



# Conference Program Book

Hosted by District X  
Hampton Inn and Suites Albany, NY

June 1-3,  
2012

## Table of Contents

<b>SCHEDULE OF EVENTS</b> .....	<b>4</b>
<b>BUSINESS AGENDA</b> .....	<b>7</b>
<b>MISSION/VISION/COLLECT</b> .....	<b>10</b>
<b>BENEDICTION</b> .....	<b>11</b>
<b>WELCOME FROM DISTRICT X</b> .....	<b>12</b>
<b>WELCOME FROM PRESIDENT</b> .....	<b>13</b>
<b>CONFERENCE STANDING RULES</b> .....	<b>15</b>
<b>REGISTRATION REPORT</b> .....	<b>16</b>
<b>ACTIVE AND PAST STATE PRESIDENTS</b> .....	<b>17</b>
<b>2011-2012 BOARD &amp; COMMITTEE LIST</b> .....	<b>19</b>
<b>EXECUTIVE COMMITTEE REPORTS</b> .....	<b>20</b>
PRESIDENT .....	21
PRESIDENT ELECT.....	23
<i>State of the State Address</i> .....	25
SECOND VICE PRESIDENT .....	27
<i>MEMBERSHIP REPORT</i> .....	28
TREASURER.....	29
RECORDING SECRETARY .....	30
IMMEDIATE PAST STATE PRESIDENT .....	31
<b>DISTRICT REPORTS</b> .....	<b>33</b>
DISTRICT II.....	34
DISTRICT III .....	35
DISTRICT IV .....	36
DISTRICT VII.....	37
DISTRICT VIII .....	38
DISTRICT X.....	39
<b>STANDING COMMITTEE REPORTS</b> .....	<b>40</b>
BYLAWS.....	41
FINANCE.....	43
PERSONAL AND PROFESSIONAL DEVELOPMENT .....	46
STRATEGIC PLANNING .....	47
<b>SUB AND SPECIAL COMMITTEE REPORTS</b> .....	<b>48</b>
CAREER DEVELOPMENT OPPORTUNITY.....	49
GRACE LEGENDRE ENDOWMENT FUND, INC. ....	50
LEGISLATION .....	57
LOBBY DAY.....	59
MANUAL OF INSTRUCTION.....	60
NIKE .....	61
PAST STATE PRESIDENT LIAISON .....	62
PUBLIC RELATIONS.....	63
RESOLUTIONS.....	64
WEBSITE.....	65

WOMEN'S DAY AT THE FAIR ..... 66  
YOUTH LEADERSHIP ..... 67  
**SPEAKER BIOGRAPHIES ..... 69**  
    DEBORAH J. CABRAL ..... 70  
    ROBIN BRIDSON ..... 71  
**ADVERTISEMENTS ..... 72**  
**EVALUATION FORM ..... 79**

## SCHEDULE OF EVENTS

<b>TIME</b>	<b>EVENT</b>	<b>LOCATION</b>
<b><u>Friday, June 1, 2012</u></b>		
<b>12:30 p.m. – 6:00 p.m.</b>	<b>Conference Registration</b>	<b>Hotel Lobby</b>
<b>1:00 p.m. – 3:00 p.m.</b>	<b>Pre-Conference EC Meeting</b>	<b>TBA</b>
<b>4:00 p.m. – 5:00 p.m.</b>	<b>DD/ADD Meeting</b>	<b>East Ballroom</b>
<b>5:00 p.m. – 6:30 p.m.</b>	<b>Dinner on Your Own</b>	
<b>6:30 p.m. – 7:30 p.m.</b>	<b>Strategic Planning Workshop</b>	<b>East Ballroom</b>
<b>7:30 p.m. – 8:30 p.m.</b>	<b>Wine Reception/ Dessert Extravaganza</b>	<b>East Ballroom</b>
<b>8:45 p.m. – 9:00 p.m.</b>	<b>President's 2012/2012 Chapter President's Line-Up</b>	<b>East Ballroom</b>
<b>9:00 p.m. – 10:00 p.m.</b>	<b>President's March/ Awards Presentations</b>	<b>East Ballroom</b>

<b>TIME</b>	<b>EVENT</b>	<b>LOCATION</b>
<b><u>Saturday, June 2, 2012</u></b>		
<b>8:00 a.m. -10:30 a.m.</b>	<b>Conference Registration</b>	<b>Hotel Lobby</b>
<b>8:00 a.m. -5:00 p.m.</b>	<b>Vendors/Exhibits</b>	<b>Hotel Lobby</b>
<b>7:00 a.m. - 8:00 a.m.</b>	<b>Breakfast</b>	<b>East Ballroom</b>
<b>7:45 a.m. -8:45 a.m.</b>	<b>Committee Meetings</b>	<b>East Ballroom</b>
<b>9:00 a.m. -9:45 a.m.</b>	<b>Pre-Conference Board of Directors Meeting</b>	<b>East Ballroom</b>
<b>10:00 a.m. -10:45 a.m.</b>	<b>Speaker - Deborah Cabral "You CAN Simplify Your Life!"</b>	<b>East Ballroom</b>
<b>10:45 a.m. - 11:45 a.m.</b>	<b>1<sup>st</sup> Conference Business Session</b>	<b>East Ballroom</b>
<b>12:00 p.m. -12:30 p.m.</b>	<b>Elections - Polls Open</b>	<b>TBA</b>
<b>12:30 p.m. -2:00 p.m.</b>	<b>Grace LeGendre Endowment Luncheon</b>	<b>East Ballroom</b>
<b>2:15 p.m. -3:30 p.m.</b>	<b>2nd Conference Business Session</b>	<b>East Ballroom</b>
<b>3:45 p.m. -4:30 p.m.</b>	<b>Career Recognition &amp; New Careerist Speak-Off</b>	<b>East Ballroom</b>
<b>4:30 p.m. -6:00 p.m.</b>	<b>Free Time</b>	
<b>6:00 p.m. - 7:00 p.m.</b>	<b>Cocktail Reception</b>	<b>East Ballroom</b>
<b>6:45 p.m. -7:00 p.m.</b>	<b>2012-13 Region Directors/ Asst. Region Directors/ EC Line-Up</b>	<b>East Ballroom</b>
<b>7:00 p.m. -10:00 p.m.</b>	<b>Installation Banquet</b>	<b>East Ballroom</b>

<b>TIME</b>	<b>EVENT</b>	<b>LOCATION</b>
<b><u>Sunday, June 3, 2012</u></b>		
<b>7:00 a.m. -8:30 a.m.</b>	<b>Breakfast</b>	<b>East Ballroom</b>
<b>8:30 a.m. -9:00 a.m.</b>	<b>Memorial Service</b>	<b>East Ballroom</b>
<b>9:15 a.m. -10:00 a.m.</b>	<b>Speaker –Robin Bridson Powerful Presentations w/Today’s Technology</b>	<b>East Ballroom</b>
<b>10:15 a.m. -12:00 p.m.</b>	<b>3rd Conference Business Session</b>	<b>East Ballroom</b>
<b>12:00 p.m.</b>	<b>Announcements &amp; Raffles</b>	<b>East Ballroom</b>
<b>Post Conference Board Meeting</b>		<b>East Ballroom</b>
<b>2012-13 Executive Committee Meeting</b>		<b>East Ballroom</b>

## BUSINESS AGENDA

Badges must be in evidence for all members at all scheduled Business Sessions, events, and during voting.

**Saturday, June 2, 2012**

**First Business Session – 10:45 a.m. to 11:45 a.m.**

<b>Call to Order</b>	<b>Patricia Hendrickson, President</b>
<b>Collect and Pledge of Allegiance</b>	<b>Sue Mager, President –Elect</b>
<b>Memorial Thoughts Moment of Silence</b>	<b>Kim Nowakowski, Conference Chair</b>
<b>Introduction of Pages and Time Keepers</b>	<b>Patricia Hendrickson, President</b>
<b>Presentation of Conference Book</b>	<b>Colleen Ostiguy, Conference Bk. Chair</b>
<b>Conference Rules</b>	<b>Clare Sullivan, Parliamentarian</b>
<b>First Registration Report</b>	<b>Patricia Kern, Registration Chair</b>
<b>Introductions</b>	
<b>Dais and Special Guests</b>	<b>Patricia Hendrickson, President</b>
<b>Past State Presidents</b>	<b>Laurie Livingston, Treasurer</b>
<b>DDs/ADDs</b>	<b>Sue Mager, President –Elect</b>
<b>Standing Chairs/     Vice Chairs</b>	<b>Amy Kellogg, 2nd Vice -President</b>
<b>Special/     Sub Chairs and Vice Chairs</b>	<b>Colleen Ostiguy, Recording Secretary</b>
<b>Pages and Time Keepers</b>	<b>Patricia Hendrickson, President</b>
<b>Welcome and Greetings from District X</b>	<b>Kim Nowakowski, Conference Chair</b>
	<b>Linda Costa, Vice Chair</b>
	<b>Kim Nowakowski, District Director</b>
	<b>*****, Assistant District Director</b>
<b>Greetings from the Albany Hampton Inn and Suites</b>	
<b>Actions of the Executive Committee</b>	<b>Colleen Ostiguy, Recording Secretary</b>

<b>Ratification of Region Elections</b>	<b>Sue Mager, President –Elect</b>
<b>Treasurer’s Report</b>	<b>Laurie Livingston, Treasurer</b>
<b>Report of the Nominating Committee</b>	<b>Linda Provo, Chair</b>
<b>Action of Report</b>	<b>Patricia Hendrickson, President</b>
<b>Candidate’s Speeches and Forum</b>	<b>Linda Provo , Chair</b>
<b>Credentials and Voting Procedures</b>	<b>Helen Rico, Elections Chair</b>
<b>Announcements</b>	
<b>Recess</b>	

**Saturday, June 2, 2012**

**Second Business Session – 2:15 p.m. – 3:30 p.m.**

<b>Call to Order</b>	<b>Patricia Hendrickson, President</b>
<b>Second Registration Report</b>	<b>Patricia Kern Registration Chair</b>

<b>Hearings -</b>	<b>By-Laws</b>	<b>Margherita Clemento, Chair</b>
	<b>Communications</b>	<b>Katherine Smith, Vice Chair</b>
	<b>Finance (2012 -2013 Budget)</b>	<b>Mary Stelley, Chair</b>
	<b>Membership</b>	<b>Amy Kellogg, Chair</b>
	<b>Personal Development</b>	<b>Karen Hunter, Chair</b>
	<b>Public Policy</b>	<b>Lucille Argenzia, Chair</b>
	<b>Strategic Planning</b>	<b>Linda Przepasniak, Chair</b>
	<b>Legislation</b>	<b>Carolyn Frazier, Chair</b>
	<b>Resolutions</b>	<b>Marilyn Mannino, Chair</b>

**Addendum to Reports of Officers**

<b>Treasurer</b>	<b>Laurie Livingston</b>
<b>President - Elect</b>	<b>Sue Mager</b>
<b>1<sup>st</sup> Vice - President</b>	
<b>2<sup>nd</sup> Vice – President</b>	<b>Amy Kellogg</b>
<b>President</b>	<b>Patricia Hendrickson</b>
<b>Past State President</b>	<b>Mary Ellen Morgan</b>

<b>Election Results</b>	<b>Helen Rico, Elections Chair</b>
<b>Announcements</b>	
<b>Recess</b>	

**Sunday, June 3, 2012**

**Third Business Session - 10:15 a.m. to 12:00 p.m.**

**Call to Order** **Patricia Hendrickson, President**

**Final Registration Report** **Patricia Kern, Registration Chair**

**Reports of Directors and Committee Chairs**

**Action Items:**

<b>Proposed By-Laws</b>	<b>Margherita Clemento, Chair</b>
<b>Communications</b>	<b>Katherine Smith, Vice Chair</b>
<b>Membership</b>	<b>Amy Kellogg, Chair</b>
<b>Proposed 2012-2013 Budget</b>	<b>Mary Stelley, Chair</b>
<b>Personal Development</b>	<b>Karen Hunter, Chair</b>
<b>Public Policy</b>	<b>Lucille Argenzia, Chair</b>
<b>Strategic Planning</b>	<b>Linda Przepasniak</b>
<b>Proposed Legislative Platform</b>	<b>Carolyn Frazier, Chair</b>
<b>MOI</b>	<b>Neale Steiniger, Chair</b>
<b>Resolutions</b>	<b>Marilyn Mannino, Chair</b>

**Unfinished Business** **Patricia Hendrickson, President**

**President's Histories** **PSP Neale Steiniger**  
**Laurie Livingston**

**New Business** **Patricia Hendrickson, President**

*Motions for consideration under New Business must be presented in writing on an official motion form, to the Recording Secretary, prior to the beginning of the Second Business Session. Only those Standing Committee Chairs and Special Committee Chairs, who have notified the President in advance, in writing, for the time on the agenda will be called upon.*

**Items Rec'd. Prior to** **Colleen Ostiguy, Recording Secretary**  
**2<sup>nd</sup> Business Session**

**2012/2013 Nominating Committee** **Patricia Hendrickson, 2011-2012 President**

**Roll Out 2012-2013** **Sue Mager, 2012-2013 President**

**Fall Board District VIII** **Region Director & Fall Brd Chair**

**Courtesy Resolution** **Marilyn Mannino, Chair**

**Emblem Benediction** **Patricia Hendrickson, President**

**Adjournment/Announcements/Fundraising**

## MISSION/VISION/COLLECT

### **Mission**

To build powerful women professionally, personally and politically through advocacy, education and information.

### **Vision**

To be the leading advocate for working women.

### **Collect**

Keep us, Oh God, from pettiness;  
Let us be large in thought, in word, in deed.

Let us be done with faultfinding  
And leave off self-seeking

May we put away all pretenses and meet each other face to face  
Without self-pity and without prejudice

May we never be hasty in judgment  
And always be generous.

Let us take time for all things;  
Make us grow calm, serene, gentle.

Teach us to put into action our better impulses,  
Straightforward and unafraid.

Grant that we may realize it is the little things  
That create differences, that in the big  
Things of life, we are at one.

Any may we strive to touch and to know the  
Great, common human heart of us all.

And, oh Lord God, let us forget not to be kind.  
*Mary Stewart, 1921*

## **BENEDICTION**

**May you always have**

**Enough happiness to keep you sweet;**

**Enough trials to keep you strong;**

**Enough success to keep you eager;**

**Enough faith to give you courage;**

**And enough determination to**

**Make each day a special day.**

**May the God of peace be with you. Amen**

## WELCOME FROM DISTRICT X

### WELCOME TO ALBANY

The members of District X welcome you all to the State Conference being held at Hampton Inn & Suites located in Downtown Albany. Special thanks to those who assisted our small district to take on and accomplish the task of hosting the State Conference. Thank you Amy Kellogg for handling arrangements with the hotel, Colleen Ostiguy for handling the board book, Marie Johnson for assisting with obtaining vendors, the entire executive board for being a sounding board for questions and concerns, and lastly the members of Western Suffolk especially Patricia Kern as Registration Chair, Linda Pickwick for copy layout of advertisements, and all the members who pitched in as needed throughout the process.

We hope you enjoy the food and hospitality at The Hampton Inn & Suites. To all incoming Executive Board, District Directors and Assistant District Directors, and Chapter leadership throughout the State we wish you a successful year. To those who have served this past year, thank you for sharing your time, talent and energy.

Sincerely,  
Kim Nowakowski, State Conference Chair  
Linda Costa, Assistant State Conference Chair  
Patricia Kern, Registration Chair  
Members of District X

## WELCOME FROM PRESIDENT

June 1-3, 2012

Dear NYSWI Member,

Welcome to the 2012 Annual Conference in the historic and awe-inspiring capital of our glorious state, Albany, New York. Spring has been interesting, to say the least, but hopefully this welcome finds you healthy, well and excited about the future of New York State Women, Inc. This area of our beautiful state boasts both historic and modern architecture, an extremely busy capital building, most of our state government department offices and buildings, many prestigious colleges and universities, the Hudson River and its (his)stories, and many fine dining, museum and recreational locations. District X, our host district, was both anxious and persevering in its efforts to bring the 2012 Conference together. With a "little bit of help from (my) friends...", they have worked very hard to make this a professional, successful, and enjoyable event. The Hampton Inn & Suites, in Albany, has, for a second consecutive year, been most accommodating and will provide us with the best of conference experiences. Locally, you can find plenty to do. Just ask Amy Kellogg, 2<sup>nd</sup> Vice President, and Colleen Ostiguy, Recording Secretary, both nearby residents and "unofficial" tourist guides.

We are continuing with our evolution as we strive to become a more modern, professional and efficient entity. Changes in our governance structure are beginning to take shape and will be further defined as the Strategic Planning Committee helps us move in directions we agreed to go. Growth, change, and increased organizational efficiency will only serve to strengthen our role as advocates for working women in New York State. We will, again, hear from our various committees - their accomplishments over the past year and their goals for the future. Deborah Cabral, better know as the DeClutter Coach, is the Keynote Speaker for the Conference. She will convince us that "You CAN Simplify Your Life." Robin Bridson will tell us about "Powerful Presentations with Today's Technology." We welcome a Speak-off by three Career Recognition candidates. We also will meet Young Careerist candidates. The Grace LeGenre Endowment Luncheon will, once again, introduce us to women who were selected to receive monetary awards to aid them in their educational pursuits. A Wine Reception, Dessert Extravaganza and Installation Banquet will add to the enjoyment of the weekend.

You have demonstrated strength and greater visibility through your willingness to let your voice be heard through Public Relations, Public Speaking and Political Involvement. You have achieved much on behalf of women in your communities. Many of you have supported and continue to bring awareness about women who are victims of Domestic Violence, both by learning that they will need us to advocate for their safety and the ability to rebuild their shattered lives for years to come and by educating others to the need for enhanced community involvement to break the cycle. Women who serve or have served in our Armed Forces continue need us to

be resources for repatriation into our communities. Women who are unemployed need to network with us in order to find jobs or new career paths. Young girls who are emerging as the working women of tomorrow especially need our support, encouragement and guidance in order to face their futures with greater confidence. Our Youth Leadership Program will continue to inspire and influence growth and awareness in a select group of young ladies. There is much work still to be done and we know how to do it. We've done it for over ninety years. We will do it for another ninety years or as long as working women have unmet needs.

Thank all of you for honor of serving as your President for the year 2011-12. It is with the utmost pride that I have worked beside a dedicated and hardworking EC team, a dynamic Board of Directors and a Leadership Team with boundless energy. I am proud to speak about our awesome organization, our Committees and events. We will be electing new officers and leaders for the 2012-2013 year. I encourage all of you to work diligently to support their efforts to facilitate necessary change. Always keep the lines of communication open so you can continue to take an active role in our organization. Your membership is your commitment to New York State Women, Inc., as we continue to add to over ninety years of history-making advocacy for working women. Enjoy the 2012 Conference and all it has to offer.

*Pat Hendrickson*

Pat Hendrickson

2011-12 President, New York State Women, Inc.

## CONFERENCE STANDING RULES

1. All members shall keep registration badges in evidence throughout business and workshop sessions.
2. Main motions must be in writing and handed to the Record Secretary.
3. All speakers shall state their name and the name of the local to which they belong.
4. When speaking to a motion, each speaker will declare if speaking in the affirmative or the negative and will be limited to two minutes.
5. A speaker cannot speak twice to the same motion until everyone else wishing to speak has done so.
6. The privilege of the floor may be given to a visitor by majority vote.
7. All guests granted permission to attend the meetings should sit in seats assigned by the Conference Committee.
8. Debate on each subject will be limited to ten (10) minutes inclusive of points of information, etc.
9. There shall be a timekeeper for each business session.
10. Ballots resulting from all elections at the conference shall be destroyed at the close of the conference.
11. The minutes of this conference shall be approved by the Immediate Past State President and the incoming Executive Committee.
12. The current edition of *Robert's Rules of Order, Newly Revised* shall be the parliamentary authority for the conduct of business.
13. Reports not included in the Program Book will be placed on a separate table in the rear of the meeting room for attendees to pick up. Pages will not be asked to distribute late reports.
14. The President is empowered to make changes in the Business Agenda and Conference Schedule to expedite the business of the Federation.
15. All items of new business must be submitted to the Recording Secretary, in writing on a Motion Form, prior to the start of the Third Business Session.
16. Anyone making an oral addition to a written report will be limited to three (3) minutes.
17. All reports of the State Conference that require a vote by the voting body must be distributed to the body before the First Business Session.
18. All personal communication devices such as, but not limited to, cell phones and pagers must be put on silent mode during business sessions, hearings and workshops, as well as other appropriate times such as guest speaker presentations. A \$5.00 penalty will be assessed for each violation; said penalty will be donated to *NIKE*.

## REGISTRATION REPORT

	First Report	Second Report	Third Report
<b>Time Reported</b>			
State Officers			
Immediate Past State Officers			
Parliamentarian			
District Directors			
Assistant District Directors			
Standing Committee Chairs			
Standing Committee Vice Chairs			
Special/Sub Committee Chairs			
Special/Sub Committee Vice Chairs			
Past State Presidents			
Members			
Guests			
<b>TOTAL</b>			

## ACTIVE AND PAST STATE PRESIDENTS

<u>YEAR</u>	<u>NAME/DISTRICT</u>	<u>THEME</u>
1976/1977	Lois Bircher (VII)	Getting to Know You
1980/1981	Louise Sienko (VI)	Together We Aspire – Together We Achieve
1982/1983	Dorothy Mangano (VIII)	Our Future is You the BPW Member
1984/1985	Joyce Hart (III) *	Enthusiasm and Commitment
1985/1986	Gladys Weidrich (VII)	Friendship, Fellowship, Membership, Scholarship
1987/1988	Betty P. Lomonaco (VI)	You Can Do It – We Can Do It – Let’s Do It!
1989/1990	Betty O’Connor (IV)	Unity + Strength = Achievement
1991/1992	Betty Drislane (IX)	Your Commitment is Our Future
1992/1993	Catherine Raycroft (IV)	A New Day – Diversity, Visibility, Vision
1993/1994	Audrey MacDougall (V)	Celebrate the Past ... Share the Future
1994/1995	C. Betsy Forkas (IV)	Networking Works!
1995/1996	Barbara Lynn Ziegler (IX)	Networking Together
1996/1997	Clare Sullivan (II)	Networking is Our Strength!
1997/1998	Elsie Dedrick (VII)	The Voice of Networking
1998/1999	Lucille R. Argenzia (V)	The Key Is: Commitment to Professionalism
1999/2000	Mary Stelley (VIII)	The Key Is: Meeting New Challenges Together
2000/2001	Viola McKaig (III)	The Key Is: The Challenge of Change
2001/2002	Maria I. Hernandez (X)	Reach for Your Key to Success!
2002/2003	Carolyn Frazier (XI)	The Key Is: Open to Possibilities
2003/2004	Janet M. Jones (III)	The Key to Success! “Our Choice? Let’s Dance!”
2004/2005	Linda Przepasniak (VIII)	Turn It Up a Notch Through Advocacy, Visibility, Legacy
2005/2006	Helen Rico (V)	Make BPW Visions Become Reality!
2006/2007 Professionally,	Linda Winston (VI)	Building Powerful Women ...  Politically, Personally
2007/2008 Professionally,	Linda K. Provo (XI)	Building Powerful Women ...  Politically, Personally Through Choices
2008/2009	Neale Steiniger (II)	We are BPW...Sticking our necks out, Professionally, Politically, Personally
2009/2011	Mary Ellen Morgan (VII)	Communications – Leadership Networking Together Everyone Achieves More

2011/2012 Patricia Hendrickson

Public Relations – Public Speaking – Political  
Involvement Loud & Proud, Let Your Voice Be  
Heard

## 2011-2012 BOARD & COMMITTEE LIST

### 2011-2012 NYSWI BOARD & COMMITTEE LIST

Thank You for a Great Year! Pat Hendrickson

#### OFFICERS

PRESIDENT	Pat Hendrickson
PRESIDENT-ELECT	Sue Mager
1ST VICE PRESIDENT	Elisa Serfass
2ND VICE PRESIDENT	Amy Kellogg
SECRETARY	Colleen Ostguy
TREASURER	Laurie Livingston

#### IMMEDIATE PAST STATE PRESIDENT

IPSP Mary Ellen Morgan

#### DISTRICT DIRECTORS & ASSISTANT DISTRICT DIRECTORS

DISTRICT I		
DISTRICT II	Neale Steiniger	Maria Barnas
DISTRICT III	Jennifer Charron	Jan Garvey
DISTRICT IV	Carol Moyer	Colleen Tyll
DISTRICT V	Lucille Argenzia	Helen Rico
DISTRICT VI	Robin Allen	Kathleen Pernice
DISTRICT VII	L. Force/C. McGlynn Sherry Fox	
DISTRICT VIII	Donnie Hover	Ruth Ann Rocque
DISTRICT IX	Carolyn Johnson	
DISTRICT X	Kim Nowakowski	
DISTRICT XI	Carrie Locatelli	Melissa Uhlick

#### STANDING COMMITTEES

BY-LAWS		
COMMUNICATIONS		
FINANCE		
MEMBERSHIP		
PERSONAL/PROFESSIONAL DEVELOPMENT		
PUBLIC POLICY		
STRATEGIC PLANNING		
PARLIAMENTARIAN		
SUB-COMMITTEES		

ATHENA SOCIETY (prev. Women In Military)		
CAREER RECOGNITION		
GIRL SCOUT LINK		
INCOME DEVELOPMENT		
LEGISLATION		
NEW CAREERIST		
NIKE EDITOR		
NIKE BUSINESS MANAGER		
PERSONAL/PROFESSIONAL DEVELOPMENT		
PUBLIC RELATIONS		
RESOLUTIONS		
STATUS OF WOMEN		
TECHNOLOGY/WEB SITE		

#### PARLIAMENTARIAN

CHAIR	Marg. Clemento	VICE CHAIR	Marilyn Mannino
	Elisa Serfass		Katherine Smith
	Mary Stelley		Linda Rankin
	Amy Kellogg		Kim Nowakowski
	Karen Hunter		
	Lucille Argenzia		
	Linda Przepasniak		Linda Winston
	Clare Sullivan		

#### SUB-COMMITTEES

ATHENA SOCIETY (prev. Women In Military)		
CAREER RECOGNITION		
GIRL SCOUT LINK		
INCOME DEVELOPMENT		
LEGISLATION		
NEW CAREERIST		
NIKE EDITOR		
NIKE BUSINESS MANAGER		
PERSONAL/PROFESSIONAL DEVELOPMENT		
PUBLIC RELATIONS		
RESOLUTIONS		
STATUS OF WOMEN		
TECHNOLOGY/WEB SITE		

#### SPECIAL COMMITTEES

HISTORIAN		
LOBBY DAY COORDINATOR		
MANUAL OF INSTRUCTION REVISION		
NYS BUSINESS WOMEN'S WEEK		
PSP LIAISON		
WOMEN'S DAY AT THE FAIR		
WOMEN'S EQUALITY DAY		
WOMEN'S HISTORY MONTH		
YOUTH LEADERSHIP		

EVENTS/MEETINGS		
FALL BOARD 2011 (XI)		
YOUTH LEADERSHIP 2012		
WINTER BOARD 2012 (VII)		
CONFERENCE 2012 (X)		

#### APPOINTMENTS

COMMUNICATOR		
LEADERSHIP DIRECTORY		
MEMBER SERVICES		
NOMINATIONS (APPOINTMENTS)		

CHAIR, VICE CHAIR(S)	Lucille Argenzia	
	Jennifer Charron	Mary Goutos
	Neale Steiniger	Carolyn Frazier
	Sue Mager	
	Viola McKaig	
	Pat Fergerson	Cheryl Lavin
	Linda Winston, Bernie Sunderlin, Debra Carlin	
	Eudoxia Aniolek	JoAnne Krolak
	Helen Rico	Karen Hunter

CHAIR, VICE CHAIR, REGISTRATION	Carrie Locatelli, Beverly Sprague, Linda Provo	
	Kristen Stewart	Hillary Egbertson
	Lois Force, Mary Ellen Morgan, Elsie Dedrick	
	Kim Nowakowski	Linda Costa Pat Kern

COMMUNICATOR	Neale Steiniger	
LEADERSHIP DIRECTORY	Sue Mager	
MEMBER SERVICES	Neale Steiniger	
NOMINATIONS (APPOINTMENTS)	1. Linda Provo	2. Carolyn Johnson
	3. Theresa Fazzolari	
	4. Debra Carlin	5. Ramona Gallagher
	Alt. Gloria Hutchings	Alt. Colleen Tyll
	Pat Hendrickson	Sue Mager

YAHOO GROUPS		
AFFILIATED COMMITTEES		
CAREER DEVELOPMENT OPPORTUNITIES	Helen Rico	
GLEF PRESIDENT (Elected by GLEF)	Elsie Dedrick	Carolyn Frazier
GLEF APPOINTMENTS	Theresa Fazzolari	Maria Barnas Ed Barnas
	Sue Mager	Colleen Ostiguy
	Ramona Gallagher	
	Judith Coyle	

PAC		
PAC TREASURER		

## **EXECUTIVE COMMITTEE REPORTS**

## PRESIDENT

**NAME:** Patricia (Pat) M. Hendrickson

**OFFICE:** President

### GOALS 2011-2012

- **Serve as a member of the EC and the Board, fulfilling all responsibilities as stated in the State organization By-Laws and Manual of Instruction**
- **Attend and preside over Annual Conference and all EC and Board meetings**
- **Promote NYSW, Inc. programs, policies and procedures**
- **Act as the representative of the NYSWI when requested**
- **Appoint Parliamentarian, Chairs and Vice Chairs of Standing Committees, Historian, NIKE Editor and Staff, and Chairs of Special Committees (except Nominating Committee), with EC approval**
- **Serve as an ex-officio member without vote on all Standing and Special committees except the Nominating Committee**
- **Send official call to State Conference at least 30 days prior to 1<sup>st</sup> day of Conference**
- **Require that names of Chapter Officers & Chairs be submitted by 5/31/12 to incoming President**
- **Appoint Special Committee & Special Committee Chairs on program, credentials, elections & general arrangements for Annual Conference**
- **Insure coordinated program, including projects & activities for the year in accordance with the objectives of NYSWI**
- **Review and approve Chapter Bylaws**

### ACTIONS PLANNED

- **Conduct monthly agenda-driven EC meetings**
- **Finalize 2011-12 NYSWI Committee List; submit list to EC and Leadership Directory**
- **Coordinate liaison functions between NYSW, Inc. Executive Committee and Districts and Standing Committees**
- **Coordinate schedules for all Board Meetings and Annual Conference**
- **Maintain communication with and respond to needs of Board and Conference Committees**
- **Encourage and promote workshops and meetings, based on needs and desires expressed by members at Board Meetings and Annual Conference**
- **Work within the approved 2011-12 NYSWI budget approved and adopted at the 2011 Annual Conference**
- **Serve as a State Representative, as requested, for Fall and Spring District Meetings**
- **Assist, as requested, in the development of a "Job Description Handbook" for EC members after reviewing proposed revisions of existing duties set forth in both the NYSW, Inc. By-laws and the MOI, for the purpose of simplifying access to this information**
- **Contribute articles of information and interest, including brief summaries of monthly EC meetings, to the Communicator and/or NIKE, and other approved public relations media as required and requested**
- **Maintain availability to members of NYSW, Inc. and others as a public speaker on topics supported by the State organization**
- **Promote my theme of "LOUD & PROUD - Let your voice be heard - through Public Relations, Public Speaking and Political Involvement"**
- **Promote a focus on Domestic Violence for my year as President**
- **Advocate and maintain visibility for NYSWI by attending NYSWI functions**

#### **ACCOMPLISHMENTS SINCE 2012 MARCH MEETING**

- **Conducted monthly agenda-driven EC meetings**
- **Conducted a successful 2012 March Meeting**
- **Monitored activities of Standing Committees, Sub-Committees and Special Committees via EC liaisons and/or directly with Chairs**
- **Supported efforts and activities of all EC officers**
- **Approved Call to 2012 Conference**
- **Coordinated efforts with 2012 Conference Committee**
- **Prepared agendas for Pre-Conference Board and EC meetings**
- **Prepared schedules for 2012 Conference; arranged for Keynote Speaker and Presenter**
- **Prepared scripts for Pre-Conference Board of Directors Meeting and Business Agenda**
- **Composed and submitted President's Message and President's Report for 2012 Conference Book**
- **Approved Fall Board site**
- **Submitted articles and President's messages & EC Meeting Summaries to The Communicator and NIKE**
- **Attended District V Spring District Meeting**
- **Responded to political issues impacting women presented to NYSWI by members and State/Federal Officials**

## PRESIDENT ELECT

Susan Mager, President Elect

### Goals 2011-2012

- Serve as a member of the Executive Committee and the Board of Directors, and fulfill the responsibilities of my position to the best of my ability.
- Support President Hendrickson, the EC, and serve in the capacity of the President when requested.
- Serve as one of President Pat's appointees to the Grace LeGendre Endowment Fund.
- Serve as a liaison between the Districts and NYSW Inc. Facilitate the DD/ADD meetings at Fall and Winter Board.
- Serve as a liaison between the Public Policy Committee and the Executive Committee.
- Assume the duties of Chair of National Business Women's Week, October 2011.
- Travel as requested to Districts/Chapters when requested and assign state representatives to meetings.
- Prepare myself to serve as 2012-13 President and seek out enthusiastic, qualified members to serve on the 2012-13 leadership team. Research cost saving locations for 2012-2013 meetings.

### Actions Planned

- Facilitate the DD/ADD meeting for Incoming and outgoing leaders at Conference.
- Step into the role of 3<sup>rd</sup> President of New York State Women Inc. with passion, hindsight, and gratitude to those who encouraged me along the journey. .
- Listen carefully and pray a lot (could not resist a bit of humor).
- Set dates/venues as Presiding Officer for the Winter 2013 meeting and 2013 Conference.

### Accomplishments since March Board/Special Meeting

- Prepared draft list of **Team 2012** ( State Chairs and Leaders).
- Secured location/Chairs for the 2012 Fall Meeting Oct. 12-14, to be held at the Conference Center Niagara Falls, a state of the art venue.
- Distributed announcements/new officer forms for the Spring District meetings/coordinated State representatives to meetings as requested.
- Attended Grace LeGendre Endowment Fund Annual Meeting.
- Attended District 8 Spring Meeting: Plans for Fall State meeting were discussed/Niagara Frontier Chapter. Presented information on Jilly's Law that will be brought to the 2012 State Conference for help in getting this bill turned into a NYS Law.
- Attended the District 2 Spring meeting. District 10 members attended in anticipation of upcoming Region change, two candidates for Career Recognition competition at State conference presented speeches, all to a packed house (40

attendees) for the last *District* meeting.

- Prepared a “virtual” presentation for District 11 Spring meeting, with the intention to try something new when distance is an issue. Presentation notes are below as part of my last report as President Elect.

## State of the State Address

We've done a lot in 3 years; we owe a huge debt of gratitude to those who believed in our mission and vision in creating NYS Women Inc.,

### **Celebrate and be proud of our accomplishments**

- Established our name/ identity and completed legal incorporation processes.
- Created a meaningful logo for marketing NYS Women Inc.
- Developed marketing/membership materials for NYS Women Inc. Chapters.
- Communications Committee produced top- notched NIKE, Website and monthly Communicator.
- Strategic Planning Committee and By-Laws created regions. Replacing Districts based on membership numbers and geography.
- Manual of Instruction changes have been approved, shifting many items that were formerly Bylaws into the MOI.
- A "speaker's bureau" has been added to the website.
- The month of October was designated New York State Women in Business Month for 2013.

It is so important that members participate in the decision making process on the State/Regional levels. Members are and have always been the voice of New York's working women, there is still...

### **Much more work to be done:**

- Establish a membership process that allows credit card payment for renewing and new member dues.
- Strategic planning: The 8 region plan is a reality, the next step is establishing our structure. What should the size of the BOD be, should all Board positions be elected? Are some aspects of the board meetings "time wasters"?
- Define what our advocacy priorities are (i.e. mandated issues), and take action. Note: Jilly's Law is being brought forward by Niagara Frontier Chapter/Region 8. This is a bill that passed in the NYS Senate on April 18th and has not passed in the NYS Assembly. Jill Russell Cahill, a victim of domestic violence, was murdered by her husband who was out on bail after having brutally assaulted her. This bill adds criteria for determining whether to issue an order of recognizance or bail; grants court discretion to order a defendant on bail to submit to the use of an electronic monitoring device; allows the court to consider any record of violations of court orders; authorizes the court to consider any history or pattern of threats or violent acts against the alleged victim or towards others; provides that if the court denies bail, it shall place its reasons on the record."
- Public Relations: respond to timely issues with statements from the organization/post on website/share with local media outlets throughout NYS.
- Professional and Personal Development: What can we do to promote the programs? What are the Chapters and Regions needs how can we make the programs worthwhile to participate in?
- Youth Leadership-provide a program guide to each Region to enable Regions and Chapters to present the program in their own communities, rather than at a State BOD meeting.

2012-2013 Presidents Theme: is it “Women Helping Women”, “Building Powerful Women”, “The Challenge of Change or even “Back to Basics”? No, I personally do not have one “theme” for 2012-13. If anything, this year will be “**Your Year**” to do what your Chapter/ Region does best in your community. Speak out about inequities facing your sisters, foster personal, political, and professional development , provide education and information in your community and New York State will be a better place thanks to your NYS Women Inc. Chapter and Regional activities.

**Food for thought for 2012-13.**

- Centralize the 2013 Winter and Conference meetings (currently looking at Utica, Syracuse area).
- Schedule the Winter BOD meeting as a 1 day /9 am -5 pm working Board meeting in a low cost college type setting with stay over options.
- Retire the words “clubs and locals”. We need to identify ourselves as “Chapters” of NYS Women Inc. We have the marketing tools, now it is time to present ourselves in a consistent/ professional manner.
- Revamp the monthly Communicator to be a one page monthly contact directing members to the website to “read more” for the full articles
- Assign duties to the Team 2012 1st and 2nd Vice Presidents now that Membership and Communications are Standing Committees. That action approved at the March meeting, relieves those respective officers of some of those duties. Possible assignments could be the 1st Vice President preparing a “Program Guide” for the Chapters/Regions and coordinating State meetings (i.e. Program book and logistics, and assigning Database Manager” duties to the 2nd Vice President. Lot’s more to come.

**“What Can New York State Women Inc. do for You?”**

## SECOND VICE PRESIDENT

2<sup>nd</sup> Vice President - Amy Kellogg

### Goals for 2011-2012

- Find Membership Committee Vice Chair
- Figure out how to order/re-order membership materials
- Develop an on-line membership form
- Ensure that all chapters with websites have link to the on-line membership application form
- Coordinate the acceptance of online payments for membership dues
- Ensure dues notices include dollar amount
- Develop customizable membership brochure
- Create a Benefits of membership piece
- Establish Model for e-member forum
- Present to the membership ideas for membership pins and receive feedback for implementation (Pins should be available at Conference 2012)
- Adopt official membership pin
- Figure out logistic for distributing and selling membership pin
- Develop awards for successful membership building activities and ideas
- Create a new-member orientation presentation

### Actions Planned

- Create and publish a membership brochure than can be customized for each local and a generic one to use for state.
- Create and develop a membership materials order form
- Standardize the membership application across all chapters
- Develop a system to allow for online payments of dues and board meetings
- Create a new member orientation page on the website and a welcome letter/e-mail to be sent to new members.
- Create guidelines for illegal memberships (i.e. local only members that do not pay state or district dues)
- Work with District Directors and local chapter membership chairs to assist in their membership building efforts.
- Work with the Executive Committee to accomplish other tasks as assigned.

### Accomplishments since Winter Board Meeting

- Participated in Executive Committee Meetings
- Attended one District Meetings
- Served as liaison to the Bylaws Committee
- Worked on web site update and chapter page creation
- Updated lapsed member policy
- Gathered chapter and membership dues information so that dues renewal notices will have dues on them starting on July 1, 2012
- Created membership certificates
- Answered new member inquires generated from the web site
- Facilitated web site updates

## MEMBERSHIP REPORT

Membership Monthly Report		As of Date: 4/30/2012					
Chapter Name (previous Name)	District	New Members	Renewing Members	Totals as of 4/30/2011	Totals as of 4/30/2012	% Growth	
Adirondack Chapter (Adirondack)	11	4	6	10	10	0.00%	
Bay Ridge Brooklyn Chapter (Bay Ridge)	2	4	26	36	30	-16.67%	
Buffalo Niagara Chapter (Buffalo-Amherst & Hamburg/Orchard Park)	8	19	31	48	50	4.17%	
Capital Region Womens Network (Greater Capital & State Street)	3	3	27	28	30	7.14%	
Chadwick Bay (Dunkirk/Fredonia)	8	1	14	14	15	7.14%	
Clarence Chapter (Clarence)	8	4	12	22	14	-36.36%	
CNY Professional & Working Women (Central New York & Metro Syracuse)	5	0	19	20	19	-5.00%	
Columbia Womens Network (Hudson)	3	0	0	1	0	-100.00%	
Delhi Chapter (Delhi)	6	0	1	4	1	-75.00%	
Eastern Suffolk Chapter (Brookhaven)	10	0	3	7	3	-57.14%	
Emember, NY	0	0	0	0	0	0.00%	
Falls Region Chapter (Hudson Falls)	4	1	13	15	14	-6.67%	
Grand Island Professional Womens Chapter (Grand Island)	8	7	11	27	18	-33.33%	
Greater Binghamton Chapter (Triple Cities Binghamton)	6	2	10	16	12	-25.00%	
Jamestown Chapter (Jamestown)	8	1	10	14	11	-21.43%	
Lake George, NY (Lake George)	4	0	0	1	0	-100.00%	
Lake to Lake Women (Geneva)	7	2	6	10	8	-20.00%	
Lakeshore Chapter (Silver Creek)	8	4	12	14	16	14.29%	
Member at Large	0	0	11	12	11	-8.33%	
Metro Utica Business Women (Metro Luncheon Utica)	5	0	1	4	1	-75.00%	
Mohawk Valley Womens Association (Utica)	5	6	8	15	14	-6.67%	
Nassau County, NY (Nassau)	10	0	7	7	7	0.00%	
New York League/Fortune 500, NY (NY League)	1	0	0	1	0	-100.00%	
Niagara Frontier Chapter (Tonawandas)	8	2	20	23	22	-4.35%	
Norwich Chapter (Norwich)	6	0	7	11	7	-36.36%	
Professional Business Women of Rome (Rome)	5	2	15	23	17	-26.09%	
Professional Women of Sullivan County (Catskill Mountain Liberty)	9	14	16	36	27	-25.00%	
Professional Women of the Finger Lakes (Canandaigua)	7	5	4	52	9	-82.69%	
Richmond County Chapter (Richmond County)	2	10	25	31	35	12.90%	
Saratoga Springs, NY (Saratoga Springs)	4	0	4	4	4	0.00%	
Schenectady BPW (Schenectady BPW)	4	3	5	33	8	-75.76%	
Southern Finger Lakes Women (Watkins Glen)	6	2	23	24	25	4.17%	
Southern Tier Chapter (Greene)	6	4	10	13	12	-7.69%	
St. Lawrence Chapter (St Lawrence)	11	0	8	8	8	0.00%	
Staten Island Chapter (Staten Island)	2	8	42	49	49	0.00%	
Steuben County (Bath)	7	5	11	12	16	33.33%	
Supervisors & Admin Assoc of NYC (TSA)	1	0	0	0	0	0.00%	
Susquehanna Chapter (Owego)	6	0	10	11	10	-9.09%	
Tech Valley (Tech Valley)	4	0	9	10	9	-10.00%	
Town & Country (Town & Country)	3	0	12	17	12	-29.41%	
Tri-Town Chapter (Tri-Town)	6	1	7	15	8	-46.67%	
Walton Chapter (Walton)	6	1	17	19	18	-5.26%	
Webster, NY	7	0	0	0	0	0.00%	
Westchester Chapter (Westchester)	9	2	9	15	11	-26.67%	
Western Suffolk County (Deer Park)	10	1	16	26	17	-34.62%	
Yates County Women (Penn Yan)	7	2	10	14	12	-14.28%	
<b>TOTALS</b>	<b>-</b>	<b>120</b>	<b>508</b>	<b>772</b>	<b>626</b>	<b>-18.91%</b>	

## TREASURER

Copies of the Treasurer's Report will be distributed at Conference.

A copy of the Financial Audit can be obtained from the NYSW, Inc. website under the Members Only Section, Meetings, Annual State Conference Information.

## RECORDING SECRETARY

Prepared by Colleen Ostiguy  
Goals for 2011-2012

- Accurately record the actions of the EC by preparing minutes of meetings and distributing them in a timely fashion.
- Assist the EC in accomplishing goals to continue to move forward in our transition as an independent state organization.
- Encourage and promote member communications.
- Act as a member of the Grace Legendre Endowment Fund.
- Encourage use of website as a central repository for all important NYSWI documents (board books, EC minutes and conference book) in order to facilitate better communication.
- Continue to understand the workings of the EC.
- Continue as a liaison and resource for Strategic Planning committee.

### Actions Planned

- Attend district meetings as requested.
- Attend all EC meetings and participate actively.
- Prepare articles and contributions to the NIKE and Communicator.
- Follow the MOI for recording secretary's role and tasks.
- Maintain accurate records of meetings and communications for efficiency and reference.
- Prepare and distribute board and conference program books.

### Accomplishments since March Board 2012

- Maintained accurate minutes of the EC meetings.
- Participated in all EC meetings.
- Participated in conference call between Bylaws and Strategic Planning committees.
- Attended district meetings
- Prepared March Board meeting minutes
- Received materials from past recording secretaries to be placed in SUNY Albany archives.

## IMMEDIATE PAST STATE PRESIDENT

Mrs. Mary Ellen Morgan

Immediate Past State President

### GOALS: for 2011–2012

Assist New York State Women, Inc. Executive Committee, Committees, and Members as they transition to their new office and develop their Loud and Proud – Let Your Voice Be Heard programs.  
Encourage women to help other women become better people Professionally, Personally, and Politically.  
Encourage all members of New York State Women, Inc. to develop Programs, Activities, And Interactions with young females, high school, college, and 20 -30 year olds part as of their challenge.  
Attend Executive Committee Meetings, Board Meetings, and the Annual Conference.  
Serve and chair committees assigned by the President.

### ACTIONS PLANNED:

Be Visible – celebrate the accomplishments of New York State Women, Inc.  
Keep strong communications with our Executive Committee, Committees, and Members.  
Assist Leadership Team and Committees as requested.  
Attend meetings as requested.

### ACCOMPLISHMENTS:

Served as Vice Chair of Winter Board.  
Assisted District VII planning for the Winter Board 2012.  
Send information to the Communicator and the Nike.  
Agreed to assist with Girl Scout Link and Personal Development Committees.  
Worked to develop the Youth Leadership Program for Winter Board.  
Served on the Grace LeGendre Endowment – GLEF Board.  
Helped to set up District VII Fall and Spring Meetings.  
Served as State Rep for District VII Spring Meeting, April 14, 2012 in Bath, New York.  
Served as Selection Chair for GLEF Fellowship Awards.  
Attended the May meeting for GLEF in Albany, New York.  
Did installations for Lake to Lake, Yates County Women, and Susquehanna Chapter.

Assisted Yates County Women, Miss Penn Yan Court, and Yates County Chamber  
with  
clean up of Lake Street Park in Penn Yan, New York.  
Assisted Southern Finger Lakes Women with the Chicken BBQ.  
Worked on District VII scholarship program.  
Attended Fall Board Meeting, Winter Board Meeting and the Annual Conference.

## **DISTRICT REPORTS**

## DISTRICT II

**Neale Steiniger, Director**  
718 816- 0093  
[nsteiniger@si.rr.com](mailto:nsteiniger@si.rr.com)

**Maria Barnas, Asst. Director**  
718 238 3177  
[nurse978@yahoo.com](mailto:nurse978@yahoo.com)

### **Committee Members**

Secretary: Elaine Croteau

Treasurer: Margaret Barry

Parliamentarian: Clare Sullivan

Chapter Presidents: Doris Amen, Bay Ridge Brooklyn;  
Theresa Fazzolari, Richmond County;  
Ann Clinton and Elaine Croteau, Staten Island

Career Recognition and New Careerist Chair: Joann Olbrich

Finance Chair: Margherita Clemento

Membership Chair: Maria Barnas

Nike Chair: Gale Cohen

Personal and Professional Development Chair: Ann Clinton

Public Policy / Advocacy Chair: Rhonda Halpern

Public Relations Chair: Marilyn Mannino

### **Goals for 2011-2012**

- Continue the lines of communication and joint initiatives begun by my predecessor
- Be an effective liaison between the chapters of District II and NYS Women, Inc.
- Aid in the growth of membership and activities that benefit women

### **Actions Planned**

- Plan district meetings that members will enjoy and find a good use of their time
- Visit each chapter and communicate ideas and concerns to the state leadership
- Be available to each chapter
- Be available to the district's chairs as they develop their programs for the year
- Attend State Meetings

### **Accomplishments since Conference 2011**

- Held District Leadership Meetings on Sept 10, 2011 and February 11, 2012
- Invited state representation to the Fall District Meeting on Oct 22, 2011. Was kindly accepted by NYSW, Inc. State Secretary Colleen Ostiguy
- Visited District II chapters
- Encouraged participation in the discussion on Strategic Planning changes.
- Invited state representative to the Spring District Meeting on April 28, 2012. Was kindly accepted by NYSW, Inc. President Elect Sue Mager. Chaired the Spring District Meeting at which Maria Barnas was elected Region II Director and Theresa Fazzolari the Assistant Director, President Elect Sue Mager was the keynote speaker and Dana Rachlin (RC Chapter) and Susan Ryan (SI Chapter) participated in the CR speech competition. District II members entertained the President Elect by treating her to a frankfurter at Nathan's and a tour of Coney Island which highlighted the rides, creepy houses and a local resident asleep on the pavement until NY's Finest nudged him awake. Proving once again, 'there's more to do in District II.'

## DISTRICT III

Jennifer Charron, Director  
[jcharron192@gmail.com](mailto:jcharron192@gmail.com)  
h/518-357-2307  
c/518-669-2631

Jan Garvey, Assistant Director  
[jang7326@gmail.com](mailto:jang7326@gmail.com)  
h/518-783-8084

### **Goals for 2011-2012:**

- Support, strengthen and grow the Local chapters within District III.
- Encourage Local chapter participation in NYSW Signature programs.
- Visit Local Chapters.
- Conduct summer District Leadership Meeting as well as Fall and Spring District Meetings.
- Increase membership participation at District meetings.
- Attend all NYSW state meetings.
- Address the NYSW Strategic Plan throughout the District as it relates to Districts becoming Regions.

### **Action Plan:**

- Maintain regular contact with the local chapter presidents.
- Share program ideas with local chapter presidents.
- Attend monthly Local chapter meetings when invited.
- Distribute NYSW materials throughout District.
- Educate District members about the proposed Strategic Plan initiatives as they relate to reorganization of Districts into Regions, request feedback from the Local chapters, and vote the wishes of District members.
- Make and follow detailed plan to launch and charter a new Local chapter.

### **Accomplishments since State Conference June 2011:**

- During State Conference, met with Directors from Districts IV and XI regarding proposal for Strategic Plan Northeast Region and details we would need to work out prior to merging. Discussed scheduling a follow-up meeting.
- District III Leadership Meeting, Tuesday, August 23, 2011, Voorheesville, 6pm. Local updates. Acknowledged disbanding of Columbia Women's Network. Scheduled 2011-12 District meetings to accommodate schedules of Town & Country Women's Network members to increase their participation. Plan presented for chartering a new Local chapter. Reviewed Strategic Plan materials from State Conference, including answers from Locals to questions raised by Strategic Plan Committee.
- Regularly distributed women's issues material to both local presidents.
- Attended all monthly program meetings for Capital Region Women's Network and provided District and State updates at each meeting.
- Attended Town & Country Women's Network meeting October 13, 2011, Leeds, 6pm with ADD Jan Garvey. Speaker Doreen Davis on the Challenges of Women in Leadership Roles. Jan and I gave a state conference update as well as plans to a charter new local chapter in the District. President Joan Young informed us they were submitting an application for the BPW franchise agreement to use the BPW programs (which was approved by BPW/Foundation November 4).
- Distributed to local chapter presidents links for the Personal and Professional Development Programs that include Career Recognition Program and New Careerist Program.
- District III Fall Meeting, Friday, November 4, 2011, Coxsackie, 6pm. Local updates. New Local charter presentation. State Conference updates. Described new NYSW programs being offered. Presentation by NYSW IVP Amy Kellogg regarding proposed Strategic Plan.
- Launched new local chapter NYSW eNetwork Chapter on Facebook and LinkedIn in December 2011.
- Scheduled to attend NYSW Winter Board meeting March 2-4, 2012.
- Created MOI pages for NYSW regarding Expansion.
- District III Spring Meeting, Friday, April 20, 2012, Coxsackie, 6pm.
- Advised and participated in Capital Region Women's Network event The Reality Store to the Troy Boys & Girls Club held Friday, June 8, 2012.
- Attended Town & Country Women's Network meeting on June 14, 2012 with ADD Jan Garvey to install new officers.

## DISTRICT IV

Carol Moyer DD

Colleen Tyll ADD

Held Fall District Meeting Amy Kellogg State Rep

Held Leadership Meeting Amy Kellogg State Rep

Held Spring District Meeting Amy Kellogg State Rep

Attended Fall Board and Winter Board

Attending June Conference

Informed Chapters of District IV of changes at State

Falls Region Chapter ,Tech Valley , Saratoga

Goals: To attend all state meetings, to work with Chapters to keep everyone informed and work to increase membership

## DISTRICT VII

Co-Director - Lois Force

Co-Director - Cheryl McGlynn

### Goals for 2012-2013

Growth of membership

Start a new chapter

Make sure communications are open to all Chapters in the District

### Actions planned

Be available to each chapter in our District

Continue with the Basket raffle fundraiser for our District Scholarships

Working with a Career Development person for the State Conference

Hold a Leadership Day for our District. Because of the interest locally we are trying to put together a day for the young ladies and hopefully this will lead to more of them coming to the Winter board. Also they will be able to plan ahead for Winter Board if they are interested

### Accomplishments since Conference 2011

The Fall District meeting was held by Yates County Women October 2, 2011, with Pat Hendrickson representation from the State The Spring District meeting was held by Steuben County Women April 14, 2012, with Mary Ellen Morgan, immediate Past State Present representation from the State. Both of the District meetings were well attended and we had a wealth of information that all went home with.

Gave two scholarship to well deserving women that are continuing their education It was District VII's honor to host the NYS Women, Inc. Winter Board in Corning NY March 2-4, 2012. The staff at the Radisson went above and beyond with all of their services. It was such a pleasure to work with them. The Youth Leadership was such a success and the young ladies are still talking about what happen and their now new friends. I think all of our NYS Women, Inc. members went home with so much information and helping us all move forward towards our many goals for our Chapters.

Looking forward to our Regional Changes and what can be accomplished in the year to come.

## DISTRICT VIII

District Director  
Donaldly Hover

Assistant District Director  
Ruthann Rocque

The Spring Regional Meeting was held on April 26 in Hamburg, NY. It was hosted by Lakeshore NYS Women INC. Six of seven chapters were represented. Connie Smith reported 18 in attendance including 1 District Director, 1 Assistant Director, 1 State Officer, 1 Past State President, 4 Chapter Presidents and 10 Members.

The budget was presented and approved for 2012-2013.

The topic of discussion was the upcoming State Fall Board Meeting in Niagara Falls on Oct. 12-14, 2012 at Niagara Falls Convention Center. Reservations are to be made at the Niagara Falls Sheraton Hotel. Forms will be available at State Conference and in the Nike. Friday night will be the dinner reception for Sue Mager as incoming President. We will be meeting during the summer to finalize the event.

A fund raiser will be held at state conference to help defray the cost of the President's reception.

All chapters as well as individual were reminded to submit money to Laurie Livingston for the President's purse.

Connie Smith and I went to Niagara Frontier 's meeting with Cris Johnson as their guest speaker. He is a clinical hypnotist who specializes in smoking cessation, weight loss, stress management, and the elimination of fears. Niagara Frontier's April meeting involved Jilly's law, ([www.ynn.com](http://www.ynn.com) and for area click on Buffalo.) Jilly's Law (domestic violence) is stalled in Albany and NF is pushing to have it acted upon.

Chadwick Bay presented two (\$1000) scholarships at their April Meeting. One recipient is from Silver Creek and is pursuing her nursing degree at Jamestown Community College. The other recipient is graduating from SUNY Fredonia with a degree in graphic arts and is entering the military.

## **DISTRICT X**

### **Goals for 2012/13**

- **Assist chapters in retention and growth**
- **Attend chapter events**
- **Encourage attendance at District and State events**
- **Support NYS Women, Inc. programs**

### **Actions Planned**

- **Hold Summer District Leadership meeting**
- **Update information for the State**
- **Encourage Nike, PAC and GLG contributions**
- **Encourage attendance at District meetings**

### **Accomplishments**

- **Attended District II Spring meeting**
- **Helped local chapter reformat its meeting approach**
- **Assisted local chapter hold community outreach events**
- **Planned and Hosted Annual Conference**

## **STANDING COMMITTEE REPORTS**

## BYLAWS

Margherita Clemento, Chair

Marilyn Mannino, Vice Chair

Committee:

Viola McKaig

Neale Steiniger

Clare Sullivan

### **GOALS 2011-2012:**

Encourage Local Chapters and Districts to update their bylaws and submit to bylaws committee for review and approval.

Review and submit state bylaws for revision and streamlining.

Work closely with Strategic Planning Committee, Executive Committee, Board of Directors, Local Chapters and Districts.

### **ACTIONS PLANNED:**

Attend pre-conference board meeting presenting NYS Women, Inc. bylaws for consideration,

Attend Annual Conference and present NYS Women, Inc. revisions to bylaws for action by members present.

### **ACCOMPLISHMENTS SINCE ANNUAL CONFERENCE 2011:**

Held bylaws committee meeting.

Updated Local Chapter Bylaws Chairs duties and Model Local Chapter Bylaws and submitted to Manual of Instructions Chair.

Made revisions to NYS Women, Inc. bylaws as of Annual Conference June 5, 2011, forwarded

to web site chair to post on web site. Copies of these bylaws were sent to the Executive Committee, IPSP, Board of Directors and Parliamentarian.

Participated in a conference call consultation, prepared and presented proposed revisions for the September Communicator.

Held a bylaws hearing at Fall Meeting where proposed bylaws revisions were discussed.

Presented proposed bylaws revisions at Fall Meeting and Special Member Meeting.

These revised bylaws were approved September 24, 2011, said bylaws revisions were posted on the web site, sent to the Executive Committee, IPSP, Board of Directors, and Parliamentarian.

Presented proposed bylaws revisions at Winter Meeting and Special Member Meeting.

These revised bylaws were approved March 3, 2012, said bylaws revisions were posted on the web site, sent to the Executive Committee, IPSP, Board of Directors and Parliamentarian.

Have reviewed and approved Steuben County Women and Lake to Lake Women bylaws.

At the Board of Directors Meeting held in Corning, New York March 2-4<sup>th</sup>, 2012 a motion was made, seconded and approved by the Board of Directors to remove the

Strategic Planning and Bylaws as Standing Committee Chairs. The proposed revision will be presented to the members in attendance at the Annual Conference in Albany, New York, June 1-3<sup>rd</sup>, 2012 for further action.

CURRENT

Article XV: Standing Committees  
Section 1. The standing committees of the state organization shall be bylaws, membership, finance, membership, personal and public professional development, public policy, strategic planning, and communication.

PROPOSED

Article XV: Standing Committees  
Section 1. The standing committees of the state organization shall be finance, personal and professional development, policy and communication.  
Effective July 1, 2012.

## FINANCE

### 2011-2012 Goals

- Prepare proposed 2012-2013 annual budget for presentation at state conference
- Prepare necessary bids for executive committee approval
- Review and update finance committee section in Manual of Instructions
- Develop policy for use of restricted funds
- Assist local chapters in developing a sound financial policy
- Supervise all NYS Women Inc. expenditures
- Review and audit fiscal reports of state events
- Review monthly reports provided by state treasurer

### Actions Planned

- To assist state treasurer with purchase and renewal of certificates of deposit
- Review current service contracts; prepare necessary RFPs
- Ensure audit recommendations are completed
- Hold budget hearings at state events

### Accomplishments since March 2012 Board

- Chair had conversations with auditor regarding polices & 2010-11 audit. Info was relayed to committee
- Finance committee met by phone on May 16, 2012, reviewed copies of the following documents, emailed recommendations and meeting minutes to president Hendrickson for approval by EC
- Record retention and document destruction policy
- Whistleblower policy
- Restricted funds guidelines
- Reviewed two bids for auditing services & three bids for web site maintenance
- Finance committee recommends the following regarding restricted funds accounts: Young Careerist/National Conference (\$3,962), ID – National Conference (\$2,985) and Women of Distinction (\$676) be allocated to Personal/Professional Development Committee for use in those programs; Women's History Month (\$637) used for ads in NIKE publication to support women's history month/ Interest earned on Account – Unassigned be transferred to operating account
- Recommend CD be invested for 1-2 years
- Finance Committee members reviewed the 2010-2011 NYS Women, Inc. audit report, discussed findings and sent report to EC
- 2012-13 proposed budget approved at 2012 March board meeting to be presented at state conference for approval by membership
- Committee will meet again to review financial guidelines and send to EC for approval
- Committee researching conflict of interest policy

### Recommendations

- Monthly bank statements should be mailed to finance chair; bank reconciliations reviewed quarterly by finance committee
- Liability insurance invoices should be mailed in July ; request payment within 60 days

- Timely deposits
- Invoices to be discussed/initialed & dated by president at board/conference meetings

Budget - New York State Women, Inc.

	2010/2011 Actual Unaudited	2011/2012 Approved Budget	Explanations	2012/2013 Proposed Budget
<b>Income</b>	<i>900 members</i>	<i>800 members</i>		
40000 Dues	\$28,209.85	\$28,300.00	750 @ \$35 (MOL) 20 @ \$15 student	\$26,550.00
40100 Fall Board Meeting		\$0.00		\$0.00
40200 Winter Board	\$522.00	\$0.00		\$0.00
40300 State Conference	\$2,569.02	\$2,500.00		\$2,500.00
40400 Youth Leadership	\$221.00			
40500 Fundraising Events	\$0.00	\$500.00	50/50 raffle/misc sales	\$500.00
41000 NIKE Income	\$3,561.00	\$2,000.00		\$2,500.00
44000 Interest Income	\$658.35 *	\$300.00		\$300.00
45000 Miscellaneous Income	\$445.00	\$0.00		\$0.00
	<u>\$36,186.22</u>	<u>\$33,600.00</u>		<u>\$32,350.00</u>
<b>Administrative Expenses</b>				
50010 Career Recognition	\$0.00	\$100.00	Promotion	\$100.00
50015 Youth Leadership	\$145.60	\$100.00	Promotion	\$100.00
50020 New Careerist	\$81.18	\$100.00	Promotion	\$100.00
50030 Personal/Professional Development	\$0.00	\$100.00	Promotion	\$100.00
50035 Athenia Society (Women Joining Forces)	\$0.00	\$100.00	Promotion	\$100.00
50040 Legislation	\$0.00	\$100.00	Committee	\$100.00
50050 Membership	\$102.17	\$200.00	Includes awards, programs, materials	\$200.00
50060 Public Relations	\$0.00	\$200.00	Committee	\$200.00
50070 Misc. Committee Expenses	\$194.60	\$100.00	Committees; NBWW, WHM	\$100.00
50080 Resolutions	\$0.00	\$50.00	Committee	\$50.00
50100 Auditor	\$1,600.00	\$1,500.00	Audit	\$2,500.00
50200 Legal	\$9,915.50	\$2,500.00		\$1,500.00
50300 Insurance Expense	\$1,200.96	\$900.00	Treasurer Bond \$100, Liability Ins	\$1,000.00
50500 Telephone	\$660.16	\$550.00	Teleconferences	\$600.00
50600 Postage	\$144.09	\$100.00		\$150.00
50900 Other Expenses		\$300.00		\$150.00
Total Administrative Expenses	<u>\$14,044.26</u>	<u>\$7,000.00</u>		<u>\$7,050.00</u>
<b>Leadership Expenses</b>				
60100 District Directors	\$1,400.00	\$2,750.00	Meeting stipend, to ADD if DD not present \$2000: \$125, \$75, \$75	\$2,750.00
60200 District Directors - Field Service		\$500.00	See MOI approvable expenses w/receipts	\$0.00
60300 State Reps - Field Service	\$539.19	\$2,000.00	District Meeting expense - \$100 a meeting, 10 districts - extra as needed with documented expense report, maximum \$1,000 each Fall/Spring	\$1,000.00
60400 Historian	\$100.00	\$200.00	Meeting stipend: \$50, \$50, \$100	\$200.00
60500 Immediate Past State President	\$200.00	\$275.00	Meeting stipend: \$75, \$75, \$125	\$275.00
60600 President-Elect	\$0.00	\$0.00		\$0.00
60700 State Event - PPD/NC/CR	\$500.00	\$3,000.00	State conference awards	\$3,000.00
60800 Nat'l Events - Leg Chair	\$0.00	\$200.00	Policy & Action	\$0.00
60900 President	\$928.67	\$1,200.00	Expenses	\$1,200.00
61100 NIKE Editor	\$150.00	\$200.00	Meeting stipend: \$100, \$50, \$50	\$200.00
61200 Other Officers (5) EC	\$4,000.00	\$4,000.00	Meeting stipend: \$200, \$200, \$400 - EC	\$4,000.00
61300 Parliamentarian	\$800.00	\$800.00	Meeting stipend: \$200, \$200, \$400	\$800.00
61600 Standing Chairs	\$800.00	\$1,925.00	Meeting stipend: \$75, \$75, \$125	\$1,925.00
61700 Treasurer Expenses	\$104.03	\$300.00		\$300.00
Total Leadership Expenses	<u>\$9,521.89</u>	<u>\$17,350.00</u>		<u>\$15,650.00</u>
<b>Membership Expenses</b>				
70200 Membership Promotion	\$1,413.24	\$2,000.00		\$1,000.00
70300 CR/IDP/YC Competition	\$0.00	\$400.00	Chair expense related to state competition \$100 each CR, YC, ID	\$300.00
70400 Web Site	\$2,831.85	\$4,000.00	Maintenance, hosting fees, data base, etc.	\$3,000.00
80100 Fall Board	\$341.62			
80400 Youth Leadership				
80600 NIKE	\$8,970.12	\$9,000.00	Online/hard copy/postage; net \$5,500	\$9,000.00
80650 Monthly Publication	\$41.39	\$100.00	Mailing/printing	\$100.00
80700 Lobby Day		\$100.00		\$100.00
80900 Miscellaneous Expenses	\$173.63	\$200.00	Task Force MOI and other	\$200.00
Total Membership Expenses	<u>\$13,771.85</u>	<u>\$15,800.00</u>		<u>\$13,700.00</u>
		<u>\$40,150.00</u>		<u>\$36,400.00</u>
		\$6,550.00	Appropriated fund balance	\$4,050.00
	<u>\$37,338.00</u>	<u>\$33,600.00</u>		<u>\$32,350.00</u>
Net Income	-\$1,151.78			

## PERSONAL AND PROFESSIONAL DEVELOPMENT

### Committee:

**Chair:** Karen Hunter (sflwomen@gmail.com)

### **Sub-Chairs/ Committee Members:**

- **Personal and Professional Development Speech Chair:** Mary Ellen Morgan (dmmea@aol.com)
- **New Careerist Chair:** Kathleen Butterfield
- **Career Recognition Chair:** Gale Cohen (g.s.cohen920@mecog.com)
- **Athena Society:** Pat Fanning (pfanning5010@verizon.net)
- **Youth Leadership/Girl Scout Link Chair:** Helen Rico ([hrico@twcny.rr.com](mailto:hrico@twcny.rr.com))

### Goals:

- Evaluate current Personal and Professional Development Programs. **Ongoing.**
- Complete Manual of Instruction Revisions and submit for review. **In process.**
- Support and provide guidance to standing committee chairs.
- Prepare and promote new Speech Competition Guidelines, qualifications for Competitors.
  - New Careerist
  - Career Recognition
  - Personal and Professional Development
  - **\*All are posted on website. Updates are ongoing.**

### Plan:

- Hold Personal and Professional Development Committee Meetings at Board Meetings. **Ongoing**
- Encourage PPD Committee Members, membership, DD's, ADD's and the EC to promote the Personal and Professional Development presentations at all meetings. **Ongoing**

### Accomplishments June 2011 to date:

- Promoted all PPD competitions – at Winter Board and in April Communicator. Boosted competitions by waiving speak off at District level.
  - 3 candidates will compete for Career Recognition at Annual Conference. (Thanks to efforts of sub-committee chairperson.)
  - 1 applicant for New Careerist.
- Received mentoring from previous PPD Chair to learn history of PPD functions and gain better understanding to help committee move forward.
- Established a full committee for 2012-13 and communicated this info to incoming State President.

## STRATEGIC PLANNING

**Linda Przepasniak, Chair**  
**Linda Winston, Vice Chair; Ramona Gallagher**

### **GOALS FOR 2011-2012**

- **To address 2011-2012 Strategic Plan action items and timelines, with priority given to Governance**

### **ACTIONS PLANNED**

- To continue facilitating the process to develop and implement the strategic plan for New York State Women, Inc.
- To collaborate with the Board of Directors and the Executive Committee to advance key elements of the strategic plan that require policy, procedure and bylaws changes;
- To collect and distribute to the Executive Committee district, chapter and member feedback related to the strategic planning process;
- To provide information to the membership via the Communicator and NIKE, as necessary.

### **ACCOMPLISHMENTS SINCE CONFERENCE 2011**

- At Post Conference Board meeting, proposed that a special meeting of the members be set at the Fall Board meeting to address and vote on items related to the strategic plan. Motion approved.
- Posted strategic plan components and power point to the web site;
- Offered opportunities via email, the Communicator and NIKE for members to provide input and recommendations on the governance component of the strategic plan;
- Engaged in conference calls with state leadership to discuss proposed bylaws amendments related to the strategic plan governance component;
- Prepared materials for workshop at Fall Board

### **ACCOMPLISHMENTS SINCE FALL BOARD 2011**

- Continued to provide opportunities for member participation in discussion of governance issues, particularly regionalization;
- Prepared and submitted, as per Board direction, 6 region plan for consideration at March 2012 meeting
- Continue to facilitate strategic planning discussions as necessary;

### **ACCOMPLISHMENT SINCE WINTER BOARD 2012**

- Facilitated workshop at March board meeting to discuss region plan
- Presented for Bylaws change an 8-region plan effective July 2013;
- Continued discussions with MOI and Bylaws Committee to facilitate regional governance changes through 2012-2013

## **SUB AND SPECIAL COMMITTEE REPORTS**

## CAREER DEVELOPMENT OPPORTUNITY

### **Officers**

Helen Rico, President

Lucille Argenzia, Vice President

Sara Ayala, Treasurer

Linda Przepasniak, Secretary

### **Goals**

- To further the improvement and development of the capabilities of individual business and professional women by means of lectures, seminars and other forms of education
- To provide out-reach programs to displaced homemakers and workers who would otherwise remain unemployable
- To promote educational reimbursement and out-reach programs to employed women where such benefits are unavailable
- To introduce female students (ages 13-17) to career exploration choices in conjunction with BPW/NYS Youth Leadership meeting by providing workshops and seminars
- Pursuing corporate donations

### **Accomplishments**

- Received \$1000 award from the Mohawk Valley Engineering Council
- Received \$100 award from Dave Zumpano, Estate Planner
- Awarded three \$100 scholarship to local chapter supporting students attending the Youth Leadership Conference in March 2012
- Sponsored Deb Cabral, the Declutter Coach who is speaking at the NYS Women Inc Conference for a cost of \$500

## GRACE LEGENDRE ENDOWMENT FUND, INC.

Elsie Dedrick, President

2011-2012

It has been a privilege and honor for me to serve as President of the Grace LeGendre Endowment Fund, Inc. Board of Directors. It has been a great year with only a glitch or two. Thank you to the Board for having the confidence in me to lead this prestigious group.

President Pat, thank you for the appointments you made to the Board. They were wonderful to work with and have made numerous contributions to the work of the Board.

We had three regular meetings of the Board.

In October, we met at Casowasco Retreat Center for a 3 day retreat. One important issue that we worked on was meeting with our financial planner. We made some minor adjustments in our portfolio to lessen our risk level in this time of economic conditions. We also prepared materials for our 2011 President's Appeal. Thank you for your contributions. We raised \$1020.00 for the Endowment Fund.

In February, we met in Albany and continued to work on the business of the Board. It was announced at this meeting, our website went down, never to come up again. This was in the middle of our fellowship application process time. Thank you to Mary Ellen Morgan and her selection committee of making sure communications and the applications were received. A request went out the NYSW's membership for bids to develop another website.

In May at our annual meeting, the winners of the 2012 fellowships were announced. We are looking forward to meeting them at this Annual Conference. We did accept a bid for our website development. We will be announcing this soon. We are still collecting medicine bottles filled with quarters. This money is used to fund the Special Grants. The application process for Grants will begin this Fall. Plans for the GLEF luncheon "Don't Gamble with Education. It sounds like a good time. We hope to raise huge bucks for the Endowment Fund.

Thank you to all Local Chapters, Regions and individuals who made contributions to the GLEF. We are all making a difference for NYS women who are working on their educational goals. Our work is not done. We need to continue with our contributions. Thank you.

### **A. Individual & Group Gifts**

#### Individuals:

Beverly Baker	50.00
Eugenia Barnaba	100.00
IHO GLEF Board of Directors	
IMO Barbara Hall	
Lois Bircher	100.00
IHO Mary Ellen Morgan	
Katherine Boland	40.00
Jennifer Charron	20.00

IHO Viola McKaig	
Margherita Clemento	100.00
IMO Thalia Pizzarello	
Elsie Dedrick – Benefactor	40.00
IMO Rita Sullivan	
IMO Isabel Pagen	
Elizabeth Drislane – Benefactor	250.00
IHO Elsie Dedrick	
IHO Kay Boland birthday	
IHO Cecelia Ziegler birthday	
IHO Barbara Ziegler birthday	
IHO GLG Board of Directors (11-12)	
IHO Carol Greenough	
Patricia Fanning	25.00
IMO Justice Thomas R. Sullivan	
Theresa Fazzolari – Benefactor	300.00
IHO Carolyn Fazzolari	
IHO Betty Drislane	
IMO Rita Sullivan	
Carolyn Frazier – Benefactor	100.00
IHO Members at Large	
Ramona Gallagher	100.00
IHO Linda Winston	
IMO Jan Jones	
Janette Garvey	25.00
Kathleen Haddad	50.00
IMO Charlotte Cole	
Arlene Herzog	10.00
IMO Jan Jones	
Donaldly Hover	25.00
Eileen Howe-Bird	50.00
Barbara Long	10.00
Helen Long – Benefactor	70.00
IHO Betty Drislane	
IHO Helen Swank	
Susan Mager	25.00
Viola McKaig	25.00
IHO Linda Winston	
IHO Ramona Gallagher	
Misc. Cash – GLEF Luncheon at conference	210.00
Mary Ellen Morgan – Benefactor	100.00
IMO Rosemary McGuire (mom)	
IHO Patricia Hendrickson	
Past State Presidents	25.00
IMO Ward Metcalfe (lois Birchers’brother)	

Mary Stelley	190.00
IHO 2011-12 Officers	
IHO Betty Drislane-GLEF President (10-11)	
IHO Ramona Gallagher	
IHO Vi McKaig	
IMO Ward Metcalfe, Jr.	
IMO Cindy Welcher's husband	
IHO Vi & Ken McKaig 50 <sup>th</sup> anniversary	
Clare Sullivan	100.00
IMO Tom & Rita Sullivan	
Helen Swank – Benefactor	200.00
IHO Elsie Dedrick	
Linda Winston – Benefactor	100.00
IMO Jan Jones	
IMO Sally Cappitelli	
Joan Young	10.00
Barbara Ziegler – Benefactor	220.00
IMO Anne Marie Yedowitz	
IHO Patricia Hendrickson	
IHO Betty Drislane-GLEF President (10-11)	
IMO Rita Sullivan	
IHO Kay Boland birthday	
IHO Betty Drislane birthday	

Local Chapters

Adirondack	25.00
Lake to Lake Women	50.00
Niagara Frontier Chapter	50.00
IHO Ramona Gallagher	
IMO Jacquelyn Allison	
IMO Patricia Amato	
IMO Ann Judith Bratty	
Staten Island Chapter	148.00
IHO Neale Steiniger	
IHO Staten Island Members	
Tri-Town Chapter	90.00
IMO Charlotte Cole	
Westchester Chapter	100.00
IHO Patricia Hendrickson	

Districts

District II	25.00
IHO Colleen Ostiguy	
District III	25.00
IHO Amy Kellogg	
IHO Colleen Ostiguy	

District XI	30.00
IHO Laurie Livingston	
<i>Special Presidential Appeal</i>	
Donna Ahnert	25.00
IHO Karen Sleefer	
IHO Mary & Aimee Croteau	
Dixie Aniolek/Joanne Krolak	50.00
Lois Bircher	75.00
Eileen Howe-Bird	50.00
IMO Jan Jones	
Central NY Chapter	50.00
Clarence Chapter	20.00
Margherita Clemento	25.00
IMO Thalia Pizzarello	
Elaine Croteau	50.00
IHO Mary & Aimee Croteau	
District III	25.00
Patricia Fanning	50.00
IHO Veterans of U.S. Armed Forces	
Patricia Ferguson	25.00
Carol Greenough	100.00
Kathleen Haddad	50.00
Adele Hunt	20.00
Margaret Jensen	10.00
Althea Johnson	50.00
IMO Sally Cappitelli	
Claire Knowles	25.00
Ruth Kopf	25.00
IMO Mildred Olsen	
Elaine Macedonio	10.00
Dorothy Mangano	10.00
IMO Rita Sullivan	
Viola McKaig	25.00
IHO Cancer Survivors	
Steuben County Chapter	50.00
IMO Kay Kowal	
Yvonne Stone	100.00
Clare Sullivan	<u>100.00</u>
	\$1,020.00

**A. Total Individual & Group Gifts           \$3213.00**

**B. Bequests - Corporate Donors**

Alta Spa, Inc.	20.00
Pfizer Matching – Elizabeth Drislane	475.00
Donation – Hudson Valley Bank	<u>300.00</u>
	795.00

**C. Special Presidential Appeal** \$ 1,020.00

**Total Donations Received** **\$5028.00**

**SUMMARY**

Total Funds Paid – April 30, 2011	\$334,063.09
Individual & Group Gifts	3,213.00
Bequests & Corporate Gifts	795.00
Special Presidential Appeal	<u>1020.00</u>
Total Funds Paid – Jan.. 31, 2012	<b>\$339,091.09</b>
Benefactor Pledges Unpaid	<u>6,714.00</u>
Total Funds Raised – Jan. 31, 2012	<b>\$345,805.09</b>

**FOUNDERS**

Albany BPW	1
Beverly Baker	1
* Eugenia M. Barnaba	2
Bay Ridge BPW	1
Elizabeth A. Benham	1
Diane Bergmanson	1
Lois Bircher	1
Elizabeth Ann Brown	1
Rita M. Burrell	1
IHO BPW/NYS	1
Mary E. Chisholm	1
Mildred E. Clark	1
* Marie E. Creel	1
Alyce Daly	1
Elsie Dedrick	1
District III	1
District IX	1

Dewella J. Dobson	1	
Elizabeth A. Drislane	1	
Miriam T. Elkins		1
Franklin of Malone BPW		1
GLEF Board of Directors		1
Gotham BPW	1	
Dr. Meryl R. Grayer	3	
* Carol B. Greenough	1	
Toni Grossi	1	
Joyce R. Hart	1	
* Mary C. Hastings	2	
Virginia M. Heines	1	
Ithaca BPW	1	
Janet M. Jones	1	
Jane M. Klausman	1	
Barbara Leonard		1
Betty P. Lomonaco	1	
Viola McKaig	1	
Northern Dutchess BPW		1
Betty O'Connor		1
Mildred E. Olsen		1
Catherine H. Raycroft		1
Rochester BPW		1
Dolores S. Schultz	1	
Louise A. Sienko		1
Patricia Stella	1	
Ruth Foster Sturm	2	
* Helen Swank		2
White Plains BPW	1	
Gladys S. Wiedrich	1	
Barbara Lynn Ziegler	<u>1</u>	
Total FG Pledges	54	
Total FG Donors		48

\* Five Founding Mothers: Barnaba, Creel, Greenough, Hastings, Swank

**BENEFACTORS**

Completed – 34

June Aulik		1
Margaret Barry		2
Katherine E. Boland	1	
Alyce Daly		1

Elizabeth Drislane	3
Susan M. Fayle	1
Theresa Fazzolari	1
First Union Bank	1
Carolyn Frazier	1
Carol B. Greenough	1
Harriet L. Hurlburt	1
Janet M. Jones	6
Viola McKaig	1
Nassau County	2
NBT Bank, NA	1
St. Lawrence County BPW	1
Mary A. Stelley	2
Clare Sullivan	1
Helen Swank	1
Wachovia Bank	1
Yonkers BPW	1
Barbara Lynn Ziegler	3

In Progress -12

Nancy J. Church	775.
Elsie Dedrick	280
Elizabeth Drislane - 4 <sup>th</sup>	750
Betsy Forkas	494
Carolyn Frazier - 2 <sup>nd</sup>	475
Helen Long	530
Mary Ellen Morgan	900
Linda Provo	530
Neale Steiniger	400
Helen Swank - 2 <sup>nd</sup>	500
Linda Winston	400
Barbara Ziegler - 4 <sup>th</sup>	685
	\$6714

**TOTAL PLEDGES 1986 - 2012**

Founders Group	54
Benefactors	<u>46</u>
	100

**100 pledges @ \$1,000 = \$100,000.**

## LEGISLATION

### Legislative Platform

#### Preamble

The New York State Women, Inc. pledge their support of specific legislation and policy that addresses civil rights, health and economic opportunity for all women. Establish a pro-active position by identifying and supporting issues selected by members of New York State Women, Inc. Notify candidates of these issues that we feel will advance our New York State Legislative Platform.

#### Civil Rights

Work to enforce and ratify the Equal Rights Amendment at the State and Federal Level.

Support domestic violence education and training programs that develop protocols for the protection of victims and their families and support strong penalties for abusers.

#### Health

Actively support reproductive choice and full access to health care services; ensure funding for research and developments of programs which benefit the welfare of women of all ages.

#### Economic Equity

Work for and support legislation that promotes economic equity and financial security, including pension reform, retirement benefits, pay equity and credit accessibility.

#### New York State Women Inc. Advocacy Statement

New York State Women Inc. will take actions needed on a local, district, statewide or national level to make a difference in the lives of New York women of every age and demographic, now and into the future through legislative, educational and service advocacy.

These Advocacy Actions may include, but are not limited to:

Public Policy Resolutions

Legislative Actions

Educational Workshops

Media Action

Organizational Meetings (program, speaker, etc)

Letter Campaigns (by various communication avenues)

Coalition Work

Celebratory Events (such as festival booths, parades, local fairs, State Fairs, Women's Equality Day, Women's History Month, Business Expos, Job Fairs, Women of the Year, Business of the Year, National Business Women's Week, etc). Advocacy Topics are diverse as our state geographical and demographic data and are not always predictable to forecast. Advocacy will be done in a timely manner in both proactive and reactionary situations.

Topics may include, but not limited to:

Non-equitable situations

Health (personal and family)  
Finance  
Education  
Professional impact  
Domestic Violence  
Civil Rights  
Work-life Balance  
Safety (personal, family and workplace)  
Situations that devalue women  
Political Campaigns \*

*\*New York State Women Inc. will advocate for specific campaigns only through the New York State Women PAC based on the criteria set up by that committee. Outside of the PAC, advocacy by members will be done through non-partisanship approaches (such as Meet the Candidates events). Individual members may advocate for a specific politician but not use their affiliation with New York State Women Inc. in their endeavors.*

## LOBBY DAY

Jennifer Charron, Chair

[jcharron192@gmail.com](mailto:jcharron192@gmail.com)

h/518-357-2307

c/518-669-2631

### **Goals for 2011-2012:**

Instead of doing a single event in April that less than a handful of our members ever attend, I wanted to get all of our members to lobby more regularly by being an armchair warrior (lobbying from the safety of your own home without road tripping to Albany).

### **Action Plan:**

Concentrate our activities on sending out notices to the members to get them to take action year around. Regularly distribute materials to the full leadership (through state leaders, chairs and DDs) requesting that the material be distributed to the members to take action. Temporarily rename the committee the Lobby (every)Day Committee.

### **Accomplishments since State Conference June 2011:**

Forwarded the following material:

- 9/15/11 News from the Institute for Women's Policy Research which included (A) IWPR analysis of data from the Bureau of Labor Statistics (updated 9/11) finds that, in the economic recovery, women are lagging behind men in job gains. While men lost more jobs during the recession, women's unemployment has remained relatively stable since June 2009--while men's unemployment has decreased. (B) Links to a briefing paper from the Womens Scholars Forum, a group of economics and policy experts, which outlined several steps that the Obama Administration could take to address women's unemployment and close the job gap. (C) An IWPR briefing paper on boosting employment for women which was cited in a fact sheet released by the White House that discusses the impact of the American Jobs Act on women. (D) Research links to the following: (i) Women Underrepresented Among High Earners in Business and Finance, Quick Figures (9/11). (ii) Women and Men in the Public Sector, Quick Figures (9/11). (iii) Job Gap Between Women and Men Persists in August, Quick Figures (9/11). (iv) Recommendations for Improving Women's Employment in the Recovery, briefing paper by the Womens Scholars Forum (9/11). (v) Most Americans Think the Growth of Social Security Spending Should Not Be Cut to Reduce the Deficit, Quick Figures (9/11). (vi) The Job Loss Tsunami of the Great Recession: Wave Recedes for Men, Not Women, Quick Figures by Heidi Hartmann, Ph.D., and Jeff Hayes, Ph.D. (7/11).
- 9/21/11 Research article published in the Harvard Business School Working Knowledge newsletter on Gender and Competition: What Companies Need to Know.
- 10/12/11 Request to State Leadership regarding a disturbing new commercial for the beverage Dr. Pepper Ten. Action Alerts had been generated by NOW and other women's groups, and I wanted to know what NYSW was going to say on the matter. I did extensive research and presented information and an article for use by NYSW which was forwarded again to the State Leadership 10/26/11 and ultimately edited by PE Mager for use in the Fall NIKE.
- 11/7/11 Women and Social Security Alert (No. 40) - The Women and Social Security Email Alert produced by the IWPR provides women-oriented information on and analysis of proposed changes in Social Security, up-to-date developments in the debate, and current research and statistics. The alert also includes announcements of key activities on Social Security, especially those of special interest to women. This e-mail alert is part of IWPR's mission to keep women's concerns at the center of current policy debates. Items in this alert included the following:

#### Updates

- Changes to Social Security Benefits for 2012
- Super Committee Update
- Senate HELP Committee Hearing, "The Recession and Older American's: Where Do We Go from Here?"

#### New Research

- Commission to Modernize Social Security: Plan for a New Future: The Impact of Social Security Reform on People of Color
- IWPR: Retirement on the Edge: Women, Men, and Economic Insecurity After the Great Recession

#### Action Alerts

- National Women's Law Center: "Tell Your Members of Congress to Urge the Super-committee to Support a Fair and Responsible Deficit Reduction Plan"
  - Strengthen Social Security Campaign: Send the Super Committee Your Thoughts
- 2/2/12 MomsRising.org request to take action to urge the Susan G. Komen Foundation to restore the funding for breast cancer screenings to Planned Parenthood!
- 2/3/12 **Article that** Susan G. Komen Apologizes for Cutting off Planned Parenthood Funding

## MANUAL OF INSTRUCTION

**Neale Steiniger, Chair**  
718 816- 0093  
[nsteiniger@si.rr.com](mailto:nsteiniger@si.rr.com)

**Carolyn Frazier, Vice Chair**  
334 750-2736  
[cmcleanf@yahoo.com](mailto:cmcleanf@yahoo.com)

### **Committee Members**

Margherita Clemento, Ramona Gallagher, Linda Provo, Colleen Tyll

### **Goals for 2011-2012**

- Review and develop a user friendly, online Manual of Instruction (MOI) through teamwork
- Mentor newer committee members to be future chairs

### **Actions Planned**

- Review the current files on the website
- Contact Subject Matter Experts (SME's) to become part of the committee
- Review the NYSWinc Bylaws for information that should be in the MOI
- Develop a timeline for reviewing, updating, editing and implementation of each segment of the MOI
- Submit to Executive Committee (EC) and Board of Directors for Board Approval and posting on the NYSWinc website

### **Accomplishments since Conference 2011**

- Reviewed the bylaws for information that should be in the MOI
- Developed a plan of action and a two-year timeline for completing an entire review of the MOI
- Requested volunteers to be SME's via the Communicator, NIKE and personal contact
- Developed a review package format for SME's to aid in their review of their segment
- Sent revised MOI Table of Contents and completed updates for posting on the nyswomeninc.org website
- Met face to face in Brasher Falls for our first planning meeting, ate lots of good healthy food (if you've read this report and would like a recipe prize, come see us)
- Submitted segments of the MOI to the Board of Directors for action.

### **SPECIAL REQUEST**

To All Members: There are a few segments that still need a volunteer to develop and write. The topics still to be done are

1st and 2nd Vice President  
Immediate Past President  
Marketing / Logo committee  
Membership  
Nike Clubs  
Public Relations  
Women's Equality Day  
Women's History Month  
Women of the Year

If you would like to be a part of developing the new MOI, please let Carolyn or Neale know.

## NIKE

**Linda Przepasniak, Editor   Ramona Gallagher, Associate Editor  
Susan Fayle, Business Manager**

### **Goals for 2011-12**

- To publish a professional magazine four times per year that adds value to membership; promotes the goals, objectives and programs of NYS Women, Inc. and offers information and resources to working women;
- To secure funds, other than those budgeted, necessary to offset the cost of the publication;

### **Actions Planned**

- Establish focus themes;
- Engage members to submit articles and features;
- Continue the Catherine Raycroft Creative Writer's Award to recognize members' contributions to NIKE;
- Update NIKE guidelines and forms;
- Pursue NIKE Allstars contribution program and advertising policies;
- Review and update NIKE corporate underwriting program

### **Accomplishments since Conference 2011**

- Established focus theme to incorporate the organization's mission into each issue;
- Completed NIKE Allstars and contribution forms;
- Completed and published September 2011 issue;

### **Accomplishments since Fall 2012**

- Completed and published December 2011 and March 2012 issues

### **Accomplishments since March 2012**

- Completed and published May 2012 issue

### **NIKE Business Manager Report:**

Financial update since March Board 2012: NIKE income \$735; NIKE Publication expense information may be obtained from Treasurer report. Thank you to members who support the publication with advertisements and contributions through chapters and districts.

## PAST STATE PRESIDENT LIAISON

**Viola McKaig, Chair**

### **Goal:**

To support NYSW, Inc. and the Executive Committee by offering our experience, skills and expertise to the organization. The PSP liaison would coordinate any specific activity we were asked to do. For the 2011-2012 year our roster included 22 active Past State Presidents.

### **Accomplishmentns:**

One of the duties of the liaison is to collect dues from each PSP at the June conference for the coming year. From that, \$5.00 each is sent to Nike to support the Nike All-Star program.

Another of the duties is to keep everyone informed on illness, losses, or other significant event of any PSP. This year two of our members had significant losses in their families. Lois Bircher our 1976-77 President lost her brother, Ward Metcalfe. Clare Sullivan, our 96-97 President lost both of her parents, the Honorable Thomas Sullivan and Rita Sullivan. Donations were sent to GLG and the Alzheimer's Foundation, respectively.

There are several PSP's who continue to serve our organization on the board of directors or committee chair positions, thus putting their experience and expertise to work.

We will be welcoming President, Pat Hendrickson to the PSP table during installation ceremonies on June 2<sup>nd</sup>. This will bring our PSP active list to 23.

## PUBLIC RELATIONS

Name: Renee Cerullo

Office: Chair

### Accomplishments

- **Web Site** - Converted the web site to a content management system to allow for more functionality.
  - Added News articles to the home page and within the site. This will help communicate with our members and the community more. These articles are also posted on Social Media sites.
  - Added Calendar of Events so all chapter, district and state events can be publicized.
- **Social Media** - Worked on creating more of a Social Media presence on Facebook and Twitter.
- **Email** - Started to utilize Constant Contact for all communications with our members. We received a very positive response from this. This will eliminate the problem of people's email systems blocking email from NYSW. Also it increases our branding. The emails are formatted like our web site. They can easily be forwarded to non-members and stay in a professional looking format.

### Goals for 2012-2013

- Send monthly communications via Constant Contact instead of Communicator.
- EC Meeting Minutes posted on web site not in monthly email.
- All forms online not in monthly email.
- Utilize social media more and develop a social media committee so more than one person is posting. This will help our communication to our members and help attract younger members.
- Develop a media list for the state to help promote our organization and respond to pressing legislative issues.

## RESOLUTIONS

### RESOLUTIONS SUB- COMMITTEE

Chair Marilyn Mannino

Vice Chair Margherita Clemento

### **GOALS FOR 2012 -2013**

- To continue to work with the members of the New York State Women and Violence against women. To help Chapters contact the political leaders to make them aware of their (the Chapter's) concerns. To make recommendations on how to follow through with getting more publicity for laws that can be passed or get action on issues which are not getting any interest.

### **ACTIONS PLANNED**

- To attend the June Conference in Albany, New York and hold a Hearing, if necessary on matters of concern to Chapters, Regions/Districts concerning Violence Against Women. To assist those who may want to get action on a particular Law which is not being acted upon. To arrange for a Hearing at Conference to create a Plan of Action.

### **ACCOMPLISHED**

- Drafted a Proposed Resolution on Family Violence based on information available regarding Bills passed/proposed in the New York State Assembly, New York State Senate and by the Governor of the State of New York to be approved by the membership to be forwarded to their local legislators. Attended Fall Board in Corning New York.

## WEBSITE

Name: Joyce Delong

Office: Chair

### **Accomplishments**

- Converted the web site to a content management system to allow for more functionality.
  - News articles on the home page showcasing important matters to NYSW and messages from the communicator/NIKE.
  - Calendar of Events allows for chapters/regions/state to all post their events in one place to members know what is going on all over the state.
  - Online registration for all conferences and board meetings.
  - Credit card payments for conferences and board meetings.
  - Members site became more functional and user friendly.
- Worked on developing our social media presence. Linked the NYSW fan page with some chapter fan pages. Developed new cover photo for our fan page for general use and during conference time.
- Created constant contact template for monthly emails.
- Created a single page for every chapter so everyone can have at least a contact person and meeting date/location posted on the web site.

### **Goals for 2012-2013**

- Online application and dues payment for new members.
- Online payment for membership renewals.
- Increase social media presence.
- Utilize social media to have members who cannot participate at conference submit questions and join in the conversation.
- Add videos from workshops at board meetings and conference.
- Increase functionality of members section.

## WOMEN'S DAY AT THE FAIR

Pat Ferguson, Chair PatFerguson@aol.com; [Pat@FergusonFuneralHome.com](mailto:Pat@FergusonFuneralHome.com);  
and Cheryl Lavin, Co-Chair Cheryl.Lavin@agmkt.state.ny.us 315 487-7711 x1264  
315-458-1970 (fax-315-458-6273) 209-215 S. Main St, N. Syracuse, NY 13212-3100

### Goals for 2011-2012

Provide any possible help to Co-Chair and Art and Home Center, Women's Day Manager, Cheryl Lavin.

Promote Wednesday, **August 29th, 2012** Women's Day Event.

Women's Day will present the DeClutter Coach as feature luncheon speaker. Deborah J. Cabral runs a full service residential and office organizing service that includes moving preparation, new home or office set up and organization, productivity and efficiency coaching.

### Actions Planned

Encourage continuation of Women's Day as a woman oriented program.

Use Women's Day as a membership tool.

Use NIKE and Communicator and any other opportunity to encourage event participation by anyone, especially members of NYS Women, Inc.

### Accomplished since Winter Board 2012

Nike and Communicator "save the date" article submitted

Cheryl obtained program-see above.

May 12, 2012

## YOUTH LEADERSHIP

**Helen Rico, Chair, [hrico@twcny.rr.com](mailto:hrico@twcny.rr.com)**

**Karen Hunter, Vice Chair**

**Kristen Stewart, Hillary Egburtson Co-Chairs**

### **Goals:**

- Encourage participants from all districts/chapters to attend the Winter Board/Youth Leadership Conference in Corning, NY
- Post forms and tentative agenda on the web site
- Provide handouts and give a-ways to all youth participants

### **Accomplishments:**

Fifteen girls attended the Youth Leadership Conference. A big thank you to the following helpers: Lucy Argenzia, Sara Ayala, Jim Ayala, Jeanne White, Karen Hunter, Hillary Egburtson, Kristen Stewart, Patricia Valtros and Eileen Howe Bird. A special thanks to Kristen Stewart for her hard work and going the extra mile making this the best YL event to date.

On Friday evening, the girls were treated to hair and make-up tips to in preparation of an upcoming interview. On Saturday, the girls participated in the BPW/Indiana Reality Store. The Reality Store is financial simulation where high school students choose careers and make decisions about their budgets and lifestyles. The activity an effective way for students to learn about personal accounting, financial responsibility and life choices while interacting with business people. Students receive “paychecks” and random information regarding individual marital status and parenthood. They also instructions on making purchases.

Stations include taxes, financial institution, real estate, apartment rentals, apparel, car dealer, credit cards, day care, gasoline, charities, memberships, entertainment, “life unexpected realities,” gasoline, taxes, grocery store, insurance, investments, household products, phone company, cable TV and utilities. Students visit the stations, write checks and balance their checkbooks. Upon completion, they assess their decisions and financial status. Some girls needed to get a part time job in addition to their full time job just to make ends meet.

In advance of the event, the girls identify their future careers and randomly select their marital status (single, widowed, married or divorced) and number of children, which could be 0-4. In addition to visiting the various booth, our charities person continues to ask the participants if they wanted to donate to various worthy organizations, ranging from the Red Cross to the Girl Scouts.

After the Reality Store, Sara Ayala led a segment on Resume Writing and Interview Techniques. She asked them to compare their resumes to a standard resume and discussed the elements of a good resume compared to an outstanding resume. She provided worksheets that identified action words for the girls to consider for their resume as well as format guidelines.

Following the resume presentation, Patricia Valtos, a member of the Rome Chapter

who lives in PA and works for a judge presented a segment regarding relevant questions and how to handle illegal questions during an interview. She explained the reality of getting a DWI or any drug related arrest and its impact on one's career or college application.

Another segment included the social media aspects discussing the use of a normal email address instead of using something like partygirl.com, or putting pictures on face book showing girls on Spring vacation "partying". We had the girls shake hands and displayed the proper handshake.

In the afternoon, the participants attended a workshop all about the Interview, from what to wear, when to arrive, what to expect, what questions to ask and to remember to bring extra copies of your resume.

## **SPEAKER BIOGRAPHIES**



## Deborah J. Cabral

Professional Organizer and Productivity & Efficiency Coach Deborah J. Cabral is President and Owner of The DeClutter Coach and DC Efficiency Consulting. The DeClutter Coach, a residential organizing company was established in 2010. In January of this year, Deb kicked off a new company, DC Efficiency Consulting with expanded services for her growing base of corporate clients.

Deb's more than 20 years of corporate experience combined with her natural fervor for organization, efficiency and time management give her a keen sense for helping individuals and companies get motivated, break the cycle of disorganization, change bad habits, and regain control of their lives and businesses.

A member of the National Association of Professional Organizers, Deb is a regular guest on WKTV News, as well as a contributing writer for Today's CNY Woman Magazine offering her organization, time management, efficiency and productivity expertise. She speaks regularly at corporate events and to countless groups and associations. In addition, she has added Television Host to her resume and launched her own show, Organization Motivation! in October of 2011 on WKTV in the Utica area. In January of 2012 she launched "Organized in 60 Seconds" a weekly tips segment that airs on WKTV's Saturday morning newscast with plans to expand countrywide. Deb believes that "for every minute spent organizing, an hour is earned." She is ready to put her energy and enthusiasm to work to motivate others to declutter their spaces and manage their time more effectively!

### CABRAL ENTERPRISES, LLC

 <a href="http://www.DeClutterCoachDeb.com">www.DeClutterCoachDeb.com</a>	 <a href="http://www.DCEffconsult.com">www.DCEffconsult.com</a>
 <a href="http://www.organizationmotivation.com">www.organizationmotivation.com</a>	 <a href="http://www.organizedin60seconds.com">www.organizedin60seconds.com</a>

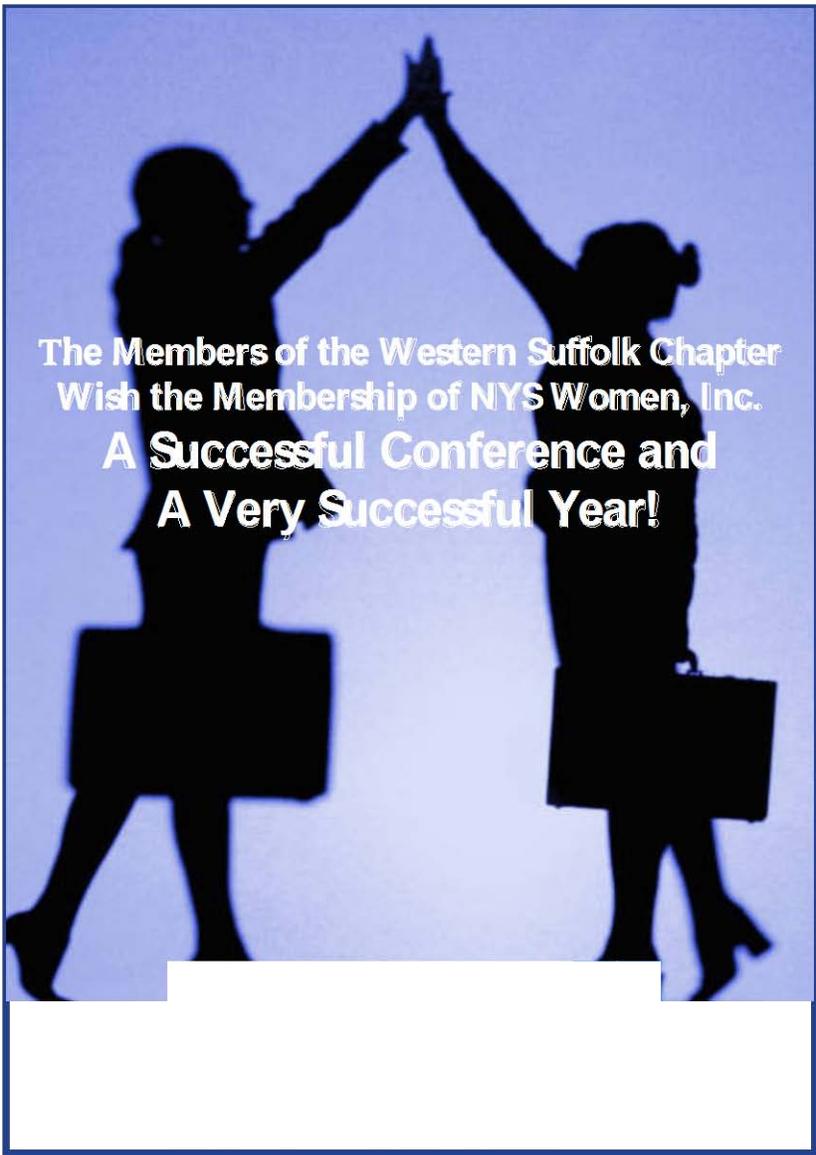


## Robin Bridson

Robin Bridson is a member of NYSWI – Mohawk Valley Chapter. She is the Marketing Manager and a Senior Instructor at New Horizons Computer Learning Center of Syracuse and Rochester, NY. She specializes in Microsoft Office products and holds a number of certifications, including MOS (Microsoft Office Specialist) and MCT (Microsoft Certified Trainer). With over 22 years of experience in the training field, she has been responsible for developing and providing instructor led computer instruction, as well as project management and business skills training from the needs assessment phase, through design, delivery, and follow-up. Bottom line, she loves sharing what she knows with people and her goal is to

help others utilize their technology more efficiently!

## ADVERTISEMENTS



**The Members of the Western Suffolk Chapter  
Wish the Membership of NYS Women, Inc.  
A Successful Conference and  
A Very Successful Year!**

# DISTRICT X

offers a Warm Welcome  
to all of our Conference Attendees

*We Wish the Incoming Executive Board  
Much Success in the Coming Year!*

We would also like to Thank  
our Sister Chapters  
the Executive Board  
and our Members  
for all of their kind assistance  
in hosting this Conference

Kimberly Nowakowski – District Director

Wouldn't YOU like to GET THAT EDGE?  
Check out this book TODAY at  
[www.businesswriting2win.com](http://www.businesswriting2win.com).

#### 5-Star Reviews on Amazon.com:



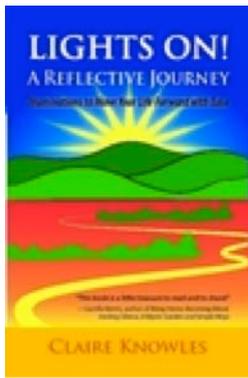
"This is an excellent, beautifully-structured set of instructions on how to write effective business English. I work as a senior manager in a large organization and appreciate the value of clear, concise, focused and thorough documents and proposals. Poorly written material is much harder to read and assimilate and tends to distort the reader's opinion of both it and the author. I bought one of these for each of my three adult, working children, to inspire them to reach a high standard."

"This book is universally useful right from chapter one. It says something when you pick up a book to flip through, and find yourself drawn, page by page, through the first 6 chapters. But it says even more when find yourself using the suggestions literally an hour after reading them. After I was forced to put the book down and go to work, I found myself recalling two very specific rules when writing emails. The first was to "Cut to the chase" and put the bottom line at the top, which is brilliant since it put what people needed to know on line one. It was un-missable."

"If you are competing with your peers for scarce fiscal or personnel resources in the workplace, remember this. Among equally qualified, reasonably competent professionals, the edge in the battle for resources often goes to the better communicator. This book can help you gain that edge."

**When you need help with editing, proofreading, fact-checking or writing,  
send a note to Claire and Natalie at <http://c-mbizwriting.com>.  
We're there for you!**

**Claire is a proud member of New York State Women, Western Suffolk Chapter.  
Contact her at [Claire-m@att.net](mailto:Claire-m@att.net) or <http://c-mbizwriting.com>**



New Book!

### **Lights On! A Reflective Journey**

*Illuminations to Move Your Life Forward with Ease*

By Claire Knowles

LIGHTS ON! A Reflective Journey. By the time the sun sets on your life, you want to have made a difference. You don't want to waste a day struggling through the mire and not being able to see the light that beckons you along your personal and professional path. You want to move forward with passion, certainty, courage and clarity. Lights On! is a spirit-lifting book that compels you forward so you can make a difference in your life. It includes: • Wisdom-filled vignettes • Heart-warming stories • Guidance for women and women in business leadership roles • Reflections on everyday life • Penetrating questions ...all of which are intended to propel you forward! Lights On!

AVAILABLE NOW [www.Lulu.com](http://www.Lulu.com) and July 2012 at [www.Amazon.com](http://www.Amazon.com)

Note: Claire is a member of NYS Women Inc., Buffalo/Niagara. Her website is [www.LightsOnLeadershipSuccess4Women.com](http://www.LightsOnLeadershipSuccess4Women.com) 716-622-7753



*Especially for Women*

Presentations  
Coaching  
Consulting  
Facilitations  
Retreats

### **Claire Knowles Lights On!**

538 Riverwalk Drive  
Youngstown, NY 14174

Ph. 716-622-7753

Fax 716-478-7574

[www.lightsonworkshop.com](http://www.lightsonworkshop.com)

***Proud Member and Honored  
to be the Keynote Speaker  
at the 2012 Convention***

*For residential or corporate services, please call us today:  
**(315) 794-9495***

**Residential Organizing**



[www.DeClutterCoachDeb.com](http://www.DeClutterCoachDeb.com)

**Television Show**



[www.organizationmotivation.com](http://www.organizationmotivation.com)

**Corporate Consulting & Training**



[www.DCeffconsult.com](http://www.DCeffconsult.com)

**News Segment**



[www.organizedin60seconds.com](http://www.organizedin60seconds.com)

Deborah J. Cabral  
Professional Organizer,  
Productivity &  
Efficiency Coach



**NEW YORK STATE**  
**women, INC.**  
tech valley chapter

**Tech Valley New York State Women Inc.**

Proudly Supports

Amy Kellogg for  
President Elect

&

Colleen Ostiguy for  
1st Vice President

Good Luck!!



ALFRED E. FERGERSON  
PATRICIA H. FERGERSON  
ALFRED W. FERGERSON



**FERGERSON FUNERAL HOME, INC.**  
(315) 458-1970



215 SOUTH MAIN STREET  
NORTH SYRACUSE, NY 13212-3180  
FergersonFuneralHome.com

**NEW YORK STATE**  
**women, INC.**

## Professional Women of Sullivan County

Thank you

Outgoing President Patricia Hendrickson

for a job well done!!



## EVALUATION FORM

**Annual Conference 2012: Hampton Inn and Suites, Albany, NY**

**Instructions: Please rate all categories on a scale from 1 (low) to 10 (high).**

**HOTEL:**

Overall:\_\_\_\_ Facility Choice\_\_\_\_ Sleeping Rooms\_\_\_\_ Meeting Facilities\_\_\_\_

**HOTEL REGISTRATION PROCESS:**

Prior to Arrival\_\_\_\_ Upon Arrival\_\_\_\_

**Comments**

**NYSWOMEN, INC.**

Registration\_\_\_\_ Business Sessions: Overall\_\_\_\_

**Comments**

**MEETINGS/WORKSHOPS**

1<sup>st</sup> Business Session\_\_\_\_ 2<sup>nd</sup> Business Session\_\_\_\_ 3<sup>rd</sup> Business Session\_\_\_\_

Speaker Cabral\_\_\_\_ Speaker Bridson\_\_\_\_

**FUTURE PLANNING**

**What workshops would you like at future meetings?**

**Is this your first time at a NYSW, Inc. Conference? YES\_\_\_\_ NO\_\_\_\_**

**Did the Conference meet your expectations? YES\_\_\_\_ NO\_\_\_\_**

**Comments**