



The NEWSCASTER

A PUBLICATION OF THE BUSINESS AND PROFESSIONAL WOMEN'S FOUNDATION OF MARYLAND, INC.

Fall Conference Issue

2015-2016

BPW/MD 2015 Fall Conference & Board of Directors Meeting "The Power of YOU ~ Women Taking the Lead"

November 13-14, 2015 • Ramada Plaza, Hagerstown, MD

MARK YOUR CALENDARS NOW for Nov. 13-14, 2015 for the BPW/MD Fall Conference as we continue to celebrate "The Power of You!" In a tribute to the women who came before us, and in honor of you—today's businesswoman, we are proud to proclaim that we are "Women Taking the Lead!" The Ramada Plaza in Hagerstown is excited to be our host. We will meet amazing women, salute women behind the scenes during World War I, and honor the outstanding women and employers who make a difference now!



It is our pleasure to honor **BPW/MD's 2015 Woman of Achievement, Praxedes Belandres, M.D., Colonel, United States Army (Retired)**. Dr. Belandres worked in the field of Physical Medicine and Rehabilitation and currently serves as a medical consultant, Physical Medicine and Rehabilitation, and Disability Evaluation and Rating at Walter Reed Army Medical Center in Washington, D.C. Please read the article that follows on her achievements and how Dr. Belandres is

an outstanding example of **Women Taking the Lead!**

Members and guests will enjoy dinner and a special program on Friday evening presented by Ellouise Schoettler, performing **The Hello Girls**, women telephone operators in France during WWI, who worked near battlefields and played a key role in winning Allied victories. Ellouise Schoettler, a professional storyteller, will tell of their experiences during and after the war, and what it took to be recognized as veterans! **Invite your friends and family to attend this evening of great food and fellowship.**

BPW/MD will conduct business of the Federation on Saturday morning and all Local Organizations will have an opportunity to provide a brief update on recent activities of their LOs.

Our luncheon on Saturday, November 14 is a celebration of **National Business Women's Week® (NBWW®)** including the Women of the Year and Employers of the Year. Local Organizations are encouraged to invite their honorees. Guests are invited and individual luncheon tickets may be purchased (see registration form on page 4).

Following the NBWW® luncheon on Saturday, be prepared then for a high energy, fun workshop presented by our very own Nancy Werner, Past Pennsylvania State President and current Hagerstown BPW member. Look for the workshop article to see how Nancy will create the productive, team building communicator in you! There is a reason she earned the title, "Sparky." Afterwards, we will convene for a short session to complete any unfinished business.

BPW/MD will support Girls Inc. of Hagerstown as our charity for the 2015 Fall Conference. Maureen Grove, Executive Director, is Hagerstown BPW's 2015 Woman of the Year. Read on to see how they are making a difference in girls' lives today and how you can help!

The Ramada Plaza has provided a block of rooms at \$79 a night single or double. Please make your hotel reservations by October 26 and mention BPW/MD. Conference registration is also due by October 26 so proper event plans can be made. See the attached Registration Form with all of the information! **PLAN NOW to attend, as the best support group is "Women Helping Women through BPW."**

Local Organizations get a free exhibit table in the meeting room, so don't forget to mark your registration form accordingly. If you have any questions or need additional information, please contact Sandy at sandy@ksiinc.com or Marlene at 301-733-3226 or lynnmar@myactv.net. Invite your family and friends, stay over on Saturday night for dinner, dessert and the membership dialog! See you at the conference!

*Sandy Mills and Marlene Spielman
Fall Conference Co-Chairs*



Early Bird Conference Registration and Sleeping Rooms Due by Oct. 26!

Please postmark your conference registration and reserve your sleeping room at the Ramada Plaza by Oct. 26. Registration Form follows on page 4. Contact Marlene Spielman by phone 301-733-326 or E-mail lynnmar@myactv.net with any questions.



**BPW/MD 2015-2016
Executive Committee**

PRESIDENT

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2nd VICE PRESIDENT

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**BPWF/MD 2015-2016
Board of Trustees**

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DIRECTORS

Vacant, BPW/MD 1st Vice President

Theresa Souder,
BPW/MD 2nd Vice President

Lenita Walker,
BPW/MD Secretary

Mary Veber,
BPW/MD Treasurer

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BPWF/MD Chief Financial Officer

BPWF/MD Secretary – Vacant

BPWF/MD Committee Chairs

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ADVERTISING INFORMATION

The Newscaster is published two times a year with a circulation of approximately 300 copies. News/articles may be submitted by mail, fax, or E-mail to *The Newscaster* Editorial Manager; photographs are encouraged. Advertising rates are based on same-size, camera-ready copy or plain text; additional charge applies for design, layout, and photographs (if required). Make checks payable to BPWF/MD and send with ad copy to *The Newscaster* Acting Business Manager.

Price per issue:

Ad size	Single issue	Multiple issues	
Full Page	\$100	\$80	Local Organizations may promote
Half Page	60	50	major events, candidates, or
Quarter Page	35	30	candidate acknowledgments in a
Eighth Page	20	16	single issue at multiple issue rates.

The Newscaster SUBMISSION DEADLINES
2016 Spring Issue – February 15, 2016

Send Articles, Advertising, and Address Changes to:

Pat Farmer, *The Newscaster*
Editorial Manager & Acting Business Mgr.
 13304 Briarwood Drive / Laurel, MD 20708
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301-942-9186 (Fax) 301-942-4387



PRESIDENT'S MESSAGE

Theresa Foster

2015-2016 BPW/MD President

"The Power of You ~ Women Taking the Lead"

I am very proud to be your BPW/MD President for 2015-2016.

You can feel the air getting cooler, which means we are in full swing in planning the BPW/MD Fall Conference and Board of Directors meeting. The Fall Conference will be held Nov. 13 and 14, 2015 at the Ramada Plaza in Hagerstown.

BPW/MD has two conferences a year, fall and spring, providing great opportunities for members to get involved. There is always something that members can help with. I think you will find when you volunteer to help at a conference or serve as an officer or a committee chair, you will find it very rewarding. You will have a better idea of what it takes to put on an event, and what it takes to keep our organization going forward to continue our BPW mission.

I would like to thank the current Executive Committee, 2nd Vice President Theresa Souder, for her continued service; Secretary Lenita Walker and Treasurer Mary Veber for stepping up and accepting the responsibilities of their new roles. We are working very hard to learn what our members want from BPW and the Executive Committee. We are implementing a more personal approach this year, in an effort to get to know each other better and work more efficiently together for the betterment of BPW/MD.

We had a fantastic Leadership Retreat on Aug. 1 for all members. I hope we can continue this retreat in future years and that more of our members will have the opportunity to enjoy this free benefit to their membership.

I have had the opportunity to work one-on-one with our LO Presidents and have been receiving some great ideas and thoughts on what we can do to improve our membership. This is not going to happen overnight but I feel we are making progress by opening the lines of communication and hearing all suggestions to help our Local Organizations receive what they need, to not only continue but to succeed.

The excitement is growing as all the plans come together for the November Fall Conference and Board of Directors Meeting. We have some great events planned. On Friday evening, following dinner, there will be a one-woman show, "The Hello Girls," presented by storyteller Ellouise Schoettler, who will recount the story of the American bilingual, female, switchboard operators who worked in France during World War I.

After the show, everyone is invited to join me in my suite for an informal President's reception. Please join your Executive Committee and fellow members to relax and enjoy some refreshments, good conversation and hopefully meet someone new.

I look forward to hearing from each of our LO Presidents and Committee Chairs during the business session

on Saturday. One of the highlights of the Fall Conference is the celebration of National Business Women's Week® at a luncheon honoring our 2015 Woman of Achievement, Dr. Praxedes (Praxi) Blandres, Colonel, US Army (Retired), and recognizing the Women of the Year and Employers of the Year nominated by our Local Organizations.

I want to thank Marlene Spielman and Granis Dixon, both of Hagerstown BPW, for all their hard work on membership this past year. The two have done a wonderful job of updating all membership information and sending invoices for membership renewal.

Join me Saturday evening after the conference for dinner, dessert and a dynamic membership dialog. See details in box on page 8.

I am also grateful to all our members who have been mentors to new members or someone thinking about taking on a leadership role or chair position. We would not be as successful at "Women Helping Women to Succeed" without your help. We still have work to do to make our BPW Organization and our State stronger to empower all working women. I know, if we all get involved, we can continue to make great strides for all women because we are Women Taking the Lead!

FALL CONFERENCE VOLUNTEERS

Fun, Informative and Exciting

Come and enjoy the excitement at Fall Conference by being involved. Members have the opportunity to serve as pages, doorkeepers, timekeeper, and welcoming members and guests during the business meeting and special programs.

If you would like to show your spirit, please contact Sandy Mills, Hagerstown BPW 301-302-8237 or E-mail: sandy@ksiinc.com



Ideas, Successful Programs, Exciting Events



Local Organization Presidents and Federation Committee Chairs:

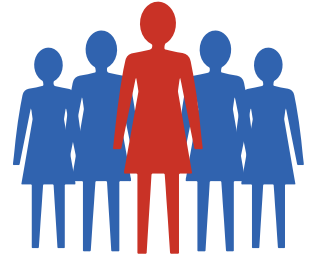
Please prepare a verbal report highlighting programs or activities that you found successful in helping to promote BPW and women in the workplace, support community services, or help grow your own Local! Sharing ideas will help another Local discover something new. Reports will be given during the business session on Nov. 14.

Plan on five minutes unless you request more time in advance of the meeting. For additional information, contact President Theresa Foster, teddybear81@verizon.net, 410-828-7895. At conference, please provide a copy of your typed report to President Theresa Foster and Secretary Lenita Walker.



Business and Professional Women/MD

2015 Fall Conference
November 13-14, 2015
Ramada Plaza, Hagerstown, MD



“The Power of YOU ~ Women Taking the Lead”

Board of Directors Meeting and National Business Women’s Week® Celebration

HOTEL AND CONFERENCE REGISTRATION DEADLINE: OCTOBER 26, 2015

(mention BPW/MD~ Single/Double \$79 + 12% tax) (800) 272-6232 or 301-797-2500

BPW/MD 2015 FALL CONFERENCE REGISTRATION FORM

Fill out form below and send with check payable to BPW/MD to
 Marlene Spielman, 11530 Dellwyn Drive, Hagerstown, MD 21740
 lynmar@myactv.net or 301-733-3226

OR

Register Online @ www.bpwmaryland.org

FULL REGISTRATION PACKAGE – Friday, November 13 and Saturday, November 14, 2015

(Includes Friday Night Dinner & Program, Saturday Business Sessions, Workshop, and Saturday NBWW® Luncheon)

Early Bird Registration (Postmarked by October 26) \$ 99.00 \$ _____

Regular Registration (includes all of the above) (Postmarked after Oct. 26) \$109.00 \$ _____

OR INDIVIDUAL EVENTS:

ALL ATTENDEES: PLEASE CHECK THE EVENTS YOU PLAN TO ATTEND OR PURCHASE INDIVIDUALLY.

Early Bird Registration – (Required to participate in Business and Workshops)
 (Postmarked by October 26) \$49.00 \$ _____

Regular Registration (Postmarked after October 26) \$59.00 \$ _____

Friday Evening Dinner and “Hello Girls” Show (no charge for program only) \$30.00 \$ _____

Saturday NBWW® Luncheon \$35.00 \$ _____

Saturday Professional Workshop FREE \$ _____

YES! I WOULD LIKE TO HELP SPONSOR THE BPW/MD FALL CONFERENCE

Platinum Friend - \$100 Gold Friend - \$75 Silver Friend - \$50 Friend - \$25

Registration Sponsorship for a Guest or BPW Member - \$99 \$ _____

(NOTE: Cancellation Fee - \$20. No Refunds after November 3, 2015)

CHECK TOTAL \$ _____

NBWW® Luncheon: Choose one: Turkey or Stuffed Pasta Shells

Please print:

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE (H) _____ (O) _____

(CELL) _____ EMAIL: _____

Check all that apply:

- State Officer
- State Chair
- Past State President
- LO President
- Member
- Presenter
- Sponsor
- Guest
- First Time Attending State Conference

DIETARY RESTRICTIONS _____ ADA REQUIREMENTS _____

LOCAL ORGANIZATION _____

YES, MY LO WOULD LIKE A DISPLAY TABLE HALF WHOLE

LO TABLE CONTACT NAME _____ TEL _____ EMAIL _____

CONFERENCE HOTEL: RAMADA PLAZA, HAGERSTOWN, MARYLAND

HOTEL RESERVATIONS DUE BY OCTOBER 26, 2015

Ramada Plaza

1718 Underpass Way, Hagerstown, MD 21740
301-797-2500

The 2015 Fall Conference hotel, the Ramada Plaza in Hagerstown, is conveniently located just off I-81 at Exit 5-A, .5 miles North of I-70 on the western side of Hagerstown.

As the best of Hagerstown hotels, the Ramada Plaza offers oversized guest rooms and suites, the full service Fireside Restaurant and Lounge, meeting and banquet facilities, and a large indoor heated swimming pool with sauna. Amenities include a free deluxe continental breakfast with room stay, free wireless High Speed Internet Access, free airport shuttle, business center, fitness center, and guest laundry. The rooms include an alarm clock, ironing board, hair dryer, coffeemaker, and refrigerator.

SLEEPING ROOMS

The Ramada Plaza is offering a special room rate of **\$79 (plus 12% tax) single or double** per night. Please make your reservations directly with the hotel.

The hotel website is: www.ramada.com/Ramada/control/Booking/property_info?propertyId=4059



Detailed Directions to Ramada Plaza

From the East – Take I-70 West; take EXIT 26, merge onto I-81 North. Take EXIT 5A to Halfway Blvd. Left onto Massey Blvd, Left on Railway Lane, Left onto Underpass Way, Hotel on right.

From the South -Take I-270N to I-70 West. Take EXIT 26, merge onto I-81 North. Take EXIT 5A to Halfway Blvd. Left onto Massey Blvd, Left on Railway Lane, Left onto Underpass Way, Hotel on right.

From the West – Take I-70 East. Take EXIT 26, merge onto I-81 North. Take EXIT 5A to Halfway Blvd. Left onto Massey Blvd, Left on Railway Lane, Left onto Underpass Way, Hotel on right.

2015 Fall Conference

November 13-14, 2015 • Ramada Plaza, Hagerstown, MD

“The Power of YOU ~ Women Taking the Lead!”

Board of Directors Meeting and National Business Women’s Week® Celebration

SCHEDULE-AT-A-GLANCE

Friday, November 13, 2015

1:00 p.m. - 3:00 p.m.	BPW/MD Executive Committee Meeting.	Board Room
3:30 p.m. - 4:30 p.m.	BPW Foundation of MD Board of Trustees Meeting	Board Room
5:00 p.m. - 6:00 p.m.	Conference Registration	Hotel Lobby
6:00 p.m. - 9:00 p.m.	Dinner and Program.	Cumberland South
9:00 p.m. - 10:00 p.m.	President’s Reception	President’s Suite

Saturday, November 14, 2015

8:00 a.m. - 9:00 a.m.	Conference Registration	Hotel Lobby
9:00 a.m. - 11:30 a.m.	BPW/MD Business Session	Cumberland/North
11:30 a.m. - 12:00 p.m.	Break	
12:00 p.m. - 2:00 p.m.	NBWW® Luncheon.	Cumberland South
2:00 p.m. - 2:30 p.m.	Break	
2:30 p.m. - 5:00 p.m.	Workshop and BPW/MD Business Session	Cumberland North
6:30 p.m. - 8:30 p.m.	Dinner, Dessert, Membership Dialog.	Fireside Restaurant and President’s Suite

FRIDAY EVENING, NOVEMBER 13, 2015
6:00 p.m. – Buffet Dinner • 7:00 – 8:30 p.m. – “The Hello Girls”

“The Hello Girls”

A One-Woman Show about American Women Who Served in WWI, presented by Ellouise Schoettler

Join us on Friday evening, November 13, for a special presentation by professional storyteller, **Ellouise Schoettler**, as she brings to life her one-woman show about the American women telephone operators who served in France during WWI.

We'll enjoy a buffet dinner, and then follow with the special presentation of “The Hello Girls.” Ms. Schoettler will be available for questions and answers at the end. The dinner is \$30, but the performance is free and open to the public. Reservations are required for both the dinner and the show; use the registration form on page 4, and make your reservation by Oct. 26.

With the 100-year anniversary of World War I on the horizon and its veterans long dead, it's hard to imagine how previously unknown history of U.S. WWI veterans can surface, but Ellouise Schoettler has not only found this history, she has transformed its veterans' own words into three engaging monologues for a 60-minute, one-woman show.

“The Hello Girls” shares the previously little known story of General Pershing's secret communication weapon—bilingual American women telephone operators who served in France with the U.S. Signal Corps.



Using portable switchboards and speaking French and English, these women worked near battlefields and played a key role in winning Allied victories. And yet, they failed to make the history books. Instead, after the war, they returned home to battle for recognition as veterans – for decades!

“These ‘switchboard soldiers’ were gutsy, smart, young women who stepped up to serve their country at war at a time when women in the military were considered unusual—and they wore long skirts and bloomers while working,” says Ellouise Schoettler. “They capture your heart.”

Ms. Schoettler, 79, a professional storyteller based in Chevy Chase, performs nationwide. She is featured on two storytelling programs on local cable TV (MMCTV); produces a local storytelling series; and has been invited to a nationally coveted week as Storyteller-in-Residence at the International Storytelling Theater, Jonesborough,

Tenn. Since Ms. Schoettler debuted “The Hello Girls” last summer, she has taken it on the road, performing it for community and college audiences.

For more information about Ms. Schoettler, go to www.ellouiseschoettler.com.

BPW/MD Local Organization Presidents:

Frederick: Sara Brownlowe,
sarabrownlowe@hotmail.com, 301-694-0556

Hagerstown: Granis Dixon,
granis.dixon@myactv.net, 240-366-8019

Laurel: Alicia Newman, leenew9577@aol.com,
410-451-5162

Montgomery County: Chris Richardson,
cmrich2009@gmail.com, 301-512-8221

Southern Prince George's: Linda Fihelly,
lfihelly@hotmail.com, 301-5991942

Towson/Hunt Valley: Theresa Foster,
teddybear81@verizon.net, 410-828-7895

BPW/MD Committee Chairs:

Fall Conference 2015: Sandy Mills and
Marlene Spielman

Annual Conference 2016: Lynn Stimmel and
Joyce Draper

Legislation: Linda Fihelly

Membership: Marlene Spielman and Granis Dixon

Audit: Bonnie Diehl

Hospitality: Ruby Aridi

Individual Development Program: Nancy Werner

Chaplain: Alicia Newman

Legal Adviser: Denise Bowman

MLAW Representative: Caren Williams

Parliamentarian: Anne Whitt

Resident Agent: Susan Horst

FALL CONFERENCE CHARITY



Inspiring all girls to be strong, smart, and boldSM

WHAT MAKES US SO SPECIAL??

Girls Inc. of Washington County has been welcoming girls into the strongest and most vocal organization for women for over 68 years. At Girls Inc. our after school programs position girls for successful adulthood by focusing on life skills that impact academic achievement, careers and life planning, health and sexuality and leadership.

Through our Careers and Life Planning programs we work to build girls' confidence in computers, science and technology; equipping them for success in this growing and competitive field. We help girls set challenging academic and career goals and then help them develop plans to reach them. We ask them to continually challenge themselves to take risks in order to achieve their ambitions.

Through our Life Skills programs, girls acquire a range of skills that enable them to recognize, elude or navigate dangerous situations, resolve conflicts and treat others with respect. With new-found confidence, Girls Inc. girls talk smarter and stand taller as they stride down their chosen path.

Maureen Grove has been the Executive Director of Girls Inc. for 22 years. **Hagerstown BPW** is proud to announce that Maureen is our **2015 Woman of the Year**.

Let's celebrate this powerful organization and help the young girls by donating monetary gifts or the following suggested items:

Hair Ties	Art/Craft Supplies
Lab Coats	Books—Ages 12 & Older
Winter Hats/Gloves	Socks
Lunch Totes	Individual Hand Sanitizers
Nail Polish	Body Lotion
Stickers	Jewelry/watches
Cloth Head Bands	Fuzzy Socks
Slippers	Perfume
Lip Gloss/lipsticks	Screen Covers for iPhones
Water Bottles	Pop-up Storage Boxes



For further information contact:
Girls Inc. of Washington County
 626 Washington Avenue, Hagerstown, MD 21740
 301-733-5430; www.girlsinc-md.org

Renew Your Membership - Refer a New Member Update Your Contact or LO Page Information

Please renew your membership by making your check payable to BPW/MD and mail to BPW/MD Membership, Marlene Spielman, 11530 Dellwyn Drive, Hagerstown, MD 21740. You may also pay your dues online with PayPal on the BPW/MD website www.bpwmaryland.org. If you need assistance logging in, please contact Pat Farmer, buttonspaf@aol.com or 301-776-4645.

All new members must submit dues with a completed application form.

- Member of Local and Member at Large dues are \$100 annually
- Student of Local is \$60 and E-Member is \$40 annually

E-Members receive only electronic communications and cannot participate in the governance of BPW.

Local Organization Page Updates on Website – Please send updates about your LO programs and scholarship information to Ruby Aridi, rubyaridi@gmail.com or 301-530-0732.

Member Updates – Have you moved or changed your email! Please send all changes to your contact information to Marlene Spielman, lynnmar@myactv.net or 301-733-3226.

Always have a Membership Application and Membership Brochure with you to share with your members and guests. The Membership Application and Membership Brochure are available at www.bpwmaryland.org. The BPW/MD 2015-2016 Fact Sheet also provides a summary of BPW and our initiatives. Please contact any of the Executive Committee for copies of these documents.

NATIONAL BUSINESS WOMEN'S WEEK® LUNCHEON

SATURDAY, NOVEMBER 14, 2015

2015 Woman of Achievement

The Business and Professional Women of Maryland are proud to honor **Praxedes V. Belandres, M.D.**, Colonel, United States Army (Retired), as the BPW/MD 2015 Woman of Achievement.

Dr. Belandres graduated with a Bachelor of Arts from the School of Liberal Arts, University of Santo Tomas, in Manila, Philippines. She received her Doctor of Medicine from the School of Medicine at the University of Santo Tomas in 1965.

Her postgraduate training included a fellowship in hand rehabilitation at the Rusk Institute of Rehabilitation Medicine, New York University Medical Center, New York, N.Y., in 1975; residencies in physical medicine and rehabilitation, also at the Rusk Institute, from 1972-1974; Orthopedic Surgery at the National Orthopedic Hospital, Quezon City, Philippines, from 1965 to 1968; and internships: rotating, New York Infirmity, New York, N.Y., in 1971; and rotating, University of Santo Tomas Hospital, from 1964-1965.

Board certified as a Diplomate by the American Board of Physical Medicine and Rehabilitation and The Philippine National Boards of Examiners, Dr. Belandres has 34 publications to her credit, some written in collaboration with others. A sample of the titles include: "Speech Dysfunction Due to Trazadone-Fluoxetine Combination in Traumatic Brain Injury;" "Psychiatry in the Military;" "Persian Gulf War Amputees: Injuries and Rehabilitation Needs;" "Management of Low Back Pain;" and "Sensory Feedback Therapy in Stroke Patients." She has also edited and contributed to the publication of textbooks.

Belandres' career accomplishments could fill this newsletter. She has had a number of academic appointments, including Adjunct Associate Professor, Department of Neurology, at the Uniformed Services University of the Health Sciences, in Bethesda. She has also taught at Georgetown University, in Washington, D.C.; at the University of Texas Health Science, in San Antonio, Texas; and at the New York University School of Medicine, in New York.

Currently serving as a Medical Consultant in Physical Medicine and Rehabilitation, and Disability Evaluation and Rating, her career history includes significant leadership assignments/positions, with titles such as Special Consultant, Chief, Director, Leader, Program Manager, Liaison, at Walter Reed Army Medical Center, in Washington, D.C.; Fort Detrick, Maryland; Brooke Army Medical Center, Fort Sam Houston, Texas; Letterman Army Medical Center, Presidio, San Francisco, California; Beekman Downtown Hospital, New York; Bellevue Hospital and Medical Center, New York; and NYU Medical Center, New York.

Highly decorated during her career, among Dr. Belandres' awards are the Superior Civilian Service Award,



Praxedes Belandres, M.D., Colonel,
US Army (Retired)

Legion of Merit Medal, National Defense Service Medal, Walter Reed Medallion for Outstanding Service, Armed Forces Expeditionary Medal, Army Achievement Medal, Order of Military Medical Merit, Plaque of Appreciation as Department of Defense Consultant for Development and Production of Orthotic and Prosthetic Laboratory, Muscat, Oman; and Medal of Excellence as DOD Consultant in Physical Medicine and Rehabilitation (Orthotics and Prosthetics), Military Hospital, Bogota, Colombia.

Dr. Praxi, as she is more widely known, continues to hold membership in a number of scientific and professional organizations: American College of Executive Physicians; National Association of Female

Executives; Association of Academic Psychiatrists; American-Philippine Society of Physical Medicine and Rehabilitation; Association of Military Surgeons in the United States; International Society of Physical and Rehabilitation Medicine; Association of Electrodiagnostic Medicine; and the American Academy of Physical Medicine and Rehabilitation.

Her extensive community volunteer service includes ministries at St. Nicholas Catholic Church, in Laurel, Md., as Medical Coordinator, member of the Fall Bazaar Planning Committee, Greeters, and Extraordinary Minister of Holy Communion. She also serves on the Military Disability Board and the Disabled Veterans Group, both in Washington, D.C.

You're Invited!

**SATURDAY,
NOV. 14, 6:30 PM**

**Dinner, Membership
Dialog & Dessert**



Join us for dinner on Saturday night in the **Fireside Restaurant** (Dutch treat) followed by dessert and dialog on membership in the President's Suite. We need your ideas to revitalize, refresh and renew BPW/MD's membership. Let's build on BPW/MD's great benefits of friendship and leadership. All members are invited – seasoned and new – share your thoughts, don't be shy! It will be fun! Stay over on Saturday night – hotel conference rates apply.

RSVP to Theresa Foster at 410-828-7895
or teddybear81@verizon.net.

Understanding Behavior Styles Creates Great Teams

As part of the BPW/Maryland Conference on November 14, we are continuing our professional development with the BPW Foundation's Individual Development Program. Let's have some fun while we continue learning about the DISC. Yes, the DISC is a personal assessment tool used to improve work productivity, communications and teamwork. DISC is non-judgmental and helps people discuss their behavioral differences. The DISC model provides a common language that people can use to better understand themselves and to adapt their behaviors with others. Teamwork is our goal of the day.

We will have members and guests who may NOT be familiar with DISC and then we may have others who have prior knowledge. We will introduce and review that the DISC when taken letter by letter depicts the main characteristic for a behavioral type. For example:



**D dominant
I inspiring
S supportive
C cautious.**

There are many adjectives that apply to these behavioral styles but these are only a sampling. We will make sure everyone takes the survey to know their behavioral style and for those members who have recently taken the survey, we will refresh their memory.

Knowing our behavior style is one thing, but we need to apply ourselves into a group situation that will reinforce the importance of how we interrelate with others. It is part of the team building skills that we need to address. We will all participate in an activity that will have us all out of our seats and talking to each other. We will see how the DISC works among our groups to build the teamwork that we aspire. Come join us for this FREE workshop.

Nancy Werner, BPW/MD IDP Chair

About National Business Women's Week®

Since 1928 Business and Professional Women's Foundation (BPWF) has sponsored **National Business Women's Week®** each year during the third week of October. The celebration provides an opportunity for BPWF, State Federations, Local Clubs and the business community as a whole, to acknowledge the accomplishments of working women.

The objectives of National Business Women's Week® are:

- To promote full participation and equity for women in the workplace;
- To publicize the achievements of business and professional women on the local, state and national levels;
- To publicize the objectives and programs of BPWF as they relate to the millions of business and professional women across the country.

Over the years, **National Business Women's Week®** has become an event widely recognized by public and private institutions and local communities. In past years, the President of the United States, at the request of BPWF, has declared the third full business week in October as **National Business Women's Week®**. Governors and mayors issue similar proclamations at the state and local levels. States and communities tailor events and activities to meet their needs. They include activities such as Woman of the Year awards, Employer of the Year awards, recognition of women in the military, displays and exhibits, dinners and educational programs.

The vision for **National Business Women's Week®** originated with Emma Dot Partridge, Executive Secretary of the National Federation of Business and Professional Women's Clubs from 1924 to 1927. The first annual observance was held April 15-22, 1928, when BPW/USA President Lena Madesin Phillips opened NBWW® with a nationally broadcast speech in which she stated that the purpose of the week was "to focus public attention upon a better business woman for a better business world." BPW Local Clubs implemented daily programs designed to call attention to the mission and achievements of the club. **NBWW®** has grown into a nationwide salute to all working women, as well as an opportunity to spotlight issues of importance to women in the workforce.

In 1938, **NBWW®** was moved to the third full week of October so that Local Clubs could use **NBWW®** as a springboard for their new year's programs. U.S. President Herbert Hoover was the first president to issue a letter recognizing **NBWW®** and the contributions and achievements of working women.

This year NBWW® will be celebrated the week of October 19-24, 2015. The Maryland Federation of Business and Professional Women (BPW/MD) will celebrate NBWW® on Saturday, Nov. 14, 2015, at a special luncheon to honor the 2015 Women of the Year and Employers of the Year, at the Ramada Plaza in Hagerstown. BPW/MD is honored to name Dr. Praxedes Belandres as our 2015 Woman of Achievement. Luncheon tickets are \$35 per person. Guests, friends and family are invited, and may reserve a ticket by sending a check and the Fall Conference Registration Form on page 4 or registering online at www.bpwmaryland.org by Oct. 26, 2015.

Meet Your 2015-2016 BPW/MD Officers



Theresa Foster
President

Currently serving as President, Theresa Foster has been a BPW/MD member since 1999.

Her first Local Organization was Laurel, and she later transferred to Towson/Hunt Valley. She has served as Vice President, President and Treasurer over the years for Towson/Hunt Valley. Her State officer duties started in October 2012 as Second Vice President and she was elected First Vice President in 2013. Theresa held that office until May 2015 when she was elected BPW/MD President.

Now that Theresa has retired, she has more time to volunteer at her church. This past June she went on her first mission trip to Appalachia Country, West Virginia, for a week and worked on a mobile home, which had water damage. It was a truly rewarding experience for her.

Theresa enjoys spending quality time with family and friends; and also spending time playing with her 9-year-old Basset Hound/Welsh Corgi mix, named Grace Kelly, and two cats, 11-year-old Little One and four-month old Little Bite who was rescued at 2 ½ weeks old when her mother was hit by a car.

So proud to be your BPW/MD President, Theresa is working very hard to revive the BPW Organization, which is so near and dear to her heart.



Theresa Souder
Second Vice President

Theresa Souder, a member of Laurel BPW, is serving as Second Vice President for BPW/MD again this year. She has enjoyed working with Past State President Susan Horst, our current President Theresa Foster, and the other Executive

Committee members.

Theresa's career in the medical field started in 1986, after attending New England Tech, in Florida, for two years, while working for the Palm Beach Police Department. She worked for a few years for the Family Medical Center and also a Cardiology office. She then moved back to Maryland, in 1991, and started working for Shore Health System, which is now known as University of Maryland Shore Regional Hospital. She just retired this year; and is now doing per diem work.

Theresa is now living in Delmar, Md., with her mother, Peggy Luber, BPW/MD Past State President, who has been a member of Laurel BPW since 1987.

Having started with Caroline County BPW in 1991 to 1993, Theresa moved away from the area, only to return in 1995, when she re-joined Caroline County BPW. She served as treasurer for one year and then served as President of Caroline County BPW for three years (1996-1999).

Theresa enjoyed working with the members of Caroline County BPW but the Local Organization disbanded. Her goal is to start a new LO on the Eastern Shore and to increase membership in BPW/MD.

Theresa enjoys working with people. She has also done private duty care; volunteered in the hospital gift shop for seven years; and volunteered to draw blood at the Health Department in Talbot County for special studies. She also likes spending time with her mother who introduced her to BPW.

Some of Theresa's favorite pastimes include going to the Shore Bird games; going to the beach; playing Mah Jongg; and spending time with friends.

Theresa feels that she has grown a lot in BPW and she continues because of all the members. She thanks all the EC members and the other women of BPW who have influenced her and helped her to be the woman she is today.



Lenita Walker
Secretary

Lenita Walker was installed as Secretary for BPW/MD on May 16, 2015. She has been a member of Southern Prince George's BPW since 2004, and has served as Vice President on the local level since 2008. In 2008, Lenita was honored as SPG BPW's

"Woman of the Year."

Lenita is a native of Prince George's County, and holds a Bachelor of Science in Home Economics Education, and has also completed graduate certificates in Early Childhood Education. Lenita retired as a classroom teacher in 2006 for the Prince George's County Public School System after 33 years of service.

Lenita currently works with high school teens who are pregnant, or are already parents. The mission of this program is to help the teen parents graduate from high school and become better parents.

Lenita has been married to Ernest Walker for 42 years, and has three wonderful grown children, and five beautiful grandchildren, including two sets of twins – both girls!

Lenita has had a very interesting service career due to the exciting life she has had with the support of her husband, children, family, friends, church and her sisters in Zeta Phi Beta Sorority, Inc.

Lenita credits the women of SPG BPW who have influenced her, mentored, and helped her to become a member of the Executive Committee for BPW/MD.



Mary Veber
Treasurer

Mary Veber became a BPW member in 1993, joining the Glen Burnie Local and transferred to the Laurel Local in 1998. She has held several positions there including President and is currently serving as Laurel's Treasurer.

Mary was born and grew up in Baltimore, Md., and moved to Anne Arundel County in 1990. She married her husband, Norman Veber, in 1991 and continued raising her daughter, Ginny Schmidt (Towson/Hunt Valley BPW).

The years 2001 and 2003 brought new joy to Mary with the births of her two grandchildren whom she still spoils at ages 11 and 14.

Currently working three days a week for a small family-owned business as a bookkeeper, Mary is looking forward to full retirement in the near future, to continue enjoying her interests in cooking, reading and needlework.

Mary has always pitched in when help is needed, and joined the Executive Committee this year as State Treasurer when that position became open earlier this year.

Committee Chairs and Members Needed!

If you are ready to help your BPW grow and prosper, please consider serving on one of these committees:

- FINANCE
- NOMINATIONS
- PLANNING
- PUBLIC RELATIONS
- NATIONAL BUSINESS WOMEN'S WEEK®
- HEALTH
- EQUAL RIGHTS AMENDMENT REPRESENTATIVE
- WRITERS FOR *THE NEWSCASTER*

Become an Officer and Committee Chair



TAKE THE LEAD!

Are you feeling up for a challenge or just something a little different in your life? If you are, BPW/MD needs you. Anyone can take on an elected office or a committee chair. It's really not difficult and is so rewarding. All you have to do is try something new.

BPW/MD may not be as large as we once were, but we can still be mighty and powerful. Together we can continue to make strides for Equal Rights for all and Equal Pay for Equal Work. If we all join together, we can help all women be whom and what they want to be. We are all born with certain talents, but too often women are afraid to show their true potential and show the world what they can do. DON'T let that be you.

Let's open our eyes and our hearts and use our brains and try something different. Take that first small plunge into the unknown as a Committee Chair. If you are feeling enlightened and powerful, step into an elected office. We are in great need of a First Vice President and a Finance Chair. We also need help on many committees.

All of us can do something to help our organization grow. Every member needs to step up and learn something new. You will be surprised how good it will make you feel when you see your successes on whatever project you take on. When you look back on your work and say, "I made that happen" or "That really turned out great," then you will say, "I am so happy I gave it a try."

Our organization is very fortunate to have so many wonderful mentors. If you are ready for the challenge, and I really hope you are, we will certainly make sure you learn from the best. Remember you will not have to do anything solely on your own; there will always be someone there to help you. You just have to ask. If this is the right time for you to step up and support your BPW, contact me and we can start you on your amazing journey of learning and friendship.

I look forward to hearing from YOU NOW. It is time for all BPW/MD Women to Take the Lead.

Theresa Foster, BPW/MD President
teddybear81@verizon.net
410-828-7895

BPW/MD Pioneers

BPW/MD celebrates these BPW members of character, courage and commitment for their successful careers, overcoming adversity and commitment to BPW and its mission. We thank them for sharing their “herstory” with us and wish them well in their future endeavors.

Elizabeth (Betty) Abbott
Montgomery County BPW



Elizabeth (Betty) Abbott was born in 1930 in Washington, D.C. She and her two brothers and family moved to Hyattsville, where she graduated from Hyattsville High School.

Her hobbies are reading and spending time with her great-grandchildren. She has three grandchildren and four great-grandchildren and is especially proud of her great-granddaughter born in April. Betty is also a cat lover.

Betty's first job was as a clerk-typist with the Civil Service Commission. She was a Negotiator for Cancer Research at the National Cancer Institute when she retired after 38 years.

After Past State President (PSP) Margaret Marshalk suggested to Betty that she would benefit from joining BPW, she joined Silver Spring BPW in 1970. She served in all positions including President. She has served on a number of committees at the state level and served as State Secretary in 1981-82 when Bonnie Joe Ayers was President. Betty worked with PSP Mary Ahalt to set up the BPW/MD Records Archive with the University of Maryland Archives in College Park. She is most proud of her service to BPW.

Betty feels that retaining and growing our membership is a primary concern for BPW. With our smaller membership, it is not easy to find members who are willing to serve as committee chairs and officers. It is important for members to get involved to realize the full value of their membership.

Like many of our longer-term members, Betty fondly remembers conventions when we were larger and had dual slates of candidates. Conventions were longer and we traveled all over the state for meetings. With today's lower membership numbers, our locations are more centralized.

It was in the 1960s that Betty first recognized that women did not have equal rights under the law. She remembers being aware of the Equal Rights Amendment in the 1970s.

Betty feels that “By becoming involved, you will gain knowledge and skills for empowering yourself in your everyday life.”

Janet Hutson Council –
Past State President
Caroline County BPW



Janet (Kern) Hutson Council was born on Thanksgiving Day, November 27, 1924, in Denton, Maryland. Janet was the youngest of four sisters. Her parents owned a 300-acre dairy and crop farm, and she and her sisters milked the cows by hand every morning and evening. The sisters picked tomatoes, took them to the cannery, and cut asparagus in the morning.

Growing up, Janet rode a bicycle, and had a dog who rode in a basket on her bike. All four sisters slept in the same room, and her dog slept between Janet and her sister Joyce. Janet remembers meeting her future husband, Wallace Hutson, in the sixth grade.

When Janet graduated from high school at age 17, she and her sister Joyce went to Baltimore, to attend beauty school for six months, where they learned about hair and nails, and cosmetology theory. They stayed with the director of the school, and when they graduated in December, they started their own beauty shop back in Denton. They got a loan, and bought the shop together. They had to have a manager, so the original owner came back one day a week. They named the shop, “Kern Sisters Beauty Shoppe,” which they owned for three years. Janet's mother was one of her first customers. Her mother had very long hair, and Janet cut it, permed it, and her mother liked it. Her Dad didn't have too much to say about it! Once the girls were gone from the farm, her Dad bought electric milkers.

Janet always enjoyed learning languages, English grammar and French. She said she would have gone to college if she had not gone to cosmetology school.

Janet met Wallace Hutson again (10 years later) at a Friday night dance. She and Wallace dated for four years, and they married at Janet's home on March 14, 1945, when Janet

was 20. She and Wallace learned to dance, and Janet loved it; she continued to dance throughout her life.

Wallace was a natural-born cabinetmaker and farmer. Janet expanded to two beauty shops, one in Denton and one in Goldsboro. They welcomed son Eddie on June 2, 1946, and daughter Jan (Janet) on June 1, 1953. Janet was fortunate to have the shop in her home in Goldsboro, while the children were young, and was able to be with them when they came home from school.

Janet joined Caroline County BPW, and served as the BPW/MD state President in 1980-1981. Janet was very interested in women and business—there weren't many professional organizations for women. Janet said that the best thing about being state president was that she visited every club. She met women from all over Maryland. Wallace became a member, and accompanied her on trips to Local Organizations and state meetings.

Janet has attended many national conferences, and always found them educational. She learned about the Equal Rights Amendment from BPW, and was glad that she was her own boss. She marched in Washington, and helped carry the flag for the Equal Rights Amendment in 1972.

As a well-known local hairdresser, Janet was invited to teach cosmetology at the vocational school in Denton, which she did for 21 years. After she retired from teaching, she and Wallace spent winters in Florida. After 47 years together, Wallace passed away in 1992.

Janet continued to dance, and met Bill Councill at a dance at the VFW. Bill was a farmer she had known all of her life. She married Bill in 1997, and he was a great stepdad and step-grandfather. They lived in Florida, and had three years together before he passed away in 2000.

Janet said she has had a happy and full life. She was married to two men she loved, and she is very proud of starting a business when she was 17. She is also proud of the Local Organizations in BPW, and urges BPW members to "stick with it" and keep active as long as you can.

Janet now resides in Homestead Manor Assisted Living in Denton. She is still an ardent supporter of BPW, loves to read *The Newscaster* and the WIMY Wire with all the news about the members and events in the state, and is still beautifully coiffed every day! Janet would love to hear from you. You may contact her at Homestead Manor, 410 Colonial Drive, #101, Denton, MD 21629. Cell: 410-443-7699.

Florence A. Finlayson – Past State President Montgomery County BPW



Florence Finlayson was born in 1930 in Jefferson County, Birmingham, Alabama. She had two brothers and two sisters. Her father was an officer in the military and her mother worked for the United States Coast Guard.

Flo spent her childhood in Alabama, Georgia, and D.C., before settling in Maryland. Much of her life has been spent in Bethesda, where she graduated from Bethesda Chevy Chase High School.

Flo's family has always been supportive of her BPW activities. Her brother Jim was a frequent traveler with her to National Conventions and was often seen assisting at her campaign parties.

Her first job was as a clerk-typist for the United States Maritime Commission in D.C. In 1949, She was "temporarily loaned" to the D.C. Government where she worked for over 30 years. In 1980, as a Senior Supervisory Tax Conferee and a Civil Service employee, Flo retired and went into the private sector.

She is also Senior Vice President of Tommy Toes, Inc., an orthopedic business started by fellow Potomac BPW member Nancy Brown.

Flo has always been active in the community and feels that "service to one's community is a privilege rather than an obligation." She has served in many capacities since 1967 at North Bethesda United Methodist Church, where she served for over 10 years as the Church Membership Secretary, which included more than 400 Family Units, maintaining records of their dates of joining, marriages, births, etc., of each parishioner. Under her leadership, as Chairman of the Staff Parish Committee, she approved the pastoral appointment of the first woman minister in the history of NBUMC.

Flo is a member of the Order of the Eastern Star, Kensington Chapter No. 39. She has been active in the Wildwood Citizens Association where she was assigned as a representative to the Bethesda Fire Department for the Wildwood Community of Bethesda. She also served as a Red Cross Volunteer, Night Chairman of National Institutes of Health Red Cross Volunteers. Flo is also a member of the Montgomery County Citizens Alumni Academy Association, a member of The National Association of Parliamentarians and the American Institute of Parliamentarians.

Having grown up during World War II, it is understandable that World War II history is one of her hobbies. Other hobbies include genealogy, protocol and parliamentary law. She is a Certified Parliamentarian. Flo is a dog lover and has had a pet for most of her life.

Alana Stevenson, Flo's mentor, wanted her to become less introverted and suggested that she join American Business Women's Association as a way to help her. When she found no local chapter, she researched and found the National BPW listed in the phone book. She visited a couple of Locals but prior to joining one, she was contacted by the Chairman of the Rockville BPW expansion committee

regarding a Local being organized in Potomac. As a result she became a Charter Member of Potomac BPW.

An active BPW member from the beginning, Flo served on most committees. After serving as First Vice President and President-Elect, she became Potomac's President for 1978-80. She was also becoming active at the state level and served as BPW/MD President in 1984-85. More recently, Flo has served BPW/MD as Bylaws Chair and a number of years as Parliamentarian. Flo credits the Individual Development Program (IDP) with helping her to develop her speaking skills and for giving her the courage to run for office.

Flo fondly remembers her early years in Potomac BPW and her first State and National conventions and the friendships she made. At these conventions, she truly learned what BPW was all about. The whole convention process was different then, with more business, more debates, more

candidates, etc. Today's meetings are designed to meet the needs of a smaller membership and are thus very different.

Flo feels that new members should be assigned to a Local committee and a "Buddy" member to help them get to know what BPW is about and to help them get to know other members. BPW is a great opportunity for self-growth as well as leadership development. It is also a means of networking and meeting individuals from other areas of the state and from other occupations. It is a great way to learn from others and to teach others.

Like many women in the 1950s, Flo first became aware that women did not have equal rights under the law when her father had to sign for her to buy a car and get a credit card. She became aware of the Equal Rights Amendment in the 1970s.

Flo feels that it is important for us to "Lead by example and always find a way to plant seeds."

Peggy Luber – Past State President Laurel BPW



Peggy Luber was born on November 23, 1926 in the Bronx, New York. Peggy has exemplified the struggle of working women throughout the ages, and has beaten the odds to proudly relate a success story of her life.

Peggy was the oldest of three children, and took the last name of her stepfather, Buckley. Her mother was born in Ireland, of the McSweeney family. Peggy received scholarships to attend St. Jerome's Elementary and Father Young Academy for Girls, where the students were taught by nuns. Peggy did all of the ironing for herself and two siblings, which included five sets of middy shirts, for 15 outfits per week. Her first job at age 14 was at Bloomingdales, where she earned 30-50 cents per hour. At age 15, Peggy dropped out of school and moved to Laurel, Maryland, where she worked in a restaurant. During WWII, she met Brian Souder and they were married in 1944. Peggy had five children with Brian: Michael (b. 1946 - died at birth), Brian (b. 1947), Timmy (b. 1948), Theresa (b.1949), and Jeannie (1950-1999).

Peggy continued to work while she raised four children. Her husband abandoned the family, and she struggled to support her family first as a waitress, and then later as a telephone operator. She had to split up the children so that her in-laws could care for the youngest ones while she worked. In 1956, Peggy married Ronald Eugene Summers, who was a Maryland State Trooper and a good stepfather to her children.

Peggy eventually obtained her GED (General Educational Development Test; equivalent of a high school diploma) 20 years after leaving school, and while she was working two jobs. In the 1960s and 1970s, Peggy trained, and eventually got a job at Johns Hopkins Applied Physics Lab, and later also worked at NASA, as a computer operator. Peggy trained the men as computer operators (at NASA) and was never promoted. After her marriage failed, Peggy faced housing discrimination because she had difficulty getting an apartment in Laurel, as a single woman with two daughters (the boys were on their own).

Peggy took the real estate exam, passed the state board, and worked in real estate from 1972-2008. She met Louis Luber, a volunteer fireman, at a fire department dance in Laurel, and they were married in 1974. Peggy sang for five years with the Sweet Adelines, and never misses a chance to sing at a piano bar.

In 1987, Peggy was invited by Regina Vetter to join BPW, and she became a member of Laurel BPW. Peggy learned from personal experience that women did not have equal rights under the law, but she first became aware of the Equal Rights Amendment from BPW, where she also learned how to speak up for herself. Peggy said that BPW taught tolerance and equality, and gave her confidence, and raised her self-esteem.

Peggy served as Treasurer, Secretary, Vice President, and President for Laurel BPW, and then Secretary (by hand!) for BPW/MD. She served the Maryland Federation as President in 2002-2003, and again in 2012-2013. She attended BPW/USA National Conferences, and once when the conference was in Charlotte, N.C., she was a passenger in a race car that went around the racetrack twice!

Peggy has outlived three husbands, a son and a daughter. She has nine grandchildren, and 14 great-grandchildren, living in Connecticut, Virginia, and Florida. Peggy's advice to women is "just hang on." She is most proud that "I made it – I'm still here!" Peggy is very proud of her daughter, Theresa, who is serving the Federation as Second Vice President. Peggy is a determined optimist, and an example of how women can succeed despite discrimination in pay, housing, and jobs. We are proud of you Peggy, and thankful for the example you have shown to us.

2015 BPW/MD ANNUAL CONFERENCE HIGHLIGHTS

“The Power of You ~ Women Can Do It!”

Contributed by Theresa Foster, First Vice President BPW/MD

BPW/MD's 85th Annual Conference was held May 14-16, 2015 at the Hampton Inn Frederick.

We had a full day of IDP, a Silent Auction and viewing of a documentary on women. The BPW Foundation of Maryland was the charity for the conference.

We kept the business sessions streamlined to give more time for all the other planned activities. Four great workshops were held Saturday, especially chosen for the busy women BPW/MD members are. We recognized individuals and our LOs with awards and installed the new officers for the coming year.

The Executive Committee dinner at the Macaroni Grill on Thursday kicked off the weekend. All members were invited to join us.

On Friday, there was an all-day Individual Development Program class, with all 15 modules presented to members and guests. Nancy Werner, Susan Horst, Anne Whitt and Mary Ellen Poole were the wonderful instructors. What a very interesting and fun learning experience!

That evening we had our first glance at all the items to bid on for our Silent Auction to benefit the BPW Foundation of Maryland. After dinner we watched the film “Miss Representation,” which exposes how mainstream media contributes to the under-representation of women in positions of power and influence in America. The documentary depicts how media, news, television, movies and society in general degrade women. It talks about body image with young students and how



Frederick BPW hosted the 2015 Annual Conference. Frederick members, standing L-R Mary Ellen Poole and Sara Brownlowe and seated L-R Francine Heaton and Faye Glover, welcome attendees at the Registration table.



Jo Ellen Soesbee, of Tool Box Tom Girl LLC, presented a home repairs workshop at Annual Conference.



IDP students gather with instructors after completion of IDP “Stand Up and Speak Out” at Annual Conference.



2014-2015 BPW/MD President Susan Horst thanks luncheon guest speaker, Congresswoman Donna Edwards (D-MD).



Past National President and Past BPW/MD President Diane Polangin and Past Pennsylvania BPW President and current Hagerstown BPW member Nancy Werner served as Installing Officers for the 2015-2016 BPW/MD Officers' Installation.



society makes them feel they should look and much more. A lively discussion on the film followed.

After the movie and discussion, members joined the BPW/MD President for a reception in her suite, with light refreshments and friendship. It was also a great time to catch up with members you don't get to see very often and meet new members.

Saturday morning started with our annual Memorial Service to remember and honor our BPW Sisters who passed away during the year.

Congresswoman Donna Edwards was the keynote speaker at the Saturday luncheon. Edwards was honored for all her hard work and dedication in supporting women and families. An excellent speaker, Edwards captivated her audience. She talked about the challenges of being a single, working mother raising her son, and the experiences she has had being a women in Congress. Congresswoman Edwards will be running for the Senate seat being vacated by retiring Senator Barbara Mikulski. Whoever wins that election will have huge shoes to fill!

Continuing with our busy Saturday schedule, we had four fantastic workshops geared at busy working women. The first Power Workshop was on home

repairs presented by Jo Ellen Soesbee, the Tool Box Tom Girl. It was very enlightening when she showed us some basic tools we should all have in our homes. Jo Ellen's company, Tool Box Tom Girl LLC, does facility maintenance and residential repairs. She specializes in the smaller home repairs that the larger contractors don't want to do. She enjoys remodeling kitchens and bathrooms.

The second workshop was on car tips by AAA representatives Ben Perricone and Ed Kriston. The two gave some general maintenance tips for cars and told us no matter how small or large the company is that does your vehicle repairs, make sure to get to know the people there. It will help you

get better service and, when possible, better deals on those larger repairs. The repair companies will treat you better to ensure your continued use of their services.

The third workshop was on Mental Health and Work/Life Balance presented by Ellie Bentz, LCSW-C, Clinical Director, Counseling Services, Mental Health Association of Frederick County. She was knowledgeable and had a powerful message. She provided so much valuable information on how to detect if someone you know may be suffering with a mental health issue and what we should do. She also gave us names of agencies that may assist in finding help. Bentz said that the best way to achieve work/life balance



After the Installation Banquet, Nancy Werner, new 2015-2016 BPW/MD President Theresa Foster, entertainer Todd Walker and Susan Horst pose with the "We Can Do It" poster.

in our own lives is to take care of ourselves by allowing personal time to do what you need for your own physical and mental health and not devote all of your time caring for others. Also, we need to make time to do regular activities that make us happy.

The fourth workshop was an exercise session presented by Ginny Schmidt, a Towson/Hunt Valley member. She showed us some basic exercises for stretching and stressed the importance of walking, healthy diet and staying hydrated.

The Installation Dinner and Award Ceremony was held later Saturday evening. This was the part of the weekend when we celebrate individuals and our Locals by awarding certificates of appreciation and certificates for special programs they participated in or for community outreach. It was a great way to say Thank You to the LOs and their members for all they do for BPW/MD.

The installation of officers is always a beautiful ceremony and we were blessed to have as installing officers, Past National President and Past Maryland President, Diane Polangin, and Past Pennsylvania President and Hagerstown BPW member, Nancy Werner. The dynamic duo did a magnificent job.

Your 2015-2016 State Officers are: President Theresa Foster, 2nd Vice President Theresa Souder, Secretary Lenita Walker and Treasurer Mary Veber. Thank you ladies for being Women Taking the Lead for BPW/MD.

Todd Walker delighted us with his entertainment. His music and funny wit was a great way to finish the celebration and the conference.

THE MONTGOMERY COUNTY COMMISSION FOR WOMEN

and our many co-sponsoring organizations invite you to the

Save the Date!

Women's Legislative Briefing 2016

Sunday, January 31, 2016

TIME: Doors Open at 11:30 am, Program 12:30–6 pm

LOCATION: The Universities at Shady Grove, Bldg II
9630 Gudelsky Drive, Rockville, Maryland

General Admission Registration begins at 11:30 am with light refreshments. The conference begins with an **opening ceremony** and **greetings**. **Compelling seminars** on legislation in the Maryland General Assembly will fill out the afternoon. A **reception** will conclude the event providing an opportunity to meet with county and state elected officials, advocates and representatives of the most prominent county, state and national women's organizations.

Sign language interpreter services will be provided only upon request with notice as far in advance as possible, but no less than 72 hours prior to the event. If these or other services or aids are needed to participate in this activity, please call 240-777-8333 or email a request to Jodi.Finkelstein@montgomerycountymd.gov.

**AGAIN THIS YEAR:
SPECIAL SEMINARS
FOR TEEN GIRLS!**

**Registration Opens
November 1!**

**Co-sponsorship and
Exhibit Table Opportunities**

For more information,
please contact the
Montgomery County
Commission for Women
at 240.777.8333

www.montgomerycountymd.gov/cfw

BPW/MD Leadership Retreat - August 1, 2015

Contributed by Theresa Foster, BPW/MD President

What a great way to spend a Saturday, surrounded by BPW members interested in learning from each other and from trained professionals. On August 1, 2015, BPW/MD hosted its second annual Leadership Retreat at the Hilton Garden Inn, in Frederick, with 25 in attendance. The annual event is an added bonus to your BPW membership. It is free; you receive lunch and have learning experiences in a relaxed and friendly atmosphere.

The Executive Committee had a meeting the day before and dinner at the Cracker Barrel Restaurant. PSP Peggy Lubber, IPSP Susan Horst and E-member Ellie Tryon Elgin joined us for dinner.

The retreat was divided into three sessions. The first session included four speakers. First was President Theresa Foster who spoke about the BPW/MD Vision, Mission and What BPW has to offer. Our mission's first priority is the Equal Rights Amendment, so all will have the same legal rights guaranteed in the United States. No one should ever be denied equal rights because of their sex. BPW/MD will continue to support Legislation, Education and Funding to ensure: Economic Equality, Health Care and Civil Rights for all women. Theresa Foster's personal vision as President for the coming year is to continue all of the above and stay informed on all bills on women and family issues, which need to be passed; and to contact our representatives to ask them to support or not support such bills.

Theresa wants to keep in touch with her contacts on Human Trafficking and also try to visit each Local Organization and work with them on membership. Next, she spoke about what BPW has to offer its members. First was participation at your Local Organization events. Second, was participation in the Maryland events, which have huge benefits to members. Yet so many do not attend and that is a major loss for those members. They are missing out on all the speakers and programs that their Local may not be able to have for them. The third resource is the publications of *The Newscaster* and the *Power Lines* messages, which we send out to all members, packed with information and dates to remember about activities around the State and our two conferences a year. Fourth is the BPW/MD Website. This is another resource, which many members do not use, that has current information on State and Local events. Our fifth resource is the Individual Development Program. This training is a wonderful benefit for all members to take advantage of and it goes hand in hand with membership. The sixth resource is our National Business Women's Week® Celebration in November. All the women whom we honor are great sources of information and contacts for your personal and business lives. And last, but not least, is the mentoring and camaraderie from our fellow members and lifelong friendships we have made in our years in BPW.

Our second speaker was Immediate PSP Susan Horst who gave a wonderful account of our BPW History, including how and why our organization came to be and how it grew over the years and the different historical events



Leadership Retreat attendees out in hallway for an interactive Civility exercise.



L-R: BPW/MD President Theresa Foster, and Patty McDonald and Latrice Lewis, of Frederick County Workforce Services, who spoke on Workplace Civility at Leadership Retreat.



Mary Ellen Poole, Frederick BPW member, presented a workshop on "Writing Your Own Story."

that took place. The third speaker was Nancy Werner, Past Pennsylvania BPW President and member of Hagerstown BPW. Nancy gave a brief talk about IDP and how successful the all day class at annual conference was. She is already hearing from members who took that class and now want to go on to the next level and take Leadership Training to teach the IDP class to other members. The final speaker was Anne Whitt, BPW/MD Parliamentarian, who gave a great talk on Parliamentary Guidelines and Officer and Committee Chair Responsibilities.

Then we did something a little different. Instead of just giving everyone attending a minute to tell about their role in BPW, we asked each attendee to tell us a few personal facts about themselves. This was a good exercise that actually helped all of us to get to know each other better. I think everyone enjoyed that segment very much.

The second session of the day started after lunch with Workplace Civility presented by Patty McDonald and Latrice Lewis, of Frederick County Workforce Services. These two professionals taught us so much that day about the different people we come into contact with and how we treat each other when we interact. We did some interactive exercises, which were examples of civility or the lack of it, which I think everyone really enjoyed. We also saw a short clip on just rephrasing how you say something can make such a big difference in the outcome of your choices. At the end of the day, each participant received a book on Civility to take home and read.

BPW/MARYLAND LEADERSHIP RETREAT WORKPLACE CIVILITY PRESENTATION

August 1, 2015 • By Ellie Tryon Elgin

OVERVIEW

1. Summary

This workshop was presented by Patty McDonald, PHR and Latrice Lewis, MBA; both are Business and Career Consultants for the Frederick County Workforce Services. The goal of this workshop was for all participants to become more self-aware of our own civility not only in the office, but also in our everyday lives. They started the workshop off with an exercise that got us talking about what is civility, how it affects us personally, what is the language of civility, and what are the behaviors of civility vs. incivility.

Getting us to interact with each other and give examples of verbal and non-verbal acts of civility and non-civility help set the tone of the workshop. This allowed us to be more introspective of how we act, we behave, the language we use and how we define civility. It helped us in being able to verbalize the impact of non-civil behavior on us, but also in business.

2. Scope

The idea of civility should be an intricate part of our lives; especially how we treat people in business. These are our co-workers, employees and customers. Business productivity is affected by how we treat each other, our customers, and our employees. Civility is the hallmark of developing a positive business culture that encourages teamwork, self-awareness, and productivity. When businesses have a culture of civility in the workplace, it creates a positive atmosphere where employees want to be, work together and be productive and happy.

3. Rationale

The workshop focused on:

- How incivility affects the workplace
- How it affects employees
- How it affects customers
- How it affects our daily lives

4. Outcomes of incivility

The session included the definition of civility. Each group was given two sheets of paper to list what the impact of incivility is on us at a personal level and how it affects business. Below is a list of behaviors and actions that reflect how incivility affects our lives.

Impact on the Individual

Lower self-esteem
Health issues
Stress related
Physical illnesses
Depression
Absenteeism
Lower productivity
Apathy
Anger and lack of people skills
Loss of promotion
Poor reputation
Inappropriate behavior & dress
Feeling of isolation
Effects on family life

The third and final session of the day was Writing Your Own Story, presented by Mary Ellen Poole, Frederick BPW member. This session was equally informative and showed us the importance of having our families, especially older relatives, tell the stories of their lives. Unfortunately, many of us can say I wish I had spent more time with someone and gotten to know about parts of their lives that we didn't get to experience with them. The moral of the story for the writing class is to write your memories and experiences down so many future generations of your family will really get to know you, even if they never met you. It really was a fascinating class to attend and participate in.

Attendees filled out evaluation forms before they left that day. I was so amazed and proud of what the evaluations told us. I would like to share a few comments on each segment with you. It was very hard to only pick two for each.

Topic one: BPW/MD Vision, Mission and What BPW Offers:

- (1) BPW/MD is continuing to use their power to help women gain in their personal and professional lives.
- (2) Did a good job talking about the importance of BPW.

Topic two: BPW History:

- (1) Proud to be a BPW Member.
- (2) Lovely explanation of the history and involvement in getting the right to vote, professional recognition.

Topic three: IDP for BPW:

- (1) Great source to direct more information to LO Presidents.
- (2) We can never learn enough. Keep it coming.

Topic four: Parliamentary Guidelines and Officer and Chair Responsibilities:

- (1) Clear picture of rights for all.
- (2) Advisor to board spoke on Policy and Procedures and how important for all members to be familiar with them. Parliamentarian is there to help understand Policy and Procedures, Liked the idea how members and LO Presidents need to support the members.

Topic five: Personal Histories and BPW Roles:

- (1) Interesting stories about how each of us became BPW members.
- (2) Was nice to hear and learn about each other.

Topic six: Workplace Civility:

- (1) A plus for presentation and facilitators.
- (2) Lets find out what other topics they can present and have them back. Thought provoking.

Topic seven: Writing Your Own Story:

- (1) A time to remember the "Good Times" of my life.
- (2) Loved it, Fantastic Ideas.

Topic eight: General Comments:

- (1) Good Day!
- (2) Excellent Day! Great Learning Experience.

I want to close by saying Thank You to all who either presented or participated in the Leadership Retreat. I hope we can continue to provide these kinds of retreats for our members for many years to come.

Impact on the Business

Loss of productivity; loss of profits / income
Loss of customers
Law suits
Low morale
Employee retention
Lack of teamwork
Favoritism
Reputation as a good business
Health costs due to absenteeism,
Stressful working conditions
Loss of ability to compete with other businesses
High turnover – due to toxic work environment
Business shutdown / closings

5. Changing the Dynamics

What is Civility? And how do we become more civil?

According to Merriam-Webster, civility is the act of being polite, reasonable, and respectful; being courteous and respectful in action and expression; having manners.

So, what behaviors are respectful? We can start by being kind and understanding of other people; recognizing that we are all not in the same place. Smiling, even when you feel like there is nothing to smile about. Don't judge – don't relate everything to how we think things should be done. Recognize cultural or ethnic differences. Listen more; talk less – really make an effort to hear what that person is saying. Don't be afraid to apologize. See the positives in people and discourage rumor mongering. If someone is having a bad day – reach out and offer to help them. Say thank you. It seems like such a small thing, but the act of thanking someone projects an act of appreciation that can affect how you are treated in return. Doing small acts of consideration. Being aware that you are not the only person in the room, the house, the business, etc. A simple act of keeping a common area neat by cleaning up after yourself. Ask before taking something from someone's work area. Don't borrow without asking. Don't interrupt. Don't barge into a person's office and start talking without asking if they have a few minutes to spare and if they don't, their response may seem like they are ignoring you. Ask – Do you have time to talk? We end with the Golden Rule. Treat other people the way you would want to be treated – the Golden Rule. Every culture has a golden rule. The Law of One:

- "We are all one. When one is harmed, all are harmed. When one is helped, all are healed." — Confucius
- "Regard your neighbor's gain as your gain, and your neighbor's loss as your own loss." — Taoism
- "We should give as we would receive: cheerfully, quickly, and without hesitation, for there is no grace in a benefit that sticks to the fingers."
— Seneca, Roman Statesman

Care & Concern

Diane Polangin, who can't even walk at this point, is having a total hip replacement on Oct. 20 and needs our prayers. She will be recuperating from October until sometime in December. Diane Polangin's address is 3006 Savoy Lane, Bowie, MD 20715.



L-R Nancy Werner, Linda Fihelly, Greta Davis and Dawn Stiles at the 2015 WPEA Conference in Greensboro, N.C.

BPW/MD Represented at WPEA Conference

By Linda Fihelly, BPW/MD Legislative Chair

Greta Davis, Linda Fihelly, Dawn Stiles and Nancy Werner represented Maryland at the 2015 Women's Professional Empowerment Alliance (WPEA) Conference, hosted by BPW/NC in Greensboro, North Carolina, on July 23-25. Since we no longer have a national organization, this gathering basically takes the place of what used to be our annual national conference.

BPW members from eight states attended. We got to hear what the other state organizations are doing and shared a bit of what Maryland has accomplished in the past year. We heard from several winners of Young Careerist programs--very impressive young women. Not only were their speeches entertaining, and, in some instances, very moving, they all gave us hope for the future.

In our free time on Friday, we visited Replacements, Ltd., the world's largest retailer of old and new china, crystal, silver, and collectibles, and the International Civil Rights Center and Museum, in the former F.W. Woolworth store where the Greensboro Four sat down at the "whites only" lunch counter and started America's civil rights sit-in movement.

On Saturday, we joined with NC Women Matter, a coalition of some 36 organizations, for workshops on building collaborations and sessions on advocating for the ERA, Latinas, Economic Security, Voting Rights, and Reproductive Justice.

All in all, we had a great time. Our BPW/NC sisters were great hosts.

The 2016 WPEA Conference will be held in Detroit, Michigan, July 21-24, 2016. Mark your calendars and plan to attend!

The Importance of Voting, Electing Good Candidates, and Supporting Legislation That Helps Women

By Linda Fihelly, BPW/MD Legislative Chair

Designated as Women's Equality Day, August 26 commemorates the 1920 passage of the 19th Amendment to the Constitution (women's suffrage) and calls attention to women's continuing efforts toward full equality.

Montgomery County BPW celebrated Women's Equality Day with Montgomery County NOW at Chef Geoff's Rockville. Members of Southern Prince George's BPW attended Congressman Steny Hoyer's annual Women's Equality Day Luncheon two days earlier.

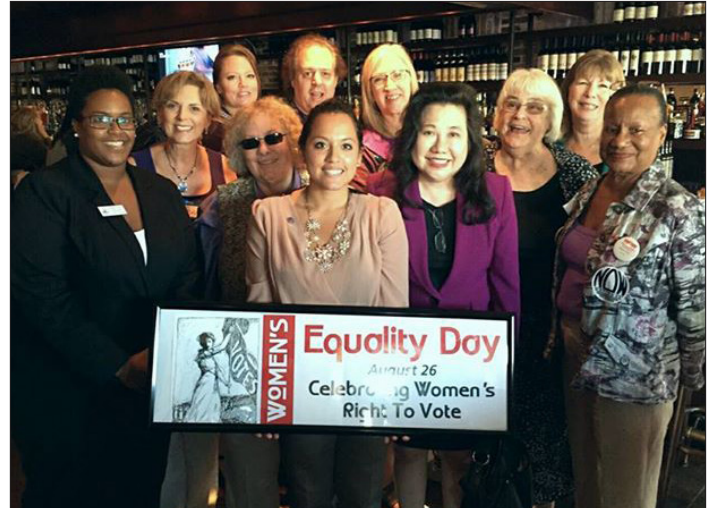
These events remind us of the critical importance of voting and being engaged in our communities to ensure the election of candidates who will support our issues. In 2016 we will be voting for someone to take our wonderful Barbara Mikulski's Senate seat, as well as for President, Congressional Representatives, and others. So it is in our interest to register and get out the vote. Information about voting, registration, election dates, and candidates can be found at www.elections.state.md.us.

Equally important are our BPW legislative issues: ERA, economic equity, health, and civil rights. Once again, Senator Cardin has sponsored a resolution (S.J. Res. 15) in the Senate to remove the deadline for the ratification of the Equal Rights Amendment. In the House, Jackie Speier, (D, CA) has introduced companion bill H.J. Res. 51. You can follow the progress of bills; see the cosponsors, etc., at www.congress.gov.

Right now, there are efforts to defund Planned Parenthood moving forward. Cutting funds for Planned Parenthood would mean less money for a whole range of health services that women--especially low income women--rely on. We need to ask our representatives to oppose defunding legislation. There are many bills that deserve our attention, and it is important that we make our legislators aware of our concerns.

When the Maryland General Assembly convenes in January 2016, we expect that bills such as the Maryland Healthy Working Families Act (paid sick and safe leave) that did not pass last year will be reintroduced. As a member of the Maryland Legislative Agenda for Women (MLAW), Maryland BPW will be joining with other organizations to support legislation of concern to women and families.

We will try to alert you to bills in the areas of domestic violence, reproductive rights, Social Security, pay equity, etc. We are also exploring the possibility of cosponsoring several candidate forums. The year ahead will be a busy one. We look forward to your support.



Members of the Montgomery County BPW and Montgomery County NOW join in the celebration of Women's Equality Day at Chef Geoff's in Rockville.

BPW/MD Calendar of Events



2015

- Oct. 19-24 National Business Women's Week®
- Nov. 3 Election Day – Mayoral elections selected cities
- Nov. 11 Veterans Day
- Nov. 13 EC Meeting & Foundation Trustees Meeting, Ramada Plaza, Hagerstown
- Nov. 14 BPW/MD Fall Conference and NBWW® Celebration
Ramada Plaza, Hagerstown
- Nov. 14 Maryland Legislative Agenda for Women Conference, Gaithersburg

2016

- January 31 Women's Legislative Briefing, Universities at Shady Grove, Rockville
- March 8 International Women's Day
- April 12 Equal Pay Day
- April 29-30 BPW/MD Annual Conference
The Hilton Garden Inn, Frederick
- Nov. 8 Presidential Election Day

In Memoriam

Edith (Edie) Greene **Southern Prince George's County BPW Member**

Born Sept. 25, 1931 Died May 29, 2015

Excerpted from eulogy given by Edie's daughter Robin, at Edie's funeral on June 6, 2015.

Used with permission.

For those of you who knew her well, Edie was a hard worker, opinionated, and a passionate person. My mom told us stories about her high school years: "Well, you know I went to Eastern High School, but graduated from McKinley night school; I got a job at the phone company and thought I was hot shit and dropped out of high school." After that response sank in, I knew her true underlying tale; she was helping support her family because her father was absent and there were four mouths to feed and she needed to help keep a roof over their heads.

My parents were married in 1957, Abbot and Costello. My dad the clown and my mom forever the straight man. As a child, I remember her being a "Leave it to Beaver mom;" on a daily basis the house was spotless, dinner on the table at 5 pm. She sewed our clothes; although it was hard to be glamorous as a child in double polyester knit, we did have clothes on our backs. She was a self-taught master seamstress. It was difficult to tell the difference between store bought and Edie made. Her suits were lined, had great detail and only missed a label.

She was the original extreme coupon lady long before the shows ever came out. Going grocery shopping with her took hours. It started with her sitting at the table, reviewing the newspaper, finding the sales and plotting her course. She would get ready, makeup flawless and then she would put on the fez - the fur hat. The most embarrassing hat ever. She would say, "I didn't have time to do my hair"... but she took the time for an hour-long makeup session!

My parents belonged to a gourmet cooking group that met monthly; they would pick a country and each person had to make a dish. I can remember her preparing the food, then fretting over the dish, thinking is it right? Will they like it? She loved to cook and developed some of her closest friendships with that group over 30 years.

In 1984, she was introduced to BPW and her life changed. Business & Professional Women opened her eyes as to what the expectations of women were. Her role as a 1950s June Cleaver was blurred, it was not who she really wanted to be, but was what was expected. She blossomed into a passionate Women's Rights Activist. She truly found her niche in life. She lobbied for the Family Medical Leave Act, wrote Congressmen about the Social Security Act and how changes needed to be made. She went back to school and achieved her Associate in business in her 50s - one of her proudest moments in her life. She held several offices in BPW, was president of her Local from 1989-1990, she was honored as Woman of the Year in 1992, and also served at the state level.

She bonded well with the women of BPW, a lot of strong women supported her when she lost her husband of 33

years; she was able to persevere. Although some of her lifelong friends didn't understand her love for BPW, it really completed her mold of whom she really was: Edie, a short lady who was timid behind a stern exterior, quick to give her opinion, whether solicited or not; and when she was giving that opinion, she was sure to CLUE you that she knew what she was talking about.

The last year and a half she had lived with my family and me, and we recognized her memory was fading, and our roles in life had changed, I was the mom and she needed us. My kids thought it was great that she would get on her high horse about something and I was getting "CLUED," and it wasn't them. They learned the kind of person she was, caring but stern.

She touched many people. I hope all of you have fond memories of her because now you all have been "clued" about her life. I am appreciative for the parts that all of you have played in her life.

Note: The family suggests that any donations be made in Edie's name to the Southern Prince George's Business and Professional Women's Foundation, c/o Treasurer Sharon Jacob, 12808 Quail Lane, Brandywine, MD 20613. Contact Linda Fihelly, SPG/BPW President, with any questions at 301/599-1942 or lfihelly@hotmail.com.

Dorothy J. Mount **Laurel BPW Member**

Longtime Laurel resident Dorothy Japonette Mount died Sept. 9, 2015 at the Baltimore VA Medical Center, of West Nile virus.

Dotty Mount was born in Johnstown, Pa., April 19, 1921, the middle child of seven children and the only girl born to Dorothy Lochrie and George Hertzinger. Dotty worked as a seamstress before enlisting in the Navy in 1943 at the height of World War II. At just under five feet tall, she proudly bore the nicknames "Peanut" and "Littlest Wave." When she returned to civilian life, Dotty was justly proud of her service to her country.

In 1954 Dotty married Vance Mount in Washington, D.C., and moved to Laurel, that same year.

Dotty joined Holy Trinity Lutheran Church Dec. 1, 1957. She was actively involved in many aspects of the church life, including the Women's Ministry, Bible studies, Sunday school, the Holiday Bazaar and fellowship. Dotty had a very strong faith in God and she loved being an active member of Holy Trinity.

Dotty was especially proud of her age and would often ask if you knew how old she was.

Most of her life revolved around children, first her own, and then the many that came through the daycare that she ran out of her home and the foster children she would take in when asked. An avid seamstress even at the age of 93, Dotty was a longtime and active member of the Laurel Business and Professional Women.

Four children; four grandchildren; and three great-grandchildren survive Dotty.

Obituary written by Dotty's neighbor, Mike McLaughlin.



**MARYLAND FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN
(BPW/MD)
2015-2016 MEMBERSHIP FORM**

BPW: Women Helping Women Succeed

Business & Professional Women of Maryland (BPW/MD) is a not-for-profit, nonpartisan, and nonsectarian volunteer association that promotes equity for all women in the workplace through advocacy, education, and information. All individuals who support the mission of BPW/MD are invited to become a member. Contact us at membership@bpwmaryland.org or (301) 733-3226 for membership information.

- Pay by check, **Payable to BPW/MD** and mail to BPW/MD Membership Committee **OR**
 Pay with credit card via **PayPal on www.bpwmaryland.org, Join Now!**

MAIL TO: MARYLAND FEDERATION OF BUSINESS & PROFESSIONAL WOMEN (BPW/MD), MEMBERSHIP COMMITTEE, 11530 DELLWYN DRIVE, HAGERSTOWN, MD 21740. VISIT US ONLINE AT: www.bpwmaryland.org

APPLICANT INFORMATION

Name: _____

Home address: _____

City:	State:	ZIP CODE:
Phone:	Fax:	E-mail (Required):
Cell:		
Please indicate phone preference: Please indicate E-mail preference:	<input type="checkbox"/> Home <input type="checkbox"/> Work <input type="checkbox"/> Cell <input type="checkbox"/> Home <input type="checkbox"/> Work	Birthday: Month ____ Day ____

BUSINESS INFORMATION

Current employer: _____

Title: _____

Address: _____

City:	State:	ZIP CODE:
Phone:	Fax:	E-mail (Required):

Website: _____

INDUSTRY, please select one

<input type="checkbox"/> Arts/Entertainment/Media <input type="checkbox"/> Computers/Technology <input type="checkbox"/> Banking/ Finance/Insurance <input type="checkbox"/> Education <input type="checkbox"/> Health Care/Medicine	<input type="checkbox"/> Beauty/Wellness <input type="checkbox"/> Human Services/Public Safety/Government <input type="checkbox"/> Legal <input type="checkbox"/> Manufacturing	<input type="checkbox"/> Marketing/Advertising/PR <input type="checkbox"/> Professional Services <input type="checkbox"/> Real Estate/Construction <input type="checkbox"/> Nonprofit/Association <input type="checkbox"/> Retail/Wholesale	<input type="checkbox"/> Science/Research <input type="checkbox"/> Travel <input type="checkbox"/> Other: _____ <input type="checkbox"/> Business Owner _____ (bus. name)
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HOW DID YOU HEAR ABOUT BPW?

Referred by member (Name): _____

E-mail Announcement Website Newspaper Word of Mouth Other (Specify): _____

Are you a: New member Renewing member Transfer (Other BPW Organization): _____

LOCAL ORGANIZATION TO WHICH YOU ARE APPLYING / RENEWING

Members may affiliate with a Local Organization (**Member of Local - MOL**) or maintain state membership only (**Member at Large - MAL**). **Student Members** must be enrolled in an accredited institution of higher learning for at least 50% of their time. All three types may participate in the governance of the organization. Individuals may join as an **E-Member** to receive electronic state communications, but may not participate in the governance of the organization.

1. Select the type of membership: **Member of Local (MOL)** **Member at Large (MAL)** **Student Member** **E-Member**
2. If **Member of a Local (MOL)**, select the Local Organization with which you would like to affiliate:
- | | | |
|--|---|---|
| <input type="checkbox"/> Frederick BPW | <input type="checkbox"/> Hagerstown BPW | <input type="checkbox"/> Laurel BPW |
| <input type="checkbox"/> Montgomery County BPW | <input type="checkbox"/> Southern Prince George's BPW | <input type="checkbox"/> Towson/Hunt Valley BPW |
| <input type="checkbox"/> Eastern Shore (<i>coming soon!</i>) | | |

Would you like to be part of an area speaker's bureau? Yes, Subject: _____

Would you like to host a webinar? Yes, Subject: _____

ANNUAL MEMBERSHIP DUES NEW RENEWAL

<input type="checkbox"/> Member of Local (includes Local and State Federations, and National BPW Foundation)	\$100	<input type="checkbox"/> Member-At-Large	\$100.00 (Includes State Federation and National BPW Foundation)
		<input type="checkbox"/> Student	\$ 60.00 (Includes same as Member of Local, but at reduced rate)
		<input type="checkbox"/> E-member	\$ 40.00 (Receives Electronic State Communication)

SIGNATURE _____ **DATE** _____ [PROCESSED: _____] SEPT 2015