as I hoped to be.

(1980s-2000s) Local club VP and president: Led movement to award savings bond to first baby girl born at local hospital during National Business Women's Week. Led movement to award college scholarship to high school senior girl in one of the surrounding districts where our local club members resided. Introduced the "shadowing concept," where new member teamed up with seasoned member to provide sense of immediate belonging while learning the ropes. As president again kept our club alive when many local clubs disap-

peared as New York State BPW evolved into New York State Women, Inc.

(1980s & 2000s) assistant region director/region director Region VII: With Elsie Dedrick (region director) created "sister club" concept, which facilitated members building relationships, therefore fostering a sense of camaraderie. Awarded the Shamrock Award to chapter which showed membership growth. Again, elected assistant region director/region director for Region VII where we had five highly active chapters. Before COVID-19 Region VII continued to hold successful youth leadership programs. As region scholarship chair worked with two past state presidents to revise criteria to encourage more applications.

I have been your vice president (2017-2019); president-elect (2019-2020) and president (2020-2021). Running for your president for a second term is "putting forth...better impulses, straightforward and unafraid." All the chances taken, positions filled, questions raised, and old traditions morphed into new, have led me to serve you. In spite of COVID-19 we had a successful Zoom fall board meeting and special membership meeting. I have attended several local meetings via Zoom. An updated strategic plan has been developed, and we updated our mission and vision. Together we will walk straight forward and unafraid.

I am currently a board member of the Grace LeGendre Endowment Fund and also Career Development Opportunities. Young Living Essential Oil distributor with 21 people on my team. Member of St. Peter's Episcopal Church Vestry. Continue to support maple production enterprise in Prattsburgh. Retired from University of Rochester Department of Medicine Finance & Administration (1977-2015). Daughter Rachel & beloved Whisp.



SHIRLEY ANN FELDER

Candidate for Election for President-Elect

I joined BPW/NYS in 1999 and served in my chapter as recording secretary (2001), meeting chair (2003-2005), newsletter editor (2005-2006), women in history month chair (2004-2007), Catskill Mountain local president (2007-2009) and in 2006 was honored as BPW Business Woman of the Year.

On the state level, I served as youth leadership chair (2005), membership committee (2016), regional director (2018-2019), and president-elect (2019-2020).

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 for the time I was holding chapter presidency and president-elect positions, our membership had the largest youthful enrollment our organization had seen in some time.

I know that I have opened hearts and minds to think before they react or are so quick to shoot down someone else's ideas. I know that I have brought an authentic approach to anything I've taken to the floor and spoken about.

Most important I know that I have grown as a woman and a leader by being a part of this organization for 20 years.

I am the CEO of Ordinary Greatness. I am 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 have employed over 100 men, and helped 10 women move from welfare to work.

During the last four years I've set out to further my life's mission by helping women sort through "trash," also known as blockers, in their lives. I've 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.

Professional and community service: CEO, Ordinary Greatness (2014-present); president, Mor-tons Recycled (2003-present); CEO, County First Recycling & Refuse, LLC (1993-2016); NYS Small Business Development Center board member (2005-present); REAP Board Rural Economic Agricultural Partnership

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JANET CAREY

Candidate for Election for President-Elect

Since 1990 I have enjoyed membership in BPW/NYS. Since my retirement as athletic director and physical educator in 2008, I have taken chapter leadership roles in NYS Women, Inc. In my chapter, the Professional Women of Sullivan County, I have served on the financial, membership, bylaws, scholarship (chair), and women of the year (chair) committees, as recording secretary, president and vice president and as assistant region director in Region 3. As president of Professional Women of Sullivan County, I instituted a parliamentary and parliamentary procedure, worked to develop policies and procedures guidelines for each of our standing committees, established executive committee meetings and a treasury audit. That year our chapter received the award for the highest rate of growth at the June conference. For the last four years I have represented Professional Women of Sullivan County at the SC Chamber of Commerce meetings. In 2018, I was elected secretary for NYS Women, Inc. and became a member of the executive committee, as well as the conference planning committee. I am currently serving as vice president of our chapter and as a member of the strategic planning committee. I also serve on the Grace LeGendre Endowment Fund, Inc. Board of Directors.

I am employed by SUNY Cortland as student teacher supervisor (2008-), by the Town of Neversink summer parks and rec director (1990-), and by the Town of Fallsburg as an aquatics coordinator (1980s). I coach girls and boys varsity alpine skiing (1973-) and girls varsity tennis (1971-). I have run my own tennis shop, worked as a resort tennis pro, and worked with my husband in our ski business. I have instructed classes at SCCC in the physical education dept and have also worked for the American Red Cross both as a volunteer and paid professional.

Professionally, in NYSAHPERD, I have served as the president of the aquatic section, secondary section, and Catskill zone and served on the conference planning, executive, bylaws, and JB Nash awards committees. I

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PATTI POLLOCK

Candidate for Election for Treasurer

I am seeking the office of treasurer as I feel that my knowledge of the organization as well as my skills in leadership, finance, and money management can support and help grow NYS Women, Inc.

I have lived in New York State my entire life, I grew up in the New Hartford area, relocated to Sullivan County in the 1980s, and currently reside in the Norwich area. I earned my Associates in Accounting at Sullivan County Community College with honors, a Bachelor's in Accounting from SUNY Empire State College, and my MBA from Walden University with a 4.0 GPA. I have worked in the financial department of various companies for over 30 years.

I am currently finance/billing manager for Bartle's Pharmacy, a tax preparer for Bauer's Tax, and executive director of Amelia's Voice. At Bartle's I have streamlined billing procedures, focused on new revenue streams, and gained over \$20,000 in lost revenues. A new venture for me is forming and becoming director of Amelia's Voice a 501(c)3 organization to bring awareness to domestic violence.

I always took pride in being a mom but there is nothing greater than being a grandma. My granddaughters are my world. I have been focused on my health and fitness and enjoy walking and recently running in many 5Ks. I have completed the Run Chenango Challenge the last two years and looking forward to year three.

I rejoined NYS Women, Inc. in June 2017. I was the PPD Career Recognition Award winner in 2018. I have served as finance vice chair since 2018. I am currently state treasurer, Tri-County vice president, strategic planning chair, and registration chair.

I look forward to serving in the leadership within NYS Women, Inc.



MARY STELLEY

Candidate for Election for Secretary

I am the current CEO and board of directors' treasurer for the Gowanda Area Federal Credit Union, assets \$25,672,000, a Notary Public and currently serve as a Town of Collins councilman and Deputy Supervisor. I started my career as a stenographer for the FBI from 1961-1967, working in the Washington Field and Buffalo Offices. I am the current NYS Women, Inc. secretary, a Lakeshore Chapter member and Gowanda Area Chamber of Commerce treasurer.

I served as the 1995-96 BPW/NYS treasurer and other officer positions until becoming the 1999-2000 president. I served as NYS Women treasurer from 2012-2019. I have held various positions at chapter, region and BPW/NYS, now NYS Women, Inc., including finance chair and NIKE business manager. I served previously as treasurer and board member of the NY Grace LeGendre Endowment Fund, Inc.

I was selected the 1991 Gowanda BPW Woman of the Year and received the 1997 Gowanda Chamber Spirit of Gowanda Service Award. I was honored to be selected the December 2018 honoree Women in Leadership by Buffalo Niagara Chapter, NYS Women, Inc. in partnership with WKBW-TV and appeared on AM-Buffalo on 12/26/2018.

I have held volunteer leadership roles since 1974 with community organizations: Women of the Moose, Friends of the Collins Public Library, St. Joseph's Altar & Rosary Society, religious education teacher and lector, Gowanda PTA. I served as Society of FBI Alumni national treasurer and NE Regional VP, 5 years on the Gowanda Central School District budget committee and two years on the Village of Gowanda UDAG Committee, approving loan applications for Gowanda businesses.

Giving back is important to me. NYS Women, Inc. enriched me through workshops, friendships, and instilled in me the importance of women seeking political office. Bob and I have two children, Lisa and Michael and three grandchildren, Dylan, Kyle and Alayna.

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, Zoom business session Saturday, June 13, 2020. *-submitted by Sue Mager, nominating committee chair*