

*“Jump in the Water and just keep on Swimming”*



**THERESA FAZZOLARI**

**PRESIDENT 2016 - 2017**

**New York State Women, Inc.**

*Officers*

*President Elect - Debra Carlin*

*Vice President - Robin Bridson*

*Secretary - Susan Mager*

*Treasurer - Mary Stelley*

**“If we jump in the water, and keep on swimming, we can accomplish great things”**

**Theresa Fazzolari was installed as the 7<sup>th</sup> (96<sup>th</sup>) President of New York State Women, Inc. on Saturday, June 4<sup>th</sup> 2016 at the Embassy Suites, 86 Congress Street, Saratoga Springs, NY 12866.**

The Mistress of Ceremonies, Linda Winston (PSP 2006-2007) created the Installation. Linda researched swimmer’s lives, quotes and lessons. Theresa’s swim team and coaches sent her pictures and quotes from which she created the script and power point. As Linda was not able to attend, the program was presented by her stand-ins, Linda Provo (PSP 20007-08) and Neale Steiniger (PSP 2008-09).

The Region Directors and Assistant Directors, Chapter Presidents and incoming Executive committee were led in by the President and Vice President.

After President Renee Cerullo’s farewell remarks, the Standing, Special and Sub-Committee chairs and members, Region Directors and Local Chapter Presidents and the Past State Presidents were introduced.

The Parliamentarian, Margherita Clemento and Officers Treasurer Mary Stelley, Secretary Sue Mager, Vice President Robin Bridson, President Elect Debra Carlin and President Theresa Fazzolari were installed.



The evening closed at the dessert table which included the specially made chocolate flip-flops.

### **The Post Conference Board Meeting**

President Theresa held a Post Conference Board Meeting at the Embassy Suites, Saratoga Springs on June 5, 2016 and welcomed all. There were 18 Board members present and the Officers and other board members were asked to give reports.

President Fazzolari reported that this will be the year of the members, with many awards in the works. The Fall Board meeting will be held on Saturday, October 8<sup>th</sup> in Staten Island. There will be a tour of the 9/11 Memorial on Friday Sept. 7<sup>th</sup>. The April Board meeting will be back in Rome, NY and the 2017 Annual Conference location is still to be determined. EC liaisons to committees this year were announced: Theresa Fazzolari for Advocacy and Communications, Robin Bridson for Bylaws and Mary Stelley for Finance, Sue Mager for Membership and Debra Carlin for Personal and Professional Development.

## **The October Board Meeting**

The October Board Meeting was held at the Hampton Inn & Suites, Staten Island NY on October 15, 2016. On Friday, October 14<sup>th</sup>, members travelled via ferry to the 9/11 Memorial and Museum and split for either a downtown walking tour led by Pat Ferguson or a Subway ride with Neale Steiniger. On Saturday, the first Workshop “You’re Now the Chair... So What’s Next?” featured Standing Chairs presenting tips including ‘Engage, Empower, Educate Membership tips’ and everything needed to know about Parliamentary Procedure. Leticia Remauro, President & CEO of the Von Agency, Inc. was the luncheon Keynote speaker who encouraged us to ‘break the rules, tell girls coming up they can be anything, and to encourage them to achieve their goal.’ At the final workshop, Robin Bridson presented in her unique humorous style the Alphabet Soup Bingo to test our knowledge of the “ABC’s of NYS Women, Inc.”

The Business Session was called to order at 1:15pm. President Theresa Fazzolari welcomed all and reported that the Parliamentarian for this meeting was Margherita Clemento, Timekeeper: Carolyn Fazzolari, Pages: Jill Bowers & Diane Seridge, and acting Credentials Chair was Registration Chair, Linda Provo who gave the registration report showing 38 attendees as of 10:30 am. Secretary Mager reported that 16 Board members were present. President Fazzolari declared a quorum present and called the meeting to order.

President Fazzolari called on President-Elect Debra Carlin to report on the October 1<sup>st</sup> election of the Region and Assistant Region Directors from Region 3. The President ratified the election of Debbie Speer-Director and Janet Carey-Assistant Director.

The Agenda was adopted with the understanding the President is empowered to make further changes if needed. The Standing Rules were adopted.

The report of the Secretary, Susan Mager began with the reading of the actions of the Executive committee since the Post Conference Board Meeting. The Minutes of the June 5, 2016 Post Conference Board Meeting were accepted as corrected. The Treasurer, Mary Stelley presented the Profit & Loss Budget Performance. The report was filed for audit. Vice President, Robin Bridson reported the task force is getting started with the purpose of looking at Members at Large under Membership, Bylaws, and the layout of the Regions. President-Elect, Debra Carlin reported the Leadership Directory is up to date and asked Chapters or Regions who would like a state rep to attend a meeting to contact her; She is also looking for members to join her Leadership Team next year. President Theresa Fazzolari reported that this is the year of the members. Her goals are to chair monthly Executive meetings, work with the State committee chairs to promote our organization, work with P-E Debra Carlin to re-energize Region 3, and reach out to Members at Large. The June Conference will be held in Binghamton and will focus on recognizing the Chapters with the President’s Award. The award will be based on a

point system and information will be posted on the website. Stating that communication is important, she reminded attendees to answer emails and to post Chapter events on the website and Facebook. She asked for a volunteer to fill the position of PPD Chair, as the Chair has resigned.

The Reports continued with Bylaws chair Neale Steiniger who reported that, working closely with Margherita Clemento, all but 7 Chapters have updated their Bylaws. She presented a motion she will bring under new business addressing the Region and State voting procedure. Legislation Chair Joann Olbrich distributed the Legislative Platform and encouraged members to check local elected officials voting records. Nominating Committee/Membership chair Linda Przepasniak reported candidates for office must be members in good standing and publicly support our Legislative platform. She distributed the 2016-17 Membership Challenge. On behalf of the IPSP, President Fazzolari reported that 12 Chapters have completed the incorporation process. Regional Directors gave verbal reports on goals, actions and plans for the regions.

Additional reports were given by PPD Sub-Chair, Athena Society Gale Cohen who encouraged chapter participation; New Careerist chair Marilyn Iengo's goal is one candidate from each chapter; Women's Day at the Fair chair, Pat Ferguson reported that in the year 2020, the fair will celebrate the 100<sup>th</sup> Anniversary of the passage of the 19<sup>th</sup> Amendment granting women the right to vote. President Fazzolari reported that information on the Women in Business Month has been updated on the website and Chapters and Regions who submit for the Public Relations award will be recognized at Conference.

Finally, under new business, Bylaws Chair, Neale Steiniger, proposed a motion to change Article VIII Regional Organization, and Article XI elections to change the method of voting from Ballot to Voice or Acclamation. After discussion, the motion was withdrawn and a motion was made by Ramona Gallagher and seconded, to refer the proposal back to the Bylaws committee for future study and clarification. The President adjourned the meeting.

### **The April Board Meeting**

The April Board Meeting was held at Griffiss Institute, Rome, NY on April 22, 2017. The day included a workshop “Navigating NYS Women, Inc. Website 101” by Robin Bridson and Renee Cerullo. The workshop was a combination of navigating the website and members asking questions on their areas of concern.

The Business Meeting was called to order at 12 noon. President Theresa Fazzolari welcomed all and reported that the Parliamentarian for this meeting was Margherita Clemento, Timekeeper was Janet Carey and Pages were Frida Hooyberg and Beth Ann Jones. Registration Chair and filling in as Credential Chair, Linda Provo gave the registraion report showing 33 members and 2 guests present as of 12noon. Secretary Mager reported that 18 Board members were present. President Fazzolari declared a quorum present and called the meeting to order. Mary Ellen Morgan was moved to the PPD position and ARD Fran Ferrari moved up to fill the Region 2 Director position. President Fazzolari welcomed two “First Timers” to the meeting.

The Agenda was adopted with the understanding the President is empowered to make further changes if needed. The Standing Rules were adopted.

Secretary Susan Mager read the actions of the Executive Committee since the October Board Meeting. Minutes of the Pre-Conference June 3, 2016 and the October 15<sup>th</sup>, 2016 Board meetings were accepted as presented. Treasurer, Mary Stelley presented the Profit & Loss statement and noted NIKE had fallen short on donations. The report was filed for audit. Vice President Robin Bridson reported the task force met via teleconference addressing Membership at Large; more information will be presented at Conference. President Elect Debra Carlin encouraged members to look for New Careerist and Career Recognition competitors for Conference. President Theresa Fazzolari encouraged participation in the “Blizzard of Events” workshop, is working with Linda Provo and Linda Winston on the awards for the June Conference and reminded members the Conference deadlines are May 1; a tentative schedule will be on the website soon, expect a surprise Saturday luncheon speaker, and thanked Deb Carlin for helping Region 3 get up and running.

Continuing with reports, IPSP Renee Cerullo reported the 2016 Conference minutes were approved by herself and acting Parliamentarian, Sue Mager. She is prepared to help Chapters with their tax filing and she completed a Business Manual clarifying the operations of NYS Women Inc. 16 chapters are incorporated, 5 have not submitted Bylaws, and 5 have submitted Bylaws and are in the process of incorporating. Website changes suggested during today’s workshop will be worked on and 20 Chapters are now on Facebook. Advocacy Chair, Marilyn Mannino informed the body on the NYS Wage Equity bill being voted on in April. Bylaws Chair, Neale Steiniger reported Chapters needing to update their Bylaws are Capital Region, Grand Island, and Professional Women of the Finger Lakes, Mohawk Valley, and Walton. She facilitated

discussion on a Bylaws change to Bylaws Article XII (Eligibility) that she will present under new business. Communications Chair, Linda Provo distributed criteria and encouraged submissions to her & Linda Winston for the 2016-17 Presidents' Award and Friday's award ceremony at Conference. Finance chair, Ruthann Rocque presented the 2017-18 budget which will be brought before the body under New Business. Membership chair, Linda Przepasniak asked anyone who would like a copy of the October Board workshop, "Engage, Empower, Educate" to contact her directly. Membership is 522, and there are 72 lapsed members, 14 inactive members and 75 new members. Membership Challenge for Conference has two parts: number of sustainable members by May 1<sup>st</sup>, and part two the "Engage Empower and Educate challenge. Submissions are due by May 1<sup>st</sup>. Mary Ellen Morgan has accepted the PPD Chair for the remainder of the year. She distributed PPD brochures and reported on the Athena Society and the good job done by Chapters with the Military. Regions 2,3,5,6, 7 & 8 presented short reports on activities in their respective regions since the October Board meeting.

Additional reports were given by Manual of Instructions (MOI) Chair, Neale Steiniger, addressing changes to be presented under new business. Legislation / Resolutions Chair, Joann Olbrich distributed copies of the 2017-18 Legislative Platform/Advocacy statement and reported on Planned Parenthood/reproductive freedom. She will be presenting a Resolution honoring the Chadwick Bay Chapter's 75<sup>th</sup> Anniversary under new business. Women's Day at the Fair Chair, Pat Ferguson reported August 30<sup>th</sup> is this year's date. There will be a formal presentation of the candidates on Friday at Conference. Nominating Committee Chair, Linda Przepasniak reported there will be a formal presentation of the candidates at Conference on Friday.

The items of New Business included items to be proposed for approval to move to the members at Conference:

Presented by Bylaws Chair, Neale Steiniger, a motion to change Article XII, Eligibility, to allow Officers to run for a second term and Article VII, Region Organization and XI Elections, to change method of voting from ballot to voice, had or acclamation.

Finance Chair, Ruthann Rocque, moved the 2017-18 Budget

Advocacy Chair, Marilyn Mannino, presented the Legislative Platform and Advocacy Statements. All motions carried.

The following items were proposed for approval by the board

Manual of Instruction Chair, Neale Steiniger, presented MOI Section 2.18 Nominating Chair be approved.

Resolutions Chair, Joann Olbrich presented a resolution honoring Chadwick Bay Chapter's 75 Anniversary be approved. Both motions carried.

President Theresa Fazzolari adjourned the meeting.

### **Pre-Conference Board Meeting**

The Pre-Conference Board Meeting was held at the Holiday Inn, Binghamton NY on June 2, 2017. President Theresa Fazzolari welcomed all and reported that the Parliamentarian for this meeting was Margherita Clemento, timekeeper was Janet Carey and the page was Pat Fanning. Acting Credentials Chair was Linda Provo.

Secretary Mager reported that 15 Board members were present.

President Fazzolari declared a quorum present and called the meeting to order. Helen Rico moved up to fill the Membership Chair position, Fran Ferrari moved to the RD position Region 2, and Audrey MacDougall moved up to fill the Region 5 RD position.

The Agenda was adopted with the understanding the President is empowered to make further changes if needed. The Standing Rules were adopted.

The report of the Secretary, Susan Mager began with the actions of the Executive committee since the April Board Meeting being read. The Minutes of the April 22, 2017 Board meeting were accepted as corrected. The Treasurer, Mary Stelley presented the Profit & Loss Statement. The report was filed for audit. The Incorporation Report dated June 2017 was distributed and reported that the Insurance Liability invoices will be sent out. Vice President Robin Bridson and President Elect Debra Carlin had nothing further to report. President Theresa Fazzolari thanked the Board members for their efforts this year and highlighted the weekend activities and stressed the Leadership workshop's focus would be on the Local Chapters with a Q & A session.

Chairs of Advocacy, Communications, Finance and Membership had no addendums to their reports. Bylaws Chair thanked the Chapters who updated their Bylaws; PPD Chair reported two New Careerist candidates will participate in the competition speak-off at tomorrow's luncheon. Regions 2,3,5,6, 7 & 8 presented short reports on activities in their respective regions since the April Board meeting. Women's Day at the Fair Chair, Pat Ferguson, reported that on Aug. 30<sup>th</sup>, Lt Governor Kathy Hochul will be the luncheon speaker.

Under New Business, Manual of Instruction Chair, Neale Steiniger, presented two MOI changes. Both motions carried.

MOI 2.3 Women's Day at the Fair

MOI 1.11 Region Director and Structure changed from 8 regions to 6 (i.e., 2,3,5,6,7,8), required minimum of one meeting per year, permitted electronic region meeting.

Theresa Fazzolari adjourned the meeting.

## **The 97<sup>th</sup> (8<sup>th</sup> NYSW) Annual Conference**

The 97<sup>th</sup> (8<sup>th</sup> NYSW) Annual Conference was held at the Holiday Inn Binghamton NY on June 2-4, 2017.

It began on Friday at 11:30am with the Region and Asst Region Director's meeting. At 4:00 the CDO (Career Development Opportunities, Inc.) and GLEF (Grace Legendre Endowment Fund) made a joint presentation on the purpose of these 501(c)3 affiliates of NYS Women, Inc. The Business Sessions began on Friday at 2:45 and the Awards Ceremony began at 6:30 (see Appendix B for the list of awards). Members remembered Members we lost this year in a beautiful Memorial Service presented by Carolyn Fazzolari.

Saturday's workshops began with the Spa Day - Laurie Towers gave a chair massage to all comers, Elite Ziegelman led exercising with resistance bands and Narani O'Shaughnessy, a Reiki and Reflexologist led the group in Tai Chi for Arthritis. The afternoon workshop, "Blizzard of Events" asked chapters to present their signature event explaining what made it successful and tips on how other chapters can do it. The Adirondack chapter presented their Chocolate Festival, Binghamton Chapter presented their Annual Pamper Night, Mohawk Valley presented Mystery Dinner Theater and their Women of the Year event, Professional Women of Rome presented their Congressional Candidate Breakfast Forum (with students asking the questions) and Tri-County presented AMBA Clinic, a blood screening clinic and also presented their Women's History Month program. Sunday's Leadership Training workshop invited all members to ask questions of the Leadership. Saturday's luncheon featured the PPD New Careerist competitors. The Keynote speaker was Linda Winston (PSP 2006-07) who shared her inspiring story in "Finding your Strength through a Storm." Members welcomed vendors Pat Valtos (Sophisticated Lady) Robin Bridson (Perfectly Posh) Lynette Hill-Abbott (Liberty Mutual) and Patricia Walsh (That Zipper Thing).

The First Business Session was called to order on Friday, June 2, 2017 at 2:45 by President Theresa Fazzolari. President Elect Debra Carlin led the assembly in the Pledge of Allegiance. President Fazzolari asked for a moment of silence for members who have passed and reminded members that a Memorial Service will be held Saturday, June 3rd at 8:30 am in the Binghamton room. She recognized the timekeeper Janet Carey, pages Shirley Felder and Frida Hooyberg, Parliamentarian Margherita Clemento and acting credentials chair Linda Provo.

The Agenda was adopted with the understanding the President is empowered to make further changes if needed. The Standing Rules were adopted. President Fazzolari thanked Robin Bridson for preparing the Conference Book. Registration chair Linda Provo was called on reported that 36 members were registered from 11 chapters. Members must be registered before the close of the second business session tomorrow



to be eligible to vote in the election of officers. President Fazzolari declared a quorum present.

The Dais, Past State Presidents, Region Directors and Assistant Directors, Standing Chairs and Vice Chairs, and Special Committee Chairs and Sub Chairs were introduced, President Fazzolari welcomed everyone to the 8th Annual State Conference of NYS Women Inc. The assembly was invited to “Celebrate the Member” to continue to move the organization forward and encouraged to attend the “Blizzard of Events” and “Leadership” workshops. The Chair thanked the Relaxation workshop presenters for coming and encouraged everyone to attend their workshop in the morning.

Secretary Susan Mager read the actions of the Executive Committee since the April Board meeting. The Chair reminded the assembly that all items of new business must be submitted to the Secretary on a motion form by the start of the second business session. Debra Carlin, President Elect, introduced the newly elected Region Directors and Assistant Region Directors and invited them to step in front of the dais. President Fazzolari ratified the election of the 2017-18 Region Directors and Assistant Region Directors. Mary Stelley, Treasurer, presented the Treasurers Report – the Balance Sheet and Profit & Loss Statement as of April 30, 2017. Report will be filed for audit.

In the absence of Nominations Chair, Linda Przepasniak, Vice Chair Marilyn Mannino presented the nominations of the 2017-18 officers: for the office of Treasurer – Mary Stelley; for the office of Recording Secretary – Linda Provo (from the floor); for the office of Vice President – Jacqueline Shellman; for the office of President-Elect – Robin Bridson; President Fazzolari reminded the assembly that by virtue of the election held at the 2016 Conference the incoming President will be Debra Carlin. The candidate’s forum was conducted by Marilyn Mannino and President Fazzolari announced the polls would be open 11:30 am to 12:00 noon tomorrow. All members in good standing who are registered and credentialed by the end of the second business session are eligible to vote. President Fazzolari recessed the first business session.

President Fazzolari called the second business session to order on June 3<sup>rd</sup> at 10:30 and announced the pages for the session would be Shirley Felder and Jeanine Surprenant. Registration chair, Linda Provo, reported 56 members present as of 9:30am on 6/03/17. There were no addendums to the Vice President or President Elect’s reports. President Fazzolari recognized the First Timers present and encouraged the assembly to attend the Leadership Training tomorrow. The reports continued with the Advocacy chair, who distributed information from PowHer NY and presented the Legislation and Advocacy Statement. Bylaws chair, Neale Steiniger reviewed Bylaws proposals for voting under new business. Legislation/Resolutions chair Joann Olbrich distributed information on American Healthcare Act. Finance chair Ruthann Rocque reviewed the 2017-18 budget. Personal Professional Development acting Chair, Mary Ellen Morgan,

announced the New Careerist Competition will take place at today's luncheon. The Region Directors had no additional reports. NIKE Business Manager Sue Mager urged everyone to contribute to the NIKE and envelopes were distributed. All Star listings from this meeting would be applied to the 2016-17 financials due to a shortfall of NIKE contributions. Women's Day at the Fair chair Pat Ferguson announced the date is Wednesday August 30<sup>th</sup> and Lieutenant Governor, Kathy Hochul, will be the keynote speaker, President Fazzolari recessed the 2nd Business Session.

The Chair called the 3rd Business Session to order at 1:45 and called on Elections Chair, Susan Fayle to report the results of the election of the 2017-18 officers. She reported there were 56 eligible voters, there were 52 votes cast: Treasurer-Mary Stelley 52 votes; Secretary- Linda Provo 52 votes; Vice President-Jacqueline Shellman 52 votes; President Elect-Robin Bridson 52 votes; President Fazzolari declared the 2017-18 officers duly elected

Personal and Professional Development: Competition results were announced by Acting Chair, Mary Ellen Morgan, who thanked the committees and judges. New Careerist winner, Gina Dier, won 1<sup>st</sup> prize of \$500.00; New Careerist Jenna Bichler, won 2<sup>nd</sup> place prize of \$300.00

There being no unfinished business, the Chair asked Secretary Mager for the items of New Business. Secretary Mager read motions of new business to come before the assembly and President Fazzolari conducted the voting.

Advocacy Chair Marilyn Mannino moved that the advocacy statement and the Legislative Platform be approved as presented.

Motion carried.

Bylaws Chair Neale Steiniger made the following motions which were seconded that The Board of Directors move that proposed Bylaws Articles VIII (Regional Organization) and XI (Elections) be amended.

Motion was defeated.

Board of Directors moved that proposed Bylaws Article XII (Eligibility) be approved.

Motion carried.

Finance Chair Ruthann Rocque moved to accept the 2017-18 budget as presented.

Motion carried.

President Fazzolari announced the next item of New Business was the election of the 2017-18 Nominating Committee. The appointees were Margherita Clemento (R2), Kathleen Haddad (R6), Nominated were Ramona Gallagher((R8), Shirley Felder (R3), Lisa Rhoades (R7). President Fazzolari hearing no further nominations, closed nominations. The assembly unanimously approved Ramona Gallagher, Shirley Felder and Lisa Rhoades to serve on the Nominating Committee. The Chair requested nominations for two Alternates; they were Jeanine Surprenant (R6), Tanya Burns (R8). Hearing no further nominations, the nominations for alternates was closed and the

assembly unanimously approved the alternates. President Fazzolari charged the Nominating Committee to meet immediately after this business session to elect a Chair and Vice Chair. Margherita Clemento was chosen as Chair; Shirley Felder as Vice Chair. President Elect, Debra Carlin, presented the Call to the October 2017 Board meeting - October 13-15th at the Ramada Inn, Geneva, NY. There being no further business, President Fazzolari thanked her Meetings Committee and everyone for attending, and declared the 2017 New York State Women Inc. Annual Conference adjourned.

## APPENDIX A

## NYS Women, Inc. 2016-2017 Leadership Team

PRESIDENT	Theresa Fazzolari	
PRESIDENT ELECT	Debra Carlin	
VICE PRESIDENT	Robin Bridson	
SECRETARY	Sue Mager	
TREASURER	Mary Stelley	
PARLIAMENTARIAN	Margherita Clemento	
IMMEDIATE PSP	Renee Cerullo	
REGION DIRECTOR II	Marie Illuzzi	Fran Ferrari
REGION DIRECTOR III	Debbie Morelli Speer	Janet Carey
REGION DIRECTOR V	Helen Rico	Audrey MacDougall
REGION DIRECTOR VI	Linda Winston	Kathleen Haddad
REGION DIRECTOR VII	Jacquie Shellman	Hillary Egburtson
REGION DIRECTOR VIII	Ramona Gallagher	Connie Smith
ADVOCACY CHAIR	Marilyn Mannino	Amy Kellogg
Legislation	Joann Olbrich	
Status of Women	Elaine Croteau	
BYLAWS	Neale Steiniger	Margherita Clemento
COMMUNICATIONS	Linda Provo	
Communicator	Renee Cerullo	
Nike Editor	Katharine Smith	
Nike Business Manager	Sue Mager	
PR/Marketing	Pauline Hoffman	
Website/Social Media	Renee Cerullo, Robin Bridson, Linda Winston	
FINANCE	Ruthann Rocque	
MEMBERSHIP	Linda Przepasniak	Helen Rico
Chapter Liaison	Mary Ellen Morgan	
PERSONAL DEVELOPMENT	Mary Ellen Morgan	
Career Recognition	Fran Ferrari	
New Careerist	Marilyn Iengo	
Political Development	Mary Ellen Morgan	
Athena Society	Gale Cohen	
Youth Leadership	Hillary Egburtson	Helen Rico
Program Awards	Linda Provo	
Meetings Committee	Neale Steiniger, Linda Provo, Colleen Tyll, Amy Kellogg, Mary Stelley	
Incorporation	Renee Cerullo	
Task Force	Robin Bridson	
Futures Meeting	Linda Winston, Neale Steiniger, Linda Provo	
Leadership Directory	Debra Carlin	
Manual of Instruction	Neale Steiniger	Linda Provo
Database Manager	Renee Cerullo	Kathy Cerullo
NYS Women in Business Month	Amy Kellogg	Kathy Cerullo
Nominations: Appointed	Jacquie Shellman, Linda Przepasniak	
Nominations: Elected	Carol Michalski, Ala Ladd, Marilyn Mannino	
Nominations: Alternates	June Hanrahan, Hilary Egburtson	
PSP Liaison	Audrey MacDougall	
Historian	Neale Steiniger	
Elections	Sue Fayle	
Women's Day at the Fair	Pat Ferguson	
Women's History	Christine Cannella	
Career Development Opportunity	Helen Rico	
Grace Legendre Endowment Fund Appointee:	Elsie Dedrick, Ramona Gallagher, Sue Mager	

## APPENDIX B      AWARDS

Catherine Raycroft Award	NIKE Team	Katharine Smith, Susan Mager, Susan Fayle, Joyce DeLong
Chapter History	1 <sup>st</sup> Place	Susquehanna Chapter
Chapter Newsletter	1 <sup>st</sup> Place	Staten Island Chapter
	2 <sup>nd</sup> Place	Richmond County
GLEF	1 <sup>st</sup> Place	Westchester County Chapter
	2 <sup>nd</sup> Place	Richmond County Chapter
	3 <sup>rd</sup> Place	Tri-County Chapter
Membership Achievement		
Greatest % of Growth		Lake to Lake Women Chapter
Greatest # of Active Members		Region VIII
Greatest # of Active Members		Staten Island Chapter
Chapter Membership Challenge		
26 members or more	1 <sup>st</sup> Place	Professional Women of Rome Chapter
	2 <sup>nd</sup> Place	Professional Women of Finger Lakes
	3 <sup>rd</sup> Place	Staten Island Chapter
25 members or less	1 <sup>st</sup> place	Adirondack Chapter
	2 <sup>nd</sup> Place	Susquehanna Chapter
	3 <sup>rd</sup> Place	Richmond County Chapter
President's Award	1 <sup>st</sup> Place	Professional Women of Sullivan County
	2 <sup>nd</sup> Place	Staten Island Chapter
	3 <sup>rd</sup> Place	Richmond County Chapter
Special Event	1 <sup>st</sup> Place	Staten Island Chapter
	2 <sup>nd</sup> Place	Mohawk Valley Chapter
	3 <sup>rd</sup> Place	Greater Binghamton Chapter
Women in Business	1 <sup>st</sup> Place	Greater Binghamton Chapter
	2 <sup>nd</sup> Place	Mohawk Valley Chapter
Women in History	1 <sup>st</sup> Place	Susquehanna Chapter
	2 <sup>nd</sup> Place	Staten Island Chapter
	3 <sup>rd</sup> Place	Richmond County Chapter
	Honorable Mention	Greater Binghamton Chapter

## APPENDIX C - SCHEDULES



### SCHEDULE OCTOBER NYSWOMEN, INC. BOARD MEETING SATURDAY, OCTOBER 15, 2016

7:30 am – 9:30 am	Breakfast
7:30 am – 9:30 am	Registration Open
8:30 am – 9:30 am	RD/ARD Meeting & CDO Meeting
9:45 am – 11:30 am	Workshop: <b>“You’re Now The Chair .... So What’s Next?”</b> By: Various NYS Women, Inc. Board Members
11:45 am – 1:00 pm	Lunch <b>Keynote Speaker: Leticia Remauro</b> President & CEO of The Von Agency, Inc.
1:15 pm – 2:30 pm	Board of Directors Meeting
2:30 pm – 3:00 pm	Workshop: <b>“ABC’s of NYS Women, Inc.”</b> By: Robin Bridson

### SCHEDULE APRIL NYS WOMEN, INC. BOARD MEETING SATURDAY, APRIL 22, 2017

8:30 am – 10:00 am	Registration Open / Lite Breakfast
9:00 am – 10:00 am	RD / ARD Meeting
10:00 am – 11:45 am	Workshop: <b>“Navigating NYS Women, Inc. Website 101”</b> By: Robin Bridson, NYSWI, Vice President Renee Cerullo, NYSWI, IPSP
11:30 am – 2:00 pm	Working Brunch Begins
12:00 noon – 2:00 pm	Board of Directors Meeting



## ANNUAL CONFERENCE SCHEDULE

June 2-4, 2017

### Friday

10:30 – 11:15	Meeting: Breakfast – Executive Committee (EC)	TBA
11:30 – 12:30	Meeting: Region Director (RD) / Asst. Director (ARD)	So Tier
12:45 – 1:30	Meeting: Pre-Conference Board	Binghamton
1:45 – 2:45	Hearings: Budget, Legislative Platform, Bylaws	Binghamton
2:45 - 3:45	First Business Session: Nominations / RD Ratification	
4:00 – 5:00	Workshop: Career Development Opportunities (CDO) / Grace Legendre Endowment Fund (GLEF)	So Tier
5:00 – 6:00	Meeting: CDO	So Tier
6:30 – 10:00	Awards Ceremony / Food Stations Outgoing Local Chapter (LC) Presidents, RD, ARDs, EC march	Binghamton
All day Hospitality Room		Kirkwood

### Saturday

	dress down business attire	
7:30 – 8:30	Breakfast	Tioga Room
8:00 – 4:00	Vendors	
8:30 – 9:00	Memorial Service	Binghamton
9:00 – 10:15	Workshop: Spa Day: Resistance bands, Chair Massage, Tai Chi	Southern Tier
10:15 – 10:30	Break	
10:30 – 11:30	Second Business Session	Binghamton
11:30 - 12 noon	Elections	Southern Tier
12:00 – 1:30	Lunch: Personal, Professional & Political Development (PPD) Program Competition and Keynote Speaker Linda Winston “Finding your Strength through a Storm”	Tioga Room
1:45 – 3:15	Third Business Session	Binghamton
3:00 – 3:30	Break	
3:30 – 4:30	Workshop: Chapter Programs–Blizzard of Events	Binghamton
6:30 – 10:00	Installation Dinner Incoming Local Chapter (LC) Presidents, RD, ARDs EC march	Carousel Rm
All day Hospitality Room		Kirkwood

### Sunday

7:30 – 8:30	Breakfast	All
8:30 – 9:30	Workshop: Leadership Training	in
9:45 – 10:15	Fourth Business Session (if necessary)	Binghamton
10:30 – 11:30	2017-18 NYSW President roll out	
To follow Meeting: Post Conference Board		

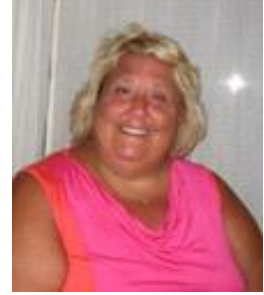
## APPENDIX D

## FROM THE COMMUNICATOR

### Message from the 2016 - 2017 President - June 2016

I am humbled and honored to serve as your 2016-2017 New York State Women, Inc. State President. The Installation Ceremony in Saratoga Springs was overwhelming and memorable. Thanks to everyone for your heartfelt messages, love, support and gifts.

I am looking forward to a great year for NYSW, Inc. The Installation Committee did an awesome job. Thank you! You are amazing women.



During this year I hope to inspire both long time members and first timers to continue to be proud of being a part of our great Organization. I want to honor members, Chapters, and Regions and make them feel important. Plan and participate in Activities and Programs, help to increase our membership and market yourselves. Use all our tools - Website, NIKE, *Communicator*, Facebook, Twitter, and Social Media - to shout out the news about our Organization and make it shine.

At next year's Annual Conference we will have a fabulous Awards Celebration with Awards for Special Events held, Programs held, Increase in Membership, Years of Membership, Newsletter, and a special Presidential Award.

Being involved with swimming for over 40 years as a competitive swimmer and swim coach and having a career for 24 years as a Physician Assistant, I always stress the importance of TEAMWORK to get the job done successfully. As a member of NYSW, Inc. you can be part of the TEAM that fulfills the mission of "Women Helping Women" and enabling women to become better "Personally, Professionally and Politically". This year is not about me. It's about each and every one of us; we are all part of the same TEAM!! Face the challenges with me, jump into the pool with me and swim with me. I won't let you drown. Remember, one of my favorite Bon Jovi songs is, "*I'll Be There For You*". Let us all help NYSW, Inc. flourish and become an even better and more powerful Organization! Have a Happy and Safe 4<sup>th</sup> of July.

### Message from the 2016 - 2017 President – August 2016

Happy Summer Everyone!! Hope you are all enjoying this summer with family and friends at BBQ's, traveling, pool parties or just keeping cool!! Now that August is here it is time to start thinking about the upcoming year in your Local Chapters. Have you planned an officer training meeting, a new member meeting? What about a Local Chapter Board meeting to plan your programs, events and meetings for the upcoming year? Now is the time to get together and start thinking what your members would like to have as a program for your meetings. It is time for the previous Officers/Chairs to hand over information from last year and to update the new Officers/Chairs!

Region and Assistant Region Directors now is the time to start thinking about Fall Region meeting dates! Don't forget to ask either an Executive Committee member, a Past State President or maybe a State Board member to attend your meeting!

Information about the upcoming October Board Meeting is up on the website. I hope you are making your plans to come join us on Staten Island!! Meetings, Informative Workshops and a pre-Board Meeting trip to the "911 Memorial" are planned.

Soon information about the Awards that will be honoring members at our State Conference in June will be on the website. I hope everyone participates in honoring the members of New York State Women, Inc.!!

Don't forget Women's Day at the Fair is August 31st; information can be found on the website at [NYSFAIR.org](http://NYSFAIR.org), scroll to Women's Day and click on the link!!



## **Message from the 2016 - 2017 President Sept**

As Fall approaches we look to the start of a new season and a new year with NYSW, Inc. By now, I hope all Chapters are prepared for the new year ahead!

With all things in place, we should be ready to have a very successful and rewarding year of excellent Programs at our Chapter Meetings and Special Events throughout the year that promotes NYSW, Inc. and your Chapters!! This will help build membership, promote NYSW Inc. and get the word out about our great Organization!! If you are having trouble finding Programs for your Chapter Meetings, don't forget to look to your sister Chapters or our website for programming ideas for each month. And then don't forget, during your Programs and Events to take pictures and then send your pictures and stories to [PR@NYSWomeninc.org](mailto:PR@NYSWomeninc.org) so that others can celebrate with you and your Chapter's accomplishments!!!

Look soon on the website for the Awards to be given out at the June 2017 Annual Conference. I hope each Chapter applies for many of the Awards! Remember, this is the year we celebrate and honor you!!!

I am hoping you are all checking your calendars and plan on attending the October Fall Board Meeting on October 15th on Staten Island!! Remember, all Board Members, Special Committee Chairs and Sub-Committee Chairs are to prepare a brief report on their plans for the year!! And I hope if you are attending that you plan on coming early to join in the "911 Memorial" trip planned on October 14th!

Thanks for being a part of NYSW, Inc. and remember to spread the word!!

## **October - Message from the 2016 - 2017 President Navigating Change in NYSWInc**

Welcome to the Fall Season!! As we get ready to travel NY State to visit with our NYSW, Inc. sisters on Staten Island for our Fall Board Meeting or to different Regions and Chapters for meetings, we will delight in the changing leaf colors against the crisp blue sky!

As Winston Churchill said, "To improve is to change, to be perfect is to change often". I believe in both improvement and a little bit retro and now is the time for NYSW, Inc. to change! Let us take time to honor our Chapters and the hardworking women who support our Organization! During the month of October, look to our website, under the Awards Tab, for the many Awards you can apply for!! Especially look at my Presidential Award; I hope each Chapter takes advantage of this Award because we will be showcasing the many activities, newsletters and events at our 2017 June Conference!! Like I said in my Installation speech, it's time to honor "YOU", the member, and what a great way to do that with a huge Awards celebration at Conference!

October is a chance for all Chapters and Regions to host a variety of events and participate in activities in your area to get out the message of NYSW, Inc. Some events or activities pertinent to this month can be: host/attend a candidate's night, as this is a big election year; plan a NYS Women in Business event; plan to participate in walks/events for numerous worthwhile causes; set-up tables at Fall Harvest Festivals, etc. Get out there and spread the word about NYSW, Inc. Be active in the change and together we can grow our Organization!

Some people may fear and be apprehensive about change. The status quo can be so much more comfortable. But with a positive outlook, we can overcome our fears and navigate through this change together!! And remember, I won't let you drown!

Hope to see you at the October Board Meeting on Staten Island on October 15th!

## **Nov 2016 Message from the 2016 - 2017 President Navigating Change in NYSWInc Left, Right, Left, Right**

As you sit around the Thanksgiving table this November and reflect on and give thanks for your blessings, remember why you are a member of NYS Women, Inc. - to further its' Mission "To Build Powerful Women Personally, Professionally and Politically". Isn't it a blessing to be a member of this Organization and even

a greater blessing to be part of the TEAM who helps others? So get ready! Left, right, left, right - March forward with pride and bring blessings to other women to help them move forward and bring success to every aspect of their lives.

It is also a blessing that as citizens of the United States we all have a right to vote in the Presidential election on November 8th. Remember to Vote! Don't forget to use your privilege to cast your vote to improve the lives of women, their families and all citizens. Your vote makes a difference!

I was particularly delighted at the success of the October Board Meeting and to hear about the multiple activities and events of Chapters in the different Regions around New York State. Of note is that a group of enthusiastic women met to revitalize the Chapters in Region 3. A Region Director was elected and exciting plans are underway. Left, right, left, right - Move onward!

Additionally, two important Workshops were held at the October Board Meeting - **"You're Now The Chair - So What's Next?"** and **"ABC's of NYS Women, Inc."**. These Workshops helped members, Chapters and Regions learn more about the Organization and prepare themselves in their new roles to further the Mission of the Organization and gave us an insight to definitive words members relate to NYS Women, Inc. as they played a fun game of Alphabet Soup Bingo. Browse our website for information on these Workshops. Educate yourself and inspire others!

**Happy Thanksgiving to you and your family!**

### **December-Message from the 2016-2017 President Navigating Change in NYSWInc Gifts of Love**

The Holiday Season is here! Whether you are celebrating Christmas, Hanukah, Kwanza, or a holiday of another faith I hope it is a merry one and filled with joy. During this season I am reminded of O. Henry's short story, "The Gift of the Magi". It is a very moving story about gift giving. A young married couple with little money each sells their most valued possession to purchase each other a gift. She sells her long beautiful flowing hair and he sells his unique heirloom watch. In turn, with the money received, she purchases a fob chain for his watch and he purchases combs for her hair; neither of which each of them can now use. As a result, both realize that by purchasing these mutual gifts of love, how far they are willing to go to show their love for each other and how priceless it is to care and love.

So, my NYSW sisters, it is not necessary to sacrifice a prized possession to honor and give a gift to each other; a thoughtful card or meaningful phone call will do. Tell each other you care and show your love. As I previously mentioned, during this year, I want to recognize and honor our members for their giving and service to the Organization which makes us proud and more recognizable. I have heard about and seen this goal come to reality in so many Chapters and Regions throughout the State. It is inspiring and wonderful!! Holidays are a perfect time to share your gifts and many talents.

On behalf of myself and members of the Executive Committee, Deb, Robin, Sue and Mary, we wish a HAPPY & JOYOUS HOLIDAY TO YOU AND YOUR FAMILY!

### **January - Message from the 2016 - 2017 President Navigating Change in NYSW, Inc.**

#### **Create A Gentle Blizzard**

HAPPY NEW YEAR!!! 2017 has finally arrived. Wishing you all the joys and wonders of the New Year. Hopefully though it won't be too snowy. Snowflakes form in a wide variety of intricate shapes, leading to the popular expression that "no two are alike". Although nearly identical snowflakes can exist, individual snowflakes are almost always unique in structure. As a gentle blizzard materializes and moisture condenses and freezes on a window, some say that Jack Frost has stopped by, leaving the lacy pattern as a souvenir.

I have seen that around the State each one of our NY State Women Chapters are unique in what they do, creating their own blizzards and patterns, as they reach out to others. For example: this past month, I along with members of the Richmond County Chapter played Santa's elves. We delivered holiday gifts to patients in a Care Center who had no other family members or friends to celebrate with. It was both sad

to witness how lonely people can be and heart-warming to bring joy into their lives and see the smiles on their faces as they opened the gifts.

We want to share with each other what we do that affects our lives and those of others as we create gentle blizzards. At our Annual Conference in June we are going to do just that as we listen to presentations by Chapters/Regions at a Workshop! Get involved. The criteria are simple. If your Chapter/Region held a special Event or great Program this year that was a success, we want to hear from you! Send in a paragraph or outline about what type of Event/Program you had and what made it successful and why others should do the same thing. Maybe another Chapter/Region can duplicate the Event/Program and have it be successful too!! You will be presenting a brief outline of your Event/Program at a Workshop being held at the Annual Conference this June. Send your information or any questions to Neale Steiniger at: [nsteiniger@si.rr.com](mailto:nsteiniger@si.rr.com) We are planning to have approximately 4 to 6 presentations at the Workshop!

Like a snowflake. No two Chapters are alike. Let us work together and share our successes!

## February - Message from the 2017 - 2018 President

### Love Is In The Air

**Happy Valentine's Day!** February is the month to express our feelings to people and about items we love.

- Is there an Event or Program that your Chapter or Region has held that has been successful and that you have loved? Now is the time to write about it and send in the information for review to be presented at a Workshop at June Conference to share with the members! Further information is located in the Communicator.
- Do you love to be a leader and work with people to make a difference in their lives? Why not consider becoming an Officer in New York State Women, Inc. next year? Go on the website and learn how to become active and start moving up the ladder! Think about it and contact Linda Przepasniak, State Nominating Chair, at [Linda295@aol.com](mailto:Linda295@aol.com) for information about holding an Office since the deadline for Form submission is March 1st.
- Wouldn't you love to learn more about New York State Women? Come to the Spring Board Meeting in April, bring your tablet or notebook, and attend the Workshop "Navigating NYS Women Website 101". You will become a pro after attending and have a wealth of information at your fingertips!
- Wouldn't you love to have a little extra cash or know someone who could use a little extra cash? Each Chapter should consider submitting candidates for competition in the PPD Program; Career Recognition, New Careerist, and Political Development! For further information contact the State Chair for each Program. Their email address can be found in the Leadership Directory on the website or look for information in further issues of the Communicator.

Remember to be mindful of deadlines!! Join me in spreading a little love!

## March - Message from the 2016 - 2017 President

### Women Through the Ages

March is **Women in History** month. I hope that Chapters and Regions are planning Programs and Events to celebrate and promote this observance. Be sure to read the upcoming issue of NIKE which highlights the historically fabulous women throughout history.

At a Chapter Meeting in the past, members were asked to come to the Meeting dressed as famous women. I came as "Rosie the Riveter", a cultural icon of the United States who represented American women who worked in factories and shipyards during the World War II era. "Rosie the Riveter", star of a United States government propaganda campaign, was based in small part on a real-life munitions worker, but was primarily a fictitious character. The strong bandanna-clad Rosie became one of the most successful recruitment tools in American history. She is a symbol of feminism and women's economic power and inspired a social movement that increased the number of working women from 12 million in 1940 to 20 million in 1944, a 57% increase. This would be a wonderful way to celebrate this month by having the members come to the Meeting dressed as famous women and speak about them.

A person whom I am so proud of is my mom, a pioneer in her field. In 1963 she was the only female to graduate from her college with a Bachelor's Degree in Mechanical Engineering. Throughout the years she applied for grants, was awarded over one million dollars, and successfully conducted Programs aimed at

recruiting and inspiring females from adolescents to those looking for a new career to study science and mathematics and enroll in a technical field and/or engineering in college. Her grant programs were instrumental in influencing females to become engineers and transform their dreams into reality. This would be a second way to celebrate this month by having the members write a short bio and read it at the Meeting about someone in their lives or in history who influenced them and exemplifies the theme - Women Are Strong - They Can Do Anything!

Yes, ladies - You Can Do It! Be Proud! Be Active! As members of New York State Women, Inc. it is important that we inspire and help women to dream big and achieve and obtain their life's goals!!

## **April - Message from the 2016 - 2017 President**

### **A Few Reminders!**

Spring is finally here! As the grass grows greener and the flowers begin to bloom, the beauty of the earth surrounds us and brightens our spirits to carry out the Mission of New York State Women, Inc.

I am looking forward to seeing everyone at the April Board Meeting on the 22nd of the month. Remember to bring your Laptop or Ipad to participate in the exciting and informative Workshop, "*Navigating NYS Women, Inc. Website 101*". At the Board Meeting Immediate Past State President and Incorporation State Chair Renee Cerullo will be present to assist Local Chapters in filling out the forms needed to file for tax purposes. If unable to attend, please contact Renee for assistance.

### **Be mindful of the following deadlines!!**

- Submission of forms for members and Local Chapters Awards at the June Conference
- Submission of an Outline on a successful Program/Event held by a Local Chapter or Region for a Workshop Presentation at the June Conference
- Names and information about deceased members to be memorialized at the Memorial Service at the June Conference
- Submission of a Vendor Application for the June Conference
- Submission of Early Registration forms for the June Conference in Binghamton, NY

Information and deadlines can be found on our website: [www.NYSWomeninc.org](http://www.NYSWomeninc.org)

Sign onto the website; click on Members Only Site; Login; For Awards info - click on Chapters and then Awards.

For info on the other submissions - click on Events at the top of the page and then click on Annual State Conference.

We are looking forward to everyone's participation at the June Annual Conference!!

## **May - Message from the 2016 - 2017 President**

### **Moving Along!**

It's unbelievable! As my New York State Women, Inc. presidential term is nearing closure, I want to extend a heartfelt thanks to all who attended the April Board meeting in Rome, NY. The attendance may have been low in numbers but according to the evaluations the Meeting was a big success!

Kudos to Robin Bridson and Renee Cerullo for presenting a worthwhile and educational Workshop on "*Navigating the NYSW, Inc. website 101*". Attendees Laptops and I pads were busily being used. My hope is that those in attendance will share the information learned with Local Chapter members and Region members. This will be a great opportunity to work with each other and teach others the basics. Thanks also to Helen Rico for arranging and treating us to a delicious brunch; the Board Members and Committee Chairs for sharing their accomplishments throughout the year; and the Meetings Committee, especially Neale Steiniger and Linda Provo, for planning and successfully implementing the Meeting. These two ladies have been my 'constant anchor' throughout the year!!

Now on to the June 2-4, 2017 Annual Conference. I look forward to seeing everyone in Binghamton, NY. Members will be showcased. The weekend will include Workshops, an Awards Ceremony, a PPD Competition, a Saturday Luncheon Speaker, Incoming and Outgoing Local Chapter Presidents & Region Directors and Assistant Region Directors Marches, Vendors, and an Installation Dinner Ceremony on Saturday honoring 2017-2018 incoming President Debra Carlin and her leadership team. It is requested

that everyone wear either the color green, yellow or purple to the Dinner Ceremony. Go to the website to obtain the forms for registration and join us for an informative and fun-filled NYS Women, Inc. weekend. All members of the Executive Committee, Board of Directors and Special Committee Chairs are reminded to go online and submit their yearly Reports by May 10th for the Annual Conference Book. The Program Book Report information can be found online by signing into the Member Section on the website, clicking on the State tab at the top of the page and scrolling down to Program Book Report. See Call to Conference Notice below. Remember to "Just Keep Swimming". See you soon!

## **June - Message from the 2016 - 2017 President**

### **Keep On Swimming!**

This has been a memorable and rewarding year as your New York State Women, Inc. President. I will never forget the learning experience, encouragement, support and inspiration that I have received. Being an avid NY Yankees fan, I think about the famous Yogi Berra quote - "It ain't over till it's over." This is true in baseball, where you're still alive until the 27th out, as it is in life. Until the final out, there is always time. So, don't ever give up because you never know. It's not over for me yet since I still have a few more days to fulfill my term and am looking forward to a great Annual Conference in Binghamton, NY and to spending time with everyone!

My goals which were focused on 'YOU - The Member' were accomplished and there have been many successes this past year

- At the October Board Meeting, during the Workshops "You're Now the Chair - So What's Next?" and "ABC's of NYS Women, Inc." members learned about the Organization and how to prepare themselves for leadership roles to further our Mission.
- At the April Board Meeting, the Workshop, "Navigating the NYS Women, Inc. Website 101" enabled members to become a pro at using our website and accessing the wealth of information at their fingertips.
- At the June Annual Conference, Workshops will be held on "Blizzard of Events" - presentations from Local Chapters on successful Events/Programs held throughout the year which can be adopted by other Chapters, a Question and Answer Session on "Leadership Training" with the Executive Committee and a well-deserved "Spa Day" to energize and relax the members. The Luncheon Keynote Speaker, Linda Winston, will talk about "Finding your Strength through a Storm".
- Our official publication NIKE, written by Editor Katharine Smith and her team, featured four special issues on - "Women Helping Women": emphasizing Networking, Resources, Advocacy, Inspiration, Education, and Friendship; "Women and Money": the financial issue; "Celebrating the Centennial of NYS Women's Right to Vote - 1917 to 2017"; and "Celebrating Diversity". Thank you Katharine as you turn the helm over to Joyce DeLong.
- Through the efforts of Linda Przepasniak, Membership Chair and others, our Organization welcomed 94 new members. Special Awards will be presented at the Conference.
- A group of enthusiastic women met to revitalize Region III.
- With the help of Neale Steiniger, Bylaws Chair and her Committee and Renee Cerullo, Incorporation Chair, we continued our efforts to get every Chapter in our Organization incorporated.
- Robin Bridson, NYSWI Vice President, was appointed to form a Task Force to look at the Roles of the Regions, to look at the re-distribution of Regions around the State and to look at our Members at Large (MALs) and ways to reach out to them and their roles in our Organization.
- Re-introduced the Awards that once were given out at Conference to the Chapters. Encouraged Chapters to become involved and will honor the most successful Chapter (based on Activities/Events/Programs points accumulated) with a newly instituted Presidential Award at the Conference.

I want to also take this opportunity to give my heartfelt thanks to all the members who climbed the ladder, jumped into the pool and kept on swimming and supported me and gave me encouragement this past year. A very special thank you goes out to my 2 "anchors": Neale Steiniger and Linda Provo; my "life savers": Margherita Clemento; Executive Committee members Debra Carlin, Robin Bridson, Susan Mager & Mary Stelley; Members of Region II and the Richmond County Chapter; my "compass": Carolyn

Fazzolari (my mom) for guiding me the whole year and all the members who rowed the "life rafts" alongside me. With TEAM work, the goals were accomplished and accomplished well!

I want to wish Debra Carlin, President-Elect, and her 2017-2018 Leadership Team the best for next year and along with my support and your continued support they will continue to carry out the Mission of New York State Women, Inc.

Also, as an avid Bon Jovi fan, I recommend listening to him sing the refrain from the song "I'll be there for you" which will provide you with a moving moment and the inspiration to be there for friends - I'll be there for you, these five words I swear to you/When you breathe, I want to be the air for you/I'll be there for you/I'd live and I'd die for you/I'd steal the sun from the sky for you/Words can't say what love can do/I'll be there for you.

And always remember to **Keep On Swimming!**

Theresa Fazzolari  
President 2016-2017