



The NEWSCASTER

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

2014 Call to Conference Issue

2013-2014

Call to BPW/MD 2014 Annual Conference

Join us to celebrate BPW/MD's 85th Anniversary!

"The Power of YOU – Purpose, Passion, Power!"

JOIN US on May 16-17, 2014, for the 2014 BPW/MD Annual Conference as we discover the Power of YOU and celebrate BPW/MD's 85th anniversary! We are delighted to hold our conference at the Frederick Hilton Garden Inn, easily accessible off I-270 and Route 85. The Hilton Garden Inn has fantastic amenities and is a great location for our conference. Not only is this year a special year for BPW/MD, but also Marylanders are electing a new Governor and Lt. Governor, and BPW/MD is hosting a gubernatorial candidates forum on Friday evening. This is our chance to let the candidates know about our mission and *Purpose*, our *Passion* for helping women, and the *Power* that women have in the voting booth.

Our conference kicks off with a luncheon on Friday with guest speaker **Michelle Day**, with Frederick County Workforce Services, focusing on developing future women leaders. Michelle and her colleagues, Patty McDonald and Latrice Lewis, will facilitate a 90-minute professional development workshop immediately following lunch on "Leveraging Your Strengths with Proven Strategies for Success." The workshop is free and open to the public, so invite a friend to join you for fun and professional development.

The Friday Business Session begins at 4 p.m., and we encourage all members to attend (all LO Presidents and Committee Chairmen are required) so that we have a quorum as our leadership presents the Federation business, which will be conducted throughout the weekend.

Beginning with dinner at 6 p.m. and a candidates' reception at 7 p.m. on Friday, the moderated forum will include questions about issues important to working women in Maryland. All 12 gubernatorial candidates have been invited and we are happy to include co-sponsoring local organizations.

A memorial service will be held on Saturday for our BPW sisters who have passed away in the last year. The Business Session will include reports from each Local Organization, committee updates, financial and bylaws decisions, the election of new officers, and some fun and interesting events and



Membership Sale on all new memberships through May 15!

See page 3 for details.

surprises throughout the day.

The Saturday luncheon includes a panel discussion of 21st century women's policies, and what BPW and each of us can do to ensure that women have greater representation in making legislative decisions.

An awards ceremony will follow the banquet on Saturday evening in

which individuals and Local Organizations will be recognized for their successes and hard work. We will install new officers for 2014-2015, and we need each member to commit to playing a role in the success of BPW/MD. This evening is fun and dressy (or not, your choice) and will be topped off by entertainment.

Don't forget to bring donations of business attire (suits, shoes, scarves, purses) for Woman to Woman Mentoring, a support group sponsored by Frederick Community College for women in transition.

Every member is encouraged to attend this action-packed conference! Each person has the ability to learn and grow, and we hope that every member will discover their inner leader and focus on developing their hidden talent.

We are looking forward to welcoming you to Frederick to discover the Power of YOU, as we focus on **Purpose, Passion and Power for all women**. Bring your family and friends, stay for the weekend, and make it an enjoyable and memorable experience!

Theresa Foster, 2014 Conference Chairman

Special Conference Early Bird Rate by May 2!

Register by May 2 and take advantage of a \$50 discount! **NEW!** Now members and guests can register online with a credit card via PayPal at www.bpwmaryland.org.



Postmark your conference registration and reserve your sleeping room at the Hilton Garden Inn in Frederick by May 2. See pages 10 and 11 for details. Don't miss BPW/MD's 85th anniversary celebration!



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ADVERTISING INFORMATION

The Newscaster is published three 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 major events, candidates, or candidate acknowledgments in a single issue at multiple issue rates.
Half Page	60	50	
Quarter Page	35	30	
Eighth Page	20	16	

The Newscaster **SUBMISSION DEADLINES**
 2014 Fall Issue – TBA

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PRESIDENT'S MESSAGE

Susan Horst

2013-2014 BPW/MD President

"The Power of YOU – Purpose, Passion, Power!"



I am so excited about our 84th Annual Conference at the Hilton Garden Inn in Frederick on May 16-17, 2014, and the celebration of BPW/MD's 85th anniversary! We have a fantastic line up of speakers, events, and celebrations you won't want to miss!

We are offering a special conference early bird rate to all members – a \$50 discount – for all registrations postmarked by May 2. Try our new online registration feature, which allows members and guests to register online via PayPal with a credit card. You can either pay by check with the paper registration form or visit www.bpwmaryland.org for conference registration.

I encourage ALL members to attend this special event to take advantage of professional development workshops, meet our gubernatorial candidates, learn about policies affecting women in the 21st century, share the successes of our members and the Local Organizations, and elect new officers for next year. And this is just the tip of the iceberg!

Check out the exciting agenda for our action-packed BPW/MD Annual Conference!

- 85th Anniversary Celebration
- Professional Development Workshop
- Gubernatorial Candidates' Forum-public invited!
- Memorial Service
- Streamlined Business Meeting
- Panel Discussion on 21st Century Policies for Women
- ERA Rally with special guests
- "Women 2 Women Mentoring" and "Free the Girls" Charities
- Awards Ceremony and Installation Banquet
- Raffles, BPW Jeopardy, Fun and Friends!

BPW/MD is poised to take the lead on the ratification of the Equal Rights Amendment, grow and develop our membership, and partner with amazing organizations, which share our goals and mission to promote the status of women locally and globally.

I'm so proud of the progress that BPW/MD has made this year – with new tools and technology, new website, new webmaster, new membership campaign, and a greater presence around the state.

Invite your new members and friends to join us for this exciting weekend in Frederick. Please promote our membership sale (25% discount applies to all member types) through May 15!

Join us as we celebrate 85 years of progress for working-women! We have the *Purpose* – we have the *Passion* – and we have the *Power* – let's make Equal Rights for Women a Reality!!

Membership Challenge!!!!!!

Your BPW/MD Executive Committee challenges each LO to *recruit at least one new member between now and our Annual Conference in May.*

Invite a friend to attend your next program, offer a ride to a prospective member, or hold a drawing for a free dinner at an upcoming local event. Wear your BPW name tag wherever you go to raise awareness about BPW. Promote BPW at local events where you can have an exhibit table or sign. Give membership applications and BPW Fact Sheets to all guests, and invite them to join! *Invite your new member to Annual Conference!*

Awards will be given at the BPW/MD 2014 Annual Conference to the individuals and LOs that recruit new members, as well as those that sustain their membership. This will not only strengthen each LO, but our state Federation will have greater participation and a much stronger presence as we advocate for women in Maryland.



Membership Sale!

In honor of **Alice Paul**, author of the Equal Rights Amendment - whose birthday is Jan. 11, and **Susan B. Anthony**, tireless advocate of women's equality, whose birthday is Feb. 15, **BPW is holding a membership sale!!!**

Now through May 15, new memberships are offered at a 25% discount; on sale for \$75 instead of \$100. Any member who refers a new member will also get the same 25% discount the next time their renewal is due. The Local Organizations will continue to receive their full allocation of every membership type.



Send All New and Renewal Membership Dues to Membership Chair Theresa Souder

Membership Chair and 2nd Vice President, **Theresa Souder** will be receiving all new and renewing membership dues. If you haven't paid your dues, or are not sure if you have, please contact Theresa Souder to pay them. Member of Local and Member at Large dues are \$100 annually (\$75 on sale now!), Student of Local is \$60 annually (\$45 on sale now!), and E-Member (only receives electronic communication and

(Continued on page 6)

KICK-OFF LUNCHEON KEYNOTE • FRIDAY, MAY 16, 2014 • 12:00 - 1:30 P.M.

Women@Work: Leading and Learning Across Generations

Focus on energy, empowerment, trends in career management and understanding generations at work



Michelle Day, MA
Manager, Training and
Employment Programs
Frederick County Workforce
Services (FCWS)

Join us for lunch as we kick off our 84th BPW/MD Annual Conference. We are delighted to welcome back Michelle Day as our keynote speaker, who will focus on women's leadership and the role of developing future women leaders.

Michelle was honored in December 2013 when she was named "Young Professional of the Year" by the Frederick County Chamber of Commerce.

Michelle has over eight years of experience in workforce development and is currently the Manager of Training and Employment Programs with Frederick County Workforce Services. During her time with Workforce Services she has focused on local labor market research and has presented to educators and other community groups committed to the development of an educated and skilled workforce.

Prior to her work with FCWS, she was an Assistant Director in Student Affairs at Shippensburg University where she oversaw student employment and student leadership development. She received her Bachelor's in History and Sociology and her Master's in Social History from Shippensburg University. Michelle is also an adjunct faculty member at Frederick Community College where she teaches management and leadership classes.

PROFESSIONAL DEVELOPMENT WORKSHOP • FRIDAY, MAY 16, 2014 • 2:00 – 3:30 P.M.

Leveraging Your Strengths with Proven Strategies for Success

Identifying strengths, articulating your value in your career and job search

Don't miss this great interactive workshop presented by Latrice Lewis and Patty McDonald, both Business and Career Consultants with Frederick County Workforce Services. Latrice and Patty will focus on how to market yourself, networking, resume dos and don'ts, and tips for continued career management.

Whether you're looking for a new career, want to refresh the one you have, or retired and beginning a new venture,

this workshop will help you learn how to market your best qualities and talents. If you're in the market for a new job — either part time or full — or if you're in the midst of a career transition, planning for one, or building a new business in your second act, join us for strategies to be a success at whatever goals you set for yourself.

The workshop is free and open to the public, so invite a friend to join you for fun and professional development.



Patty McDonald, PHR
Business and Career Consultant,
Frederick County Workforce Svcs.

Patty has over 10 years of experience in the workforce and career development field, and is currently serving area businesses and job seekers as a Business and Career Consultant with Frederick County Workforce Services.

In this role, she has a unique perspective of the local labor market and the challenges that businesses and candidates experience in connecting with each other. As a progressive problem solver, she has developed workshops, partnerships and initiatives to support workforce development in our area. In previous roles, Patty assisted transitioning service members in navigating the employment process, coordinated volunteer programs, and worked with military spouses to find employment. As a professional, a working mother and a former military spouse, she is no stranger to continuous change and development.



Latrice Lewis, MBA
Business and Career Consultant,
Frederick County Workforce Svcs.

Latrice holds an MBA and is currently a Business and Career Consultant with the Frederick County Workforce Services (FCWS) office. Her areas of expertise include business development/sales performance; career counseling; Certified Facilitator in leadership, customer service, and communications, management and supervision skills. She is credentialed as a Global Career Development Facilitator (GCDF); Certified Achieve Global® Trainer and a Certified IWCC® Trainer. Mrs. Lewis has provided more than 10 years of service in the Training arena as a Business Development Associate and Class-room Facilitator, as well as one-on-one Executive Coaching. She has presented numerous workshops at local businesses and networking events and is the voice for radio station WFMD's Monday Morning Job Hunt. Mrs. Lewis also believes very strongly in Volunteering, and her passion is volunteering with organizations that help kids.

FRIDAY EVENING, MAY 16, 2014



Maryland Gubernatorial Candidates' Forum

6:00 – 7:00 P.M. – BUFFET DINNER

7:00 – 7:30 P.M. – MEET AND GREET THE CANDIDATES

7:30 – 9:00 P.M. – CANDIDATES' FORUM

Join us on Friday evening, May 16, for the Maryland Gubernatorial Candidates' Forum, in which we will be focusing on issues important to working women and families in Maryland. This is our chance to let the candidates know about our mission and **Purpose**, our **Passion** for women helping women, and the **Power** that women have in the voting booth.

There are 13 candidates for Maryland Governor, and all have been invited to this event, which is free and open to the public. We are delighted that Past National President of BPW/USA, and Past State President, The Honorable Diane Polangin, will serve as moderator for the forum. Local organizations have been invited to co-sponsor the forum, and along with BPW/MD, will provide questions for the candidates. Participants will also have the opportunity to submit questions to the candidates during the forum, which will be delivered to the moderator for selection.

Think about issues important to you and other working women. If you would like to submit your questions in advance, please send them to PSP Caren Williams @ caren@rcn.com.

Please invite your friends and colleagues to join us for this important event where we will hear from the candidates regarding their positions on issues important to women. Meet the candidates informally from 7:00 – 7:30 p.m.

The candidates for Maryland Governor are:

Candidate	Party	Current Position	Jurisdiction	Running Mate
Anthony Brown	D	Lt. Governor	Prince George's	Ken Ulman
Doug Gansler	D	Attorney General	Montgomery	Jolene Ivey
*Heather Mizeur	D	Delegate	Montgomery	Delman Coates
Charles U. Smith	D	Community Activist	Baltimore City	Clarence Tucker
Cindy A. Walsh	D	Activist/Academic	Baltimore City	Mary Wingate-Pennacchia
Ralph Jaffe	D	Teacher	Baltimore County	Freda Jaffe
David R. Craig	R	County Executive	Harford	Jeannie Haddaway
Ron George	R	Delegate	Anne Arundel	Shelley Aloï
*Larry Hogan	R	Businessman	Anne Arundel	Boyd Rutherford
*Charles Lollar	R	Business Executive	Charles	Ken Timmerman
Brian Charles Vaeth	R	Businessman	Baltimore County	Duane Gerald Davis
*Shawn Quinn	L		Calvert	Lorenzo Gaztanaga

* Attendance Confirmed

**Thanks to our Co-Sponsors: Business & Professional Women's Foundation of Maryland,
Frederick Community College, Francis Scott Key Lions Club,
Maryland Federation of National Active and Retired Federal Employees**

SATURDAY LUNCHEON – PANEL DISCUSSION
SATURDAY, MAY 17, 2014 • 12:00 – 1:30 P.M. • BUFFET LUNCH
21st Century Women’s Policies

“No country can get ahead if it leaves half of its people behind. This is why the United States believes gender equality is critical to our shared goals of prosperity, stability, and peace, and why investing in women and girls worldwide is critical to U.S. foreign policy.”

— Secretary of State John Kerry

We’ll learn how we can advocate for progressive legislation and policies, which promote and protect the well-being of Maryland women and their families, and provide them opportunities to develop their full potential.

We’ll have the opportunity to engage the panelists in dialogue about the status of women in the United States, as well as around the world. Bring your ideas and energy for a dynamic discussion!

Did you know?

- Women make up 51 percent of the U.S. population
- Women make up only 17 percent of Congress
- 34 women have served as governors
- 67 countries in the world have had female presidents
- Women are now the majority of the workforce in the USA.
- Women now earn almost 60 percent of university degrees in the USA and Europe.
- Women make 13 to 23 percent less than men.
- In the USA, women make or influence 80% of consumer spending decisions.
- Only 3 percent of the Fortune 500 CEOs are women.
- Women are increasingly opting to become entrepreneurs rather than languish in stalled careers.

Then why aren’t women in the U.S. Constitution? Join us as we strategize to ratify the ERA!

Membership Sale!!!!

(Continued from page 3)

does not have a vote) is \$40 annually (\$30 on sale now!).

Theresa may be contacted via email at tdsouder@verizon.net or by telephone after 5:30 p.m. on weekdays, and anytime on the weekends at **443-205-2408**.

You may pay by check or online with a credit card on the BPW/MD website at www.bpwmaryland.org. If you need assistance logging in, please contact **Pat Farmer**, buttonspaf@aol.com or 301-776-4645, who can help you reset your password.

Mail your check and completed application form (new and renewal) to:

Theresa Souder, Membership Chair
BPW/MD
315 Holt St.
Feddersburg, MD 21632

Please share the [Membership Application](#) and [Membership Brochure](#) with your members and guests. The BPW/MD 2013-2014 [Fact Sheet](#) provides a good summary of BPW and our initiatives. Please contact Theresa Souder if your LO would like to receive copies.

INDIVIDUAL AND CORPORATE SPONSORS SOUGHT

Local businesses and individuals are invited to sponsor the 2014 BPW/MD Annual Conference. Select the sponsorship most appropriate for you.

“The Power of YOU” ~ Title Sponsor - \$1,000

“Candidates’ Forum” Sponsor - \$750

**“Professional Development Workshop” Sponsor or
“21st Century Women’s Policies Panel” Sponsor - \$500**

“Awards and Recognition” Sponsor - \$250

“Corporate Friend” Sponsor of BPW/MD - \$150

BPW Members – see Registration Form for individual sponsorship opportunities.

Members: if you can’t attend the conference, please consider sponsoring a **Conference Scholarship - \$149** so another member can attend.

Corporate sponsors may receive a free Exhibit Table, may bring greetings to the attendees, receive complimentary tickets to the programs and events, and have their logo and recognition on all printed material and the BPW/MD website. Sponsorships are limited and on a first-come, first-served basis. Secure your sponsorship by contacting Theresa Foster for additional information at 410-828-7895 or teddybear81@verizon.net.

CONFERENCE CHARITIES

Woman to Woman Mentoring

For Young Women of Frederick County • Building Success for Life

Conference Attendees: Please support W2WM's mission and bring gently used, or brand new name brand clothing for all ages and all sizes: shirts, suits, dresses, jeans, purses, accessories, slacks, necklaces, bracelets, rings, scarves, belts.



the community, social media, referrals, local nonprofit organizations, schools and government agencies.

How can you help?

BPW/MD is supporting The Woman to Woman Mentoring Program (W2WM), sponsored by Frederick Community College. The W2WM is a 10-month inter-generational program that assists young women who desire personal and professional guidance to change their lives through mentoring relationships focused on career, education, and family. Young women, ages 18-35, can apply to be matched with a volunteer mentor who provides them with support, encouragement, and guidance as they work toward their goals. The program serves the diverse ethnic, socio-economic, and geographic base of Frederick County and mentees and mentors are recruited through word of mouth in

- Be a Pop-Up partner to do clothing drives and volunteer to help staff our Pop-Up shops.
- Provide gently used, or brand new name brand clothing for all ages and all sizes: shirts, suits, dresses, jeans, purses, accessories, slacks, necklaces, bracelets, rings, scarves, belts.
- Be a Mentor for the Fall 2014 Program.
- Contribute financially to support program expansion.

Please contact Tonya Hatosy-Stier at 301-846-2556 or by email at thatosystier@frederick.edu if you are interested in learning more about the Woman to Woman Mentoring Program, or visit http://www.frederick.edu/student_services/w2w/womantowoman.aspx

“Free the Girls”

Faye Glover, Frederick BPW



My Daughters of the American Revolution group is collecting gently used bras (+\$1 for each bra for shipping). The bras will be sent to a program called “Free the Girls” and will be sent overseas for a program where ladies/girls who have been rescued from the sex trafficking industry are set up with a business to sell the clothing (they do receive other items) to feed/cloth/house themselves and their families. When they have sold their inventory, they come back and resupply their stock, thus becoming successful business owners.

If you want to help, please look through your bra supply for those that are just not comfortable, or that you purchased and just didn't like, that are shoved in the back of the drawer, and help these women get a new outlook on life.



Frederick Community College (FCC) is a student-centered, community-focused college located in Frederick, MD. Preparing individuals to meet the challenges of a diverse and global society, FCC offers quality, innovative, accessible, lifelong learning opportunities.

Credit course work can lead to completion of a degree or career/technical certificate, and allow for transfer to another college or university. Continuing Education programs offer a wide selection of classes focusing on workforce development, job training, professional development and personal enrichment.

Available in day, evening and weekend formats in classrooms, at learning centers and online, courses range from one-day instruction to a traditional 15-week semester. Browse current class schedules and learn more at <http://www.frederick.edu/>.

Frederick Community College

7932 Opossumtown Pike
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(301) 846-2400
<http://www.frederick.edu/>

Candidates for 2014-2015 BPW/MD Offices

The 2013-2014 Officers of BPW/MD are running again as candidates for their respective offices for the year 2014-2015. Their bios appear below. Voting will take place at the Annual Conference in May.



Susan Horst President

Currently serving as BPW/MD President, Susan Horst is a member of Montgomery County BPW (MC BPW). She began her BPW involvement with Rockville BPW in 1984, and served in various capacities with Rockville BPW and Montgomery County BPW, and was president of MC BPW in 1999-2000. Susan previously served BPW/MD as President (2008-2009), President elect (2007-2008), Vice President (2006-2007), Membership Chair in 2003-2004 and Young Careerist Chair in 2005-2006.

Susan is a native of Virginia, and holds B.S. and M.S. degrees from Virginia Tech. She is employed with the U.S. Department of Agriculture as a Management and Program Analyst in Rural Development Business and Cooperative Programs. Susan is married to Jim Locey, also a MC BPW member, and they live in Rockville, with their three cats, Mickey, Chloe and Kitty Belle. Susan credits BPW and the Individual Development Program for her personal and professional development.



Theresa Foster First Vice President

Currently serving as BPW/MD First Vice President, Theresa Foster has been a BPW member since 1999. Her first Local Organization was Laurel for about six months and then she transferred to Towson/Hunt Valley, when she discovered how much closer the meetings would be for her.

Having served as Vice President and President, Theresa is still very active in Towson/Hunt Valley BPW. She became Second Vice President for BPW/MD in October 2012 and was elected to First Vice President in 2013.

The owner of One Sharp Lady LLC since 2005, Theresa sells knives and swords on her website, onesharplady.com.

Theresa volunteers at her church a couple of Sundays a month at the Kidszone for children six months to three-years-old, while their parents attend church services.

Having her son and his family living in the house directly across the street from her brings her great joy. She also

enjoys the company of her two dogs, a male Chow named Bigsley and a Basset Hound/Welsh Corgi mix named Grace Kelly.

Theresa values the friendships and mentorship, which have resulted from her BPW membership. BPW members have helped her to be the person and business owner that she is today. She is very proud to be a member of Towson/Hunt Valley BPW and a member of the Executive Committee for BPW/MD. One of her wishes is that one day another BPW member will come to her and tell her that she has been as positive an influence on her, as Theresa's mentors of years past have been on her.



Theresa Souder Second Vice President

Theresa Souder, a member of Laurel BPW, is currently serving as Second Vice President for BPW/MD. She has enjoyed working with our President Susan Horst, and the other EC members this year.

Theresa began her career in the medical field in 1986. She attended New England Tech for two years, earning her Associate's in AMA. She worked full time for the town of Palm Beach, Fla., and attended school part time. She also worked for St. Mary's Hospital in the medical records department and for a Cardiology office and Family Medical Center.

Theresa was a member of BPW/MD in 1991-1993, and then moved to Florida. She returned to Maryland in 1995 and re-joined BPW. She served as the Caroline County BPW Treasurer for one year, and then served as President of Caroline County BPW from 1996-1999. The Caroline County BPW disbanded a few years ago, and Theresa's ambition is to start a new LO on the Eastern Shore and to increase membership in BPW/MD.

Theresa currently works for Shore Health system, which is now known as University of Maryland Shore Health system. She also does private duty sitting and has volunteered at the hospital gift shop for seven years. Her introduction to BPW was through her mother, Margaret Luber, Past State President, whom all of you know as "Peggy." Theresa also wants to say thank you to all of the women of BPW who have influenced her and helped her to be the woman she is today.



Ruby Aridi Secretary

Ruby has been a member of BPW for over 30 years. She has had many roles on a local and state level. She retired as an administrative manager with Hewlett Packard in 2000. She is a Certified Professional Secretary. Over her long career in business, Ruby has worked in both the private and public sectors. She was born in England, and came to the U.S. with the family, in the aftermath of WWII, when she was 17. Her family settled in Minnesota, and operated a dairy farm for many years. In the 1960s she came to Washington, D.C., to work for the Department of Justice, and eventually worked in the office of the Attorney General.

She is now widowed and blessed with a fantastic family. She has two daughters, two stepdaughters, two stepsons and many wonderful grandchildren and great-grandchildren. Ruby has been a Girl Scout/Brownie leader, a grief facilitator with a hospice.

She is now widowed and blessed with a fantastic family. She has two daughters, two stepdaughters, two stepsons and many wonderful grandchildren and great-grandchildren. Ruby has been a Girl Scout/Brownie leader, a grief facilitator with a hospice.



Ntumba Makenda Treasurer

Ntumba Makenda was born in the Democratic Republic of Congo, and has been a member of Montgomery County BPW since 2012. Ntumba (pronounced "Toomba") was introduced to BPW while attending the Women's Legislative Briefing, and

joined MC BPW after meeting BPW members at the BPW exhibit table.

Ntumba is a realtor with Long & Foster, and has served two consecutive years as a member of the Community Service Committee of the Greater Capital Area Association of Realtors. She holds a Bachelor's in Accounting from the University of Maryland, and is working toward her Master in Nonprofit Organization Management at the same institution.

She has served as an election judge for Montgomery County in the 2011 Legislative and the 2012 Presidential elections, and is a member of the Gaithersburg-Germantown Chamber of Commerce.

Ntumba is the mother of two beautiful daughters, Dinanga and Gail. She resides in Germantown, and works out of both the Kentlands and Hagerstown Long & Foster offices.

Ntumba is dedicated to empowering women, and describes her reason for returning for a Master's in Nonprofit Organization Management:

"I decided to return to school and major in Nonprofit Organization Management after I had been a member of several African NPOs, and realized that some of them lacked structure and did not have a well-organized system in place. I wanted to learn more about the sector. I attended

several seminars in New York, at the United Nations, and plan to attend another conference in Philadelphia, hosted by Penn University on micro-finance as a resource used by international organizations to empower women in the world. I hope to learn more from that conference and others as my goal in getting a MS in Nonprofit Organization Management is to find a way to help empower women."

Committee Chairmen and Members Needed!

BPW/MD is an all-volunteer organization that appreciates the time and talents of members who serve. If you would like to get more involved with BPW/MD, then please consider serving on one of the following committees for next year:

- Membership
- Legislation
- Finance
- Conference
- Nominations
- *The Newscaster*
- Public Relations
- National Business Women's Week®
- Chaplain/Hospitality
- Health
- Website and Social Media

WELCOME NEW MEMBERS!!!

We are delighted to welcome new members who have joined BPW/MD since our current year began in May 2013:

- **Nana Afram-M'Bow** - Montgomery County BPW
- **Penny Coco-Boyd** - Montgomery County BPW
- **Judith Dongmo** - Frederick BPW
- **Dori Lyons** - Montgomery County BPW
- **Linda Mahoney** - Montgomery County BPW
- **Olabisi Oyekola** - Southern Prince George's BPW (student)
- **Virginia (Ginny) Crawford Schmidt** - Towson/Hunt Valley
- **Karla Stuart** - Southern Prince Georges BPW
- **Genia Stith** - Southern Prince George's BPW (student)
- **Amour Toura-Gaba** - Montgomery County (joined at the Women's Legislative Briefing!)
- **Nancy "Sparky" Werner** - Past State President/PA (Member at Large)
- **Linda Willits** - Laurel BPW

Please greet these individuals when you see them at the Annual Conference, and take some time to get to know them.

Don't forget to invite a friend to join BPW/MD during our membership sale now through May 15 - just \$75 per year, and you will also receive the same 25% discount when your membership renewal is due.



Business and Professional Women/MD

BPW/MD 2014 Annual State Conference

MAY 16-17, 2014 – Hilton Garden Inn, Frederick, MD

Celebrate BPW/MD's 85th Birthday!

"The Power of YOU ~ Purpose, Passion, Power!"

HOTEL AND CONFERENCE REGISTRATION DEADLINE: MAY 2, 2014

HOTEL REGISTRATION - \$99 / night King/Double
Call Hilton Garden Inn Frederick to reserve sleeping rooms 240-566-1500

CONFERENCE REGISTRATION FORM

Fill out form below and send check payable to BPW/MD to Mary Ellen Poole,
8312 Reno Monument Road, Middletown, MD 21769-8432 (mpoole199@aol.com or 301-371-8575)

OR

Register via PayPal @ www.bpwmaryland.org

CONFERENCE PACKAGE (Includes Fri. and Sat. business meeting registration and all individual events):

Early Bird Special Rate - Full Registration (Postmarked by May 2) \$149.00 \$ _____
Regular Full Registration (Postmarked after May 2) \$199.00 \$ _____

OR INDIVIDUAL EVENTS:

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

Early Business Meeting Registration (Required to attend Business-postmarked by May 2) ... \$49.00 \$ _____
Regular Business Meeting Registration (Postmarked after May 2) \$69.00 \$ _____

Friday, May 16, 2014

12:00 p.m. – 1:30 p.m. Friday Kick-off Lunch with Michelle Day, Guest Speaker \$35.00 \$ _____
2:00 p.m. – 3:30 p.m. Professional Development Workshop! FREE
6:00 p.m. – 7:00 p.m. Dinner Buffet \$30.00 \$ _____
7:00 p.m. – 7:30 p.m. Meet and Greet the Candidates FREE
7:30 p.m. – 9:00 p.m. Gubernatorial Candidates Forum FREE

Saturday, May 17, 2014

12:00 p.m. – 2:00 p.m. Saturday Luncheon with Guest Speaker \$35.00 \$ _____
6:30 p.m. – 9:30 p.m. Saturday Installation and Awards Banquet / Entertainment \$40.00 \$ _____

YES! I WOULD LIKE TO BE A SPONSOR OF THE BPW/MD ANNUAL CONFERENCE

Platinum Friend - \$100 Gold Friend - \$75 Silver Friend - \$50 Friend - \$25
 Full Registration Sponsorship for a Guest or BPW Member - \$149 \$ _____

CHECK TOTAL \$ _____

(NOTE: Cancellation Fee - \$20. No Refunds after May 9, 2014)

NAME _____

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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 Annual 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 **Hilton Garden Inn – Frederick, Maryland**

HOTEL RESERVATIONS DUE BY MAY 2, 2014

Hilton Garden Inn

7226 Corporate Court, Frederick, MD 21703
Phone: 240-566-1500 Fax: 240-566-1501

\$99 / night for King or Doubles (plus 9% tax)
(Rates available May 15, 16, 17, 2014)

Call the hotel directly to make your reservations:
Phone: 240-566-1500. Mention BPW/MD.

The Hilton Garden Inn is located off Crestwood Blvd. across from Westview Promenade in historic Frederick County, Maryland, in the heart of Maryland Wine Country.

The hotel provides 143 guest rooms and suites in one king and two queen bed options. Each guest room has a large work desk, 32-inch HDTV with cable channels, microwave, refrigerator, Keurig coffee makers and free high-speed Internet access.

Enjoy a cooked-to-order breakfast at the Great American Grill® and room service as well as beverages and microwaveable meals from the 24-hour Pavilion Pantry®.

Guest services include free parking, a complimentary business center for photocopying and printing, fitness center, heated, indoor pool, and whirlpool.

If you encounter any problems making a reservation, or would like to share a room with another attendee, please contact Theresa Foster at 410-591-8970 or teddybear81@verizon.net to assist you in reserving your room.



Hilton Garden Inn Hotel Location & Directions

Get interactive driving directions from Google Maps

From Market Street, turn right on Buckeystown Pike (Route 85) approx. 1 mile / Turn right onto Crestwood and right at 2nd light to Corporate Court.

Directions: From I-270, take Exit 31B for MD Route 85 S toward Buckeystown. Turn Right on Crestwood Blvd. and then 2nd light onto Corporate Court.

BPW/MD 2014 Annual State Conference SCHEDULE-AT-A-GLANCE

Thursday, May 15, 2014	1:00 p.m. - 5:00 p.m.	BPW/MD Executive Committee Meeting	Hotel Dining Room
	6:00 p.m. - 8:30 p.m.	BPW/MD Executive Committee Dinner	Macaroni Grill
Friday, May 16, 2014	9:00 a.m. - 11:00 a.m.	BPW Foundation of MD Board of Trustees Meeting	Tasker
	11:00 a.m. - 12:00 p.m.	Conference Registration	Ballroom Foyer
	12:00 p.m. - 1:30 p.m.	Kick-Off Luncheon – Michelle Day, Keynote Speaker	Tasker
	1:30 p.m. - 2:00 p.m.	Break	
	2:00 p.m. - 3:30 p.m.	Professional Development Workshop	Tasker
	3:30 p.m. - 4:00 p.m.	Conference Registration.	Ballroom Foyer
	4:00 p.m. - 5:00 p.m.	BPW/MD Business Session	Braddock/Schley
	5:00 p.m. - 6:00 p.m.	Conference Registration.	Ballroom Foyer
	6:00 p.m. - 7:00 p.m.	Buffet Dinner.	Tasker
Saturday, May 17, 2014	7:00 p.m. - 7:30 p.m.	“Meet and Greet” with Candidates	Tasker
	7:30 p.m. - 9:00 p.m.	Gubernatorial Candidates’ Forum	Tasker
	8:00 a.m. - 9:00 a.m.	Conference Registration.	Ballroom Foyer
	8:30 a.m. - 8:45 a.m.	Memorial Service	Braddock/Schley
	9:00 a.m. - 11:30 a.m.	BPW/MD Business Session	Braddock/Schley
	11:30 a.m. - 12:00 p.m.	Break	
	12:00 p.m. - 2:00 p.m.	Luncheon with Legislative Panel Discussion	Tasker
	2:00 p.m. - 2:30 p.m.	Break	
	2:30 p.m. - 5:30 p.m.	BPW/MD Business Session	Braddock/Schley
	4:00 p.m. - 4:30 p.m.	Guest Speaker	Braddock/Schley
5:30 p.m. - 6:30 p.m.	Break		
6:30 p.m. - 7:00 p.m.	Reception, Cash Bar	Tasker	
7:00 p.m. - 9:30 p.m.	Dinner, Awards, Installation, Entertainment	Tasker	

Equal Rights Amendment Update

Congratulations to Montgomery County BPW member, **Carolyn A. Cook**, CEO/Founder of United 4 Equality, LLC, who was selected as one of six recipients of the 2014 Alice Paul Equality Award. Presented by the Alice Paul Institute, the award recognizes individuals who honor the spirit of Dr. Alice Paul and whose contributions support her work of advancing women's equality in America. President Susan Horst and First Vice President Theresa Foster accompanied Carolyn and her mother, Maureen, to the awards dinner on March 20.

The awards are named in memory of Alice Stokes Paul (1885-1977) who led the final campaign for women's right to vote. After the 1920 victory, she authored the Equal Rights Amendment and initiated gender equality principles in the United Nations Charter and in the 1964 Civil Rights Act.

Carolyn is the author of legislation, which seeks to remove Congress's deadline for ratification of the Equal Rights Amendment. In 1982, 35 states (out of 38 needed) had ratified the ERA. If passed, this bill would allow Congress to remove the deadline, and the remaining states could vote on ratification of the ERA. This is the "Three State Strategy." We just need three more states to ratify the ERA, and women will be included in the U.S. Constitution!!!

Sen. Benjamin Cardin (D-MD), along with Sen. Barbara Mikulski (D-MD), and Sen. Mark Kirk (R-IL), introduced Carolyn's bill in the Senate in 2013. Today, there are 32 Senate cosponsors on SJR 15 and 104 Representatives on HJR 43. The original lead sponsor in the House, Rep. Rob Andrews (D-NJ), resigned in February to return to private



Susan Horst and Carolyn Cook

law practice, but Congresswoman Jackie Speier (D-CA) has signed on to sponsor the bill in the House, and currently has 111 co-sponsors.

Rep. Carolyn Maloney (D-NY) is the sponsor of a competing bill, dubbed the "ERA Start Over" bill, which she has introduced for the past 20+ years. This would require all states to start all over with ratification of the ERA – which is **not** the path to equality for women.

BPW has a long history of supporting the ERA. In 1937, BPW endorsed the Equal Rights Amendment and adopted passage as its number one legislative priority. It remains so today. BPW was just the second national women's organization, after

Dr. Alice Paul's National Women's Party, to support the ERA. BPW/MD strongly supports SJR 15 and HJR 43.

Carolyn attended the Montgomery College Takoma Park's Volunteer Fair in February, and later met with Montgomery College-Takoma Park's Women's Studies Club. She presented a PowerPoint presentation to the club on the three-state strategy.

On Wednesday, April 30, Carolyn will be participating in a panel discussion at the historic Lorton Workhouse Museum & Arts Center entitled, "Equality: What Does It Really Mean?" You can register online at www.workhousearts.org or call 703-584-2900 for information.

If you would like to support the effort to ratify the ERA, please contact Carolyn Cook at United 4 Equality, LLC, P.O. Box 42606, Washington, DC 20015, Phone: 202-309-1963, ccook@united4equality.com, www.united4equality.com

Local Organization and Committee Reports – Due May 2



Attention all Local Organization Presidents and Committee Chairs:

Please prepare a written report about your activities and events for 2013-2014. You will also have 3-5 minutes to present your report at the Annual Conference during the business session on May 17. Please share highlights and successes of your LO or committee. If you require more time, it may be requested in advance of the meeting.

LO Presidents, please include the following information at the beginning of your report:

- Name of LO
- Names of officers
- Number of members
- Meeting day and location

All written reports must be sent to Theresa Foster via email, teddybear81@verizon.net by May 2.

Thank you for your cooperation in this matter. I look forward to hearing from you about your activities and future plans.

Theresa Foster
1st Vice President, BPW/MD
Conference Chair
Home: 410-828-7895 /
410-591-8970
teddybear81@verizon.net

BPW/MD History – 85 Years Strong!

Compiled by Pat Farmer, proud member of BPW/MD since 1972

Founded 10 years after the National Federation of Business and Professional Women's Clubs, Inc. (BPW/USA) was formed, the Business and Professional Women of Maryland was chartered in 1929 and has continued uninterrupted to promote equality for women in the workplace.

BPW/MD encompasses members from every profession and walk of life. Throughout the years, three major issues have shaped BPW/MD's legislative agenda: elimination of gender discrimination in employment, the principle of equal pay, and the need for a comprehensive equal rights amendment.

Over the years, BPW/MD has worked tirelessly in support of BPW/USA's legislative agenda, lobbying successfully for the passage of landmark legislation. The following examples are just some of the actions undertaken by BPW/MD leaders and members.

- Worked to prohibit legislation or directives denying jobs to married women.
- Supported formation of women's branches of the Armed Forces during World War II
- Have a long history of supporting the Young Careerist™ Program to develop the business and presentation skills of young women between 25-35 years of age.
- Supported BPW's efforts to eliminate discrimination based on sex and marital status in credit, capital and insurance practices and to achieve the Congressional votes needed.
- Called attention to "comparable worth" (pay equity) – women should be paid the same as men doing the same job.
- Adopted the "Red Purse Campaign" of 1988, which drew national attention to wage disparity. "BPW" represented Better Pay for Women.
- Expanded its Legislative Platform to include the Equal Rights Amendment Preamble and continues today to support the ratification of the Equal Rights Amendment.
- Continued to underscore the economic inequity women face in their jobs
- Continued to support the targeted issues of workplace equity including sexual harassment, the glass ceiling, health care reform, dependent care, tort reform, increasing the minimum wage, lifetime economic security and pay equity
- Joined other BPW members throughout the country at the "Lobby Day" events.
- Lobbied Congress for passage of the Family and Medical Leave Act. After nearly a decade, the FMLA passed in 1993.



Business and Professional Women/MD

- Were among the BPW members who successfully lobbied members of Congress, convincing them to pass the groundbreaking Violence Against Women Act

(VAWA), which included millions of dollars in state grants to combat violence against women.

- Continues the focus on "Equal Pay Day" (second Tuesday of April).
- Celebrate National Business Women's Week® (NBWW) each year, recognizing the vital role of women in business.
- Involved in the national discussion with workingwomen and business leaders on "WOMENomics: The Economics of Work-life Balance" and educating women on workplace equity and work-life effectiveness issues.
- Supported through programming the Women Joining Forces: Closing Ranks, Opening Doors (WJF), a program to support women veterans as they transition from military to civilian life.
- Teach and encourage working women to advocate for a healthy heart through their personal, professional and political actions through the BPW and American Heart Association's Go Red for Women.

Join us at Annual Conference in May to celebrate the many accomplishments of BPW/MD in its 85 years. We want to celebrate our past, present and future. Join in discussing your involvement in the past, what is happening currently and where we want to go in the future.

VOLUNTEERS NEEDED AT ANNUAL CONFERENCE



We need BPW/MD members to serve as hosts for our guests and dignitaries, pages, doorkeepers, timekeepers, meal ticket takers, and to help with room set up at Annual Conference. Help is also needed before conference preparing programs, assembling conference materials and designing centerpieces. We especially need volunteers and attendance from our members for the Candidates' Forum on Friday evening.

We would appreciate at least one volunteer representative from each Local Organization. If you can help before or during conference, please contact:

Theresa Foster at phone: 410-828-7895 or Email teddybear81@verizon.net.

BPW/MD Pioneers

“Celebrating Women of Character, Courage, and Commitment”
was the theme of the National Women’s History Project for National Women’s History Month, March 2014. 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.

Hazel Waggoner Hagerstown BPW



Hazel Waggoner was born in 1924 in State Line, Pa., where she went to elementary school and then graduated from Greencastle, Pa., High School in 1942 during the war years. Hazel was raised by her loving parents and is grateful for her parents endearing love and direction.

Her first job was in September 1942 as a sales clerk in Eyerly’s Department Store, which is now Bon-Ton.

In 1945, when she was 21, she married and moved to Hagerstown. Hazel is most proud of her two daughters and two grandsons. Her one grandson is a physical therapist and the other a pharmaceutical representative in Charleston, West Virginia. She feels very blessed every day for her loving family. Hazel has enjoyed friends, gardening and antique collecting.

In April 1943 Hazel went to work at Fairchild Aircraft and there realized women did not have the rights or the equal pay for the same work. She and her husband started their own heating and air conditioning business in 1952, so she was not subjected to the problem of equality at their business.

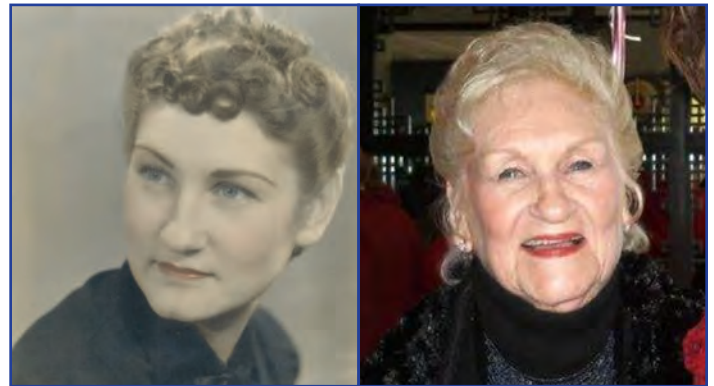
Hazel joined BPW in November 1967 when a friend, Doris Crouse, invited her to one of the meetings. She joined because she wanted to network with other women. She was working in the family business, which did not give her the networking she desired. At this time she became more aware of the Equal Rights Amendment and the work that women still needed to do to accomplish equality.

She notes that BPW has changed over the years but she feels for the better. Membership is not restricted as it once was. Hazel has loved being an active BPW member and attending the many state and national functions. The pro-

grams today are more interesting for the younger people but she likes staying up with them and seeing what their interests are now.

BPW has enriched her life with good friends and so many nice people over the past 46 years. Hazel advises us to get out of life as much as you can. “You only get out what you put into it.”

Sophie Steinberg Montgomery County BPW



Sophie (Kandalis) Steinberg was born in 1922 in Russia. Her father died before she was born, and her mother Clara, widowed at age 32 with three children, came to the United States. Sophie had an uncle in the U.S. who was a cabinetmaker, and he sponsored the family. So, at age seven months, Sophie and her family came to Ellis Island, and eventually settled in Baltimore, Maryland, with her uncle and aunt.

Sophie had two older brothers, Robert and Charles, 8 and 9 years older than she. Her oldest brother Robert was her protector, and took care of her and the family. Charles was killed in WWII. Sophie said she had a wonderful childhood. Her mother Clara was a seamstress at home. Sophie attended public school in Baltimore, graduating high school at age 16. Sophie wanted to study art, and hoped to attend Marjorie Webster School for Girls (like a junior college), but Jews were not accepted, so she did not attend college. She joined a theatre group in Baltimore and appeared in dramas. Sophie loved to sing and often performed live on the radio at WBAL in Baltimore, at only age 15 or 16. She sang for six months with an orchestra.

When she was 17, Sophie’s cousin introduced her to a man named Joe Steinberg, who came to buy merchandise

for his store in Rockville. At 18 they got engaged, and at 20, Sophie and Joe married in 1942. She moved to Rockville, and worked in Steinberg's store. At that time, Rockville had only 2,500 people. In 1952, her husband opened Jay's Bootery on Montgomery Avenue and was in business until the 1960s. Sophie and Joe had three children, Charlene born in 1944, Jeff in 1947 and Barry in 1952. She has four grandchildren and six great-grandchildren. Joe died in 2001. He was a good husband, and a lot of fun. Sophie continues to paint, and her children have inherited her musical talents.

Sophie's first job was with an attorney, and she has continued to work for the same attorney in Rockville for 50 years. In 1970, Bernice Grossman invited Sophie to join Rockville BPW. Sophie's sister-in-law, Mildred Steinberg, was also a member. Sophie said that BPW was a wonderful learning experience, and the IDP (Individual Development Program) helped her overcome her shyness. She loved the members and served as Rockville BPW's president in 1980. Rockville BPW chartered Potomac BPW, and Sophie installed PSP Florence Finlayson as Potomac BPW's president.

Sophie says that the camaraderie in BPW is great, and that the conventions were wonderful, with lots of fun. She noted that the programs have not really changed except that BPW/USA used to provide goals and programs from the top. At this time, Sophie feels that networking is more important for members. The Young Careerist and IDP programs were very beneficial. BPW has a lot more competition now than when she first joined. There are so many other opportunities now for women. Sophie became aware of the Equal Rights Amendment during the 1970s when women worked so hard for the ratification. BPW members were very involved with the legislation.

When asked what advice she would give to BPW members, Sophie said to take advantage of learning from the people and programs.

She is most proud of the love and respect of her family and friends. "When they love and respect you," she says, "You have a wonderful life." Sophie says the most important word of wisdom is: forgiveness.

Elsie Conway

Southern Prince George's BPW



Elsie Conway was born Dec 30, 1925, in Arlington, Virginia. She lived at home until she was 20 years old, with her parents and five siblings – two older brothers, one younger brother

and two younger sisters. Her father lived to be 102 years old.

Elsie went to Kemper Elementary in Arlington, Va.; Francis Junior High and Cardozo Senior High schools in Washington, D.C. Her favorite subjects were English Grammar and Mathematics.

Her first job was as a senior typist, GS-4, at the Veterans Administration in Washington, D.C.

Elsie's hobbies now include sewing, singing, traveling. She is organization-oriented and is interested in community issues.

In 1978, Elsie joined BPW to develop and extend her experience organizationally for self-growth and to become more aware of women's issues in other areas of the communities/county. When she joined BPW, she anticipated sharing knowledge and expertise with other women in other areas to better serve family, church and communities/county. Since she first joined BPW, she noted that the programs have changed

Elsie would advise members that BPW is an organization to equip members with quality training, learned experience to share the effective actions, principles in many areas of everyday living.

minimally but have progressively changed to meet today's needs. Today's BPW programs are channeled for better and clearer emphasis on the precepts, challenges and purposeful meaning of current issues/matters. Most of the programs are beneficial for her, consistent with her life style and age. Elsie believes that the diversity programs are planned for the betterment of the newer members as well sustaining members.

Elsie has attended BPW State events many times, practically every State event of the first ten to 20 years since joining BPW. The regional ideas, suggestions incorporated at State level keep the programs exciting, informative and interesting – melding issues, local, statewide and National.

When employed, BPW policies, training and active programs were among the foremost for her advancement to higher governmental positions.

Elsie has been aware that women did not have equal rights under the law for at least twenty to twenty-five years; notwithstanding, that her personal status made it less significant. BPW introduced her to the Equal Rights Amendment.

In retirement, Elsie says that the BPW basic fundamentals learned and projected are consistent with her professional life style; are positive thoughts for every day interaction in several areas of her environment.

Elsie would advise members that BPW is an organization to equip members with quality training, learned experience to share the effective actions, principles in many areas of everyday living.

Bernice Grossman

Montgomery County BPW



Bernice (Goldstein) Grossman was born in February 1924 – which makes Bernice 90 years old this year! A mid-wife brought Bernice into the world in a house at 24 N. Chester Street in Baltimore, Maryland. Bernice was an only child. At age 13, Bernice began working at her first job after school and on Saturday's for Myer Upholstery and Window Trimming. She worked for Epstein's Department Store as a bookkeeper from 1941-1946 for \$16 per week. She attended all-girls Eastern High School in Baltimore, and took bookkeeping and shorthand, which she loved. She graduated from high school in February 1942.

This was during World War II, and everyone was working for the war effort. Bernice wanted to join the WACS or the WAVES, but since she was an only child, her mother said, "No." A few days later, Bernice and several friends decided to join the USO and when she took this suggestion to her mom, she said, "Yes, as long as you let me know as soon as you get home, since I will worry." She went dancing at every USO-sponsored dance at the Navy, Army, and Coast Guard bases in and around Baltimore. Bernice and her parents lived with her grandfather and he suggested that she invite the servicemen whom she dated to the house so he could meet them and talk to them, finding out where they were from and getting them to tell him about their home state.

Bernice loved tennis, swimming and dancing. Bernice served as a hostess at the United Service Organization (USO), and met her future husband, Louis Grossman, a handsome man in a Coast Guard uniform, in 1945. He told Bernice, "You had better give me your phone number, because we're going to get married one day."

Louis was from Rockville, and his family owned Grossman Brothers DGS Grocery Store on East Montgomery Avenue from 1920 to 1960. When Bernice and Lou were married in 1946, she moved to Rockville. Lou and Bernice had two children, Eileen, born in 1951 and Bob, born in 1955. Bernice was able to work from home when the children were little, doing typing and serving as a notary. She sold Amway on the side, along with Beauty Counselor (like Avon). Bernice lost her son Bob, and husband Lou, within a few months of each other in 1997.

Bernice is currently on her fifth career! Her first job was as bookkeeper in Baltimore, then worked for the Montgomery County Health Department when she married and moved to Rockville. Her third job was with the Montgomery County Department of Public Works. In 1970, she entered her fourth career as Executive Director of the Rock-

ville Chamber of Commerce, which she held for 24.5 years.

When Bernice joined the Chamber, the membership was 175, which included only 30 women. When she left nearly 25 years later, the membership was 750 and the ratio of men to women was 50/50. The Chamber sent her to the University of Delaware for one week each year for 13 years for personal and professional development, and she learned how to work with people and businesses. Bernice developed a community guide, which began with 125 businesses, and ended with over 750. Since 1994, Bernice has been working full time at Montgomery College as the Assistant to the Alumni Director. In 2007, Bernice received an Honorary Degree from Montgomery College in Public Service; she is an active member of the Kiwanis Club of Rockville and was honored as one of the first women to join 25 years ago.

When the Rockville BPW was chartered in 1969, members invited Bernice to join. BPW provided her the opportunity to meet other women and learn what other women were doing. She met a woman dentist for the first time, and was thrilled to know that women could do these things! The programs were interesting and informational. The state events were always fun and they got to visit different parts of the state. Bernice said that BPW helped her in her career because she learned from other women, like real estate agents and attorneys.

Bernice said she became aware right away that women didn't have equal rights because BPW taught women to get their own credit cards. She noted that Jennie Forehand, now Maryland State Senator, was an activist for women. Early on, BPW didn't have many members with college degrees, but that has changed, and there are now more generations of women in BPW.

At one time, BPW was the only club for women. Bernice said she feels like she is a pioneer in Rockville – she was one of the first women to join the Kiwanis Club of Rockville and the first woman Lt. Governor for the Kiwanis Club in our District.

Bernice's advice for BPW members is "Get Involved!" Bernice said that being with women is great. You have to make the time.

When asked what she is most proud of, Bernice says, her daughter Eileen, who is happy and doing so well.

Bernice says that she likes to be around positive people and do whatever her skills allow her to do, including shorthand (a lost art) and working at the computer. Her objective in life is to live each day to the fullest and not to worry about tomorrow. She also feels that whatever she learned in the positions she has had have prepared her for today. She cherishes the people whom she has met over the years and she still keeps many of their friendships.

Bernice's favorite sayings are: "This too shall pass." and "Let it go." (from her Rabbi).

Interesting note: Lou Grossman was a cousin to Joe Steinberg, also of Rockville, who married Sophie Kandalis (Steinberg), which made Bernice and Sophie cousins by marriage, and they have remained best friends ever since. Read Sophie's story for more!

Watch an interview hosted by Montgomery College with Bernice on You Tube: <http://www.youtube.com/watch?v=w2bj9tbgkU0>

Sara Brownlowe Frederick BPW



Sara Brownlowe is a longtime member of Frederick Business and Professional Women's Club, Inc. She is the club's Chaplain and serves on the Nominating and Scholarship Committees for 2013-2014. This is her story.

Sara was born in 1933, in Philadelphia, Pa. The country was still in the Depression but her father always worked. He was a truck driver for a grocery company that serviced 3,000 corner stores. It was before supermarkets. Sara's mother was a stay at home mom, caring for her four children. Sara had two older brothers and a younger sister. She graduated from Frankford High School in 1951. While in high school, Sara was president of several clubs, such as Future Teachers of America, the Biology Club and the Bible Club.

Sara married her husband, Bill, in Yuma, Arizona, in 1952. Bill was in the Navy, stationed in San Diego. They lived there and later moved around the country. They became parents to three adopted children and also, over the years, they fostered 54 children.

Sara's first job was as a teller for the East Gerard Savings and Loan. She was still in high school while she worked there. Other jobs were at Bank of America in San Diego, and 1st National Bank in Seattle, Wash.

Years later, she was the manager of the Henlopen Hotel in Rehoboth Beach, Delaware. This hotel was the location of the Delaware BPW state conventions. She was invited to the convention and joined the DeVries, Delaware local in 1985. Most local members attended the state conventions. During her years in Delaware BPW, Sara was chair of several committees as well as Treasurer. When Sara left the hotel job, she went to work for the Greater Wilmington Convention and Visitors Bureau as Director of Sales. In this job, Sara traveled all around the United States, selling Delaware for tourism. She was at the Greater Wilmington Convention on the 75th anniversary of the sinking of the Titanic and met some of the survivors who were alive at the time.

When Sara moved to Frederick, she joined Frederick BPW. She has held the offices of President, Vice President and Secretary as well as acting as chair of many committees. She has found some programs interesting and enjoys the fellowship. Sara shares her words of wisdom in her monthly invocations as Chaplain.

Sara's interests are her family and church. She has 14 grandchildren and 10 great-grandchildren. They are spread out over the country but she saw them all at a recent wedding.

At one time, Sara was the President of the Daughters of the King for the Episcopal Church. This is an international order. She was also President of the Dioceses and the Province III, which includes 13 dioceses. She has met many daughters over the years.

Sara has traveled all over the world including Russia when it was the U.S.S.R. She spent two weeks there and even saw demonstrations. She has been in Sweden and England, and many other places. Sara also took several train trips. One was from Vancouver, Canada, to Toronto, Canada. Later, after visiting a school friend in Seattle, she took the train to Monterey, Calif., to visit her son and family.

Sara enjoys seeing her friends, attending church and participating in BPW. She also has two lovely cats named Sally, a Calico cat, and Mikey, a shorthaired gray cat.

Care and Concern

PSP/PNP Diane Polangin, Laurel BPW, received a pacemaker in December, and then underwent breast cancer surgery on Jan. 27. Fortunately, the margins are clear, and she will not need further surgery, but she will begin radiation/chemotherapy as a precaution. She asks for everyone's prayers and encouragement to continue to have the strength and positive attitude to fight the cancer. On a very happy note, Di was blessed with her first great-grandson, Alexander, on December 5. Di said that he was four weeks early but came in at a whopping 6 pounds, 2 ounces and 20 ¼ inches long and is perfect in every way. If you wish to contact Di, send cards or emails to: Diane Polangin, 3006 Savoy Lane, Bowie, MD 20715, dpolangin@verizon.net

Edie Green, Southern Prince George's BPW, suffered a fire in her home in February. Fortunately, no one was

injured, and some of the home is salvageable. Presently, she is living with one of her daughters in Solomons, Md. Edie's neighbors started a fundraiser to help Edie cover costs of renovating her home and replacing her possessions; the web address is www.gofundme.com/63pom4.

Edie now has her home phone number on her cell phone: 301-868-9056 (she sometimes does not hear the phone ring). Edie's daughter picks up mail from the home address: 7704 Canberra Place; Clinton, MD 20735. Edie's email address is: edieg@starpower.net.

Keep Edie and her family in your thoughts and prayers.

Frances Wilkins, Frederick BPW, is now residing at Glade Valley Center, 56 W. Frederick St., Walkersville, MD 21793. Alice Houck reports that Frances' health has declined and she is living in Our Haven Unit (Alzheimer's) and would appreciate hearing from her BPW friends.

If you know of other members who need our care and concern, please contact
PSP Alicia Newman, 8607 Wintergreen Ct #402, Odenton, MD 21113, leenew9577@aol.com or 410-451-5162.

Women's Legislative Briefing January 26, 2014

By Theresa Foster, First Vice President, BPW/MD

I had the pleasure of attending the 2014 Women's Legislative Briefing, and it never ceases to amaze me how many people attend this spectacular event each year. It was exceptionally informative, with over 500 women and men in attendance at the Universities at Shady Grove, in Rockville. BPW/MD members attending included: Ruby Aridi, Elsie Conway, Carolyn Cook, Jeannette Feldner, Linda Fihelly, Theresa Foster, Bernice Grossman, Susan Horst, Allison Lee, Linda Mahoney, Chris Richardson, Lenita Walker and Anne Whitt, who also coordinated the registration table.

The opening ceremonies were presented by Chandra Walker Holloway, Esquire, President of the Montgomery County Commission for Women, and Debra Bright Harris, ED.D., Chair of the 2014 Women's Legislative Briefing Planning Committee. We received greetings from a distinguished panel that included: Montgomery County Executive Isiah Leggett, Prince George's County Executive Rushern Baker, Senator Ben Cardin, and four members of the U.S. House of Representatives: Chris Van Hollen, Donna Edwards, John Sarbanes and John Delaney. Kim Horn, President of Kaiser Foundation Health Plan of the Mid-Atlantic States, and Hank Greenberg, State Director, AARP Maryland, brought greetings from the corporate sponsors.

The keynote speaker was Joanne Bamburger, author of "Mothers of Intention: How Women & Social Media are Revolutionizing Politics in America." She talked about how much social media is influencing everything in the online world. She told us that the group, Mom's Rising, has one million members. She quoted Eleanor Roosevelt who said: "The World needs dreamers and doers but mostly we need dreamers who do." The reason she talked about social media in today's society, women's groups and even Eleanor Roosevelt, was to emphasize that all through the years the effect that women have had on what happens to all of us. She encouraged everyone to get involved in something no matter how big or small; we can all contribute something and make a difference in our world.

Joanne Bamburger moderated a panel discussion on Women's Issues in Local Elected Office. Panelists included former Montgomery County Councilmember Valerie Ervin, current Montgomery County Councilmembers Nancy Floreen and Nancy Navaro, and Prince George's County Councilmember Ingrid M. Turner. Comments from each panelist follow:

Nancy Navarro said that she is one of nine people on the Montgomery County Council who make decisions. Things we need to work on are transition, disparities and quality of time spent on projects. We all need to be role models for women of ethnicity and color. If you plan on running for any office, you should be authentic and do your homework, so you are prepared for whatever comes to your attention,



Women's Legislative Briefing photo: L-R: Bernice Grossman, Theresa Foster, Susan Horst, Allison Lee, Anne Whitt, Ruby Aridi, Carolyn Cook



State Senator Forehand and U.S. Congresswoman Donna Edwards received awards from Commission for Women for their advocacy for women. L-R: Carolyn Cook, Jeannette Feldner, Theresa Foster, Senator Jennie Forehand, Congresswoman Donna Edwards, Susan Horst, Kate Stevenson

and know how to handle it. She said women need to run for political office but we need to continue to help other women who are also running for office and give them our support.

Nancy Floreen quoted Barbara Mikulski, "Women don't get mad, Women don't get even, Women get elected." Nancy said that we should stop bitching about problems and get involved. We should be active all year long on different issues, not just one day a year. She said that currently two people out of nine on the Montgomery County Council are

women. There used to be four. She suggested that you be careful about pigeonholing yourself as a Women's Advocate because how you frame your issues is so important in getting things passed. She recommended the book *Hardball* from 1988; she said it was about men's accomplishments and how they achieved them. She said women should always look professional, especially their clothes and hair. She said it's stupid but it is important. Lastly, remember to take chances and get things done.

Valerie Ervin, a former Montgomery County Council member, said that we as women have to support each other to succeed in politics. It is really going to be a fight to increase the minimum wage. There are still too many learning gaps between ethnicities in Montgomery County schools. She told us life unfolds in proportion to our courage, be courageous.

Ingrid M. Turner said that in order for women to get elected they have to work harder than their male counterparts. Our charge: have a woman in mind to lead the senate when the male retires. She said that we need to get a female in line for Prince George's County Executive. She told us when she came out of active military service she was told that the jobs that were available were for white men, not an African American women.

In the Seminar Series 1, I attended "Women in the Public Realm." This was moderated by Lily Qi, from the Office of the Montgomery County Executive. This seminar was about running successful campaigns for elected and appointed office. The panelists were: Anne Kaiser, Maryland House of Delegates; Rebecca Smondrowski, Montgomery County Board of Education; Ashley Valis, Vice Chair of Emerge Maryland; and Linda Paulson, Vice President of Development, She Should Run.

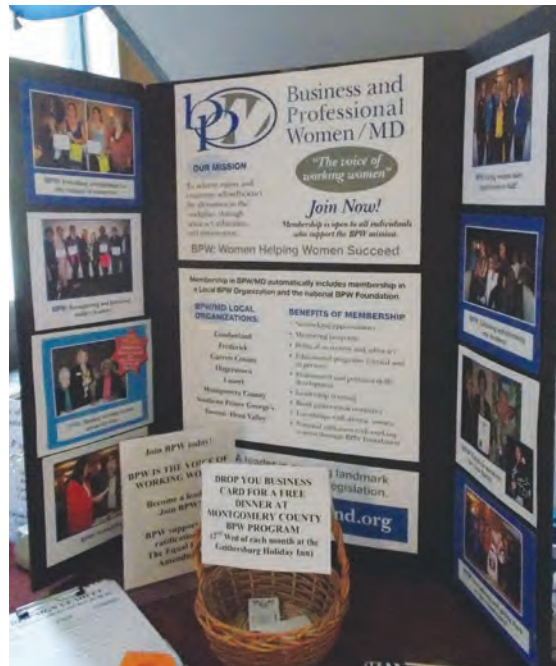
For fundraising and tips for running for public office, go to merge.com and sheshouldrun.com. Maryland is 95th in the nation for women in politics. There are 30 percent women in Congress. There are 110 sitting Judges in Maryland. Women are better at recommending other women for positions and mentoring. Not currently but at one time Maryland had the most women in offices of all the states. The panel felt that the reasons women hold back from running for office is because of cultural issues and self-doubts. We should call out all craziness against women that we witness; if nothing else at least there will be a record of the incident. We need to make sure that the 5th and 14th Amendments are being addressed. They said that all women should run because they have the opportunity to or if they have a passion to be in office. We should all lead by example. They recommend that we read the book "Lean In."

Seminar Series II included a viewing of the Miss Representation Documentary (for adults). This was about the por-

trayal of women and girls in the media. The moderator for this was Maliha Lilas, Montgomery County Commission for Women. Even though I already knew that the media and society did not portray women and girls positively, this was very difficult for me to watch knowing that this is the 21st century and this is how females are still being portrayed. There were times during the presentation that I felt like I just wanted to

cry. For all the accomplishments and contributions that women have given to the world, to really grasp how females in this day and age are being judged and looked at as brainless, sex objects really disturbs me. This is in all aspects of our lives, from when we are young girls going to school and are made to feel you have to look and act a certain way just to fit in, through our adult years and our careers, having to choose between being a mother or having a career and how society says it is necessary to dress and act a certain way in the workplace to get noticed and never being equal to our male counterparts. I don't know how this horrible portrayal of girls and women can ever be fully changed in our society but maybe if we all lead by example we can at least let our young females see you can be a smart, beautiful person

and not have to accept being treated as a sex object or having to degrade themselves to get ahead in this world and stop living this life style of symbolic annihilation.



BPW Exhibit Table at Women's Legislative Briefing

New BPW/MD Website - Welcome Miles-Kevin Baron and Victory Enterprises, LLC

BPW/MD is pleased to announce the seamless rollout of our new website hosted by Victory Enterprises, LLC. Thanks to Miles-Kevin Baron, our new web developer, Victory Enterprises will provide custom services for our needs. Our new website will offer great tools for membership including a new fillable, online membership application form that new and renewing members may complete. Miles has created a template for each LO to complete for consistent information and event updates for the LO pages. Pat Farmer is our website liaison, so please contact her with any LO and member contact updates at 301-776-4645 or buttonspaf@aol.com. Our newly designed website is already attracting prospective members, so it's very important to ensure that the LO pages are current.

www.bpwmaryland.org

Highlights of the BPW/MD 2013 Fall Conference

We had a fantastic **Fall Conference and Board of Directors Meeting** in November at the Ramada Plaza in Hagerstown. Thanks to everyone who attended and helped plan the event. Thanks to the Executive Committee, **Theresa Foster**, Conference Chair, **Francine Heaton**, Registration Chair, and members of **Hagerstown BPW** who assisted with registration and conference logistics.

We had a very informative program on the **Patient Protection and Affordable Care Act (ACA)** on Friday evening presented by **Leni Preston**, Chair of the Maryland Women's Coalition for Health Care Reform, **Carolyn Quattrocki**, Executive Director of the Governor's Office of Health Care Reform, and **Heather Glass**, Field Operations Manager for Healthy Howard's Door to HealthCare Western Maryland.

We streamlined our business meeting to two and a half hours (new record!) on Saturday morning, and offered two member workshops, which included how to market BPW by father-daughter team of **Donald and Margie Anne Bonnet**, and tips for job success for older workers presented by **Michelle Day**.

The highlight of the Fall Conference was our annual **National Business Women's Week®** celebration in which we honored Women of the Year and Employers of the Year from our Local Organizations, and our BPW/MD Woman of Achievement, **Ginger Miller**. Ginger was magnificent, and touched us all with her inspiring story of the challenges she faced as a homeless veteran, and her successful launch of Women Veterans Interactive, which is dedicated to serving and supporting women veterans.

BPW/MD Woman of Achievement: Ginger Miller. Ginger is truly an incredible woman who is a Navy veteran, entrepreneur, and advocate for women veterans. After taking care of her husband, a disabled



Pres. Susan Horst and BPW/MD 2013 WOA Ginger Miller



Sandra Mills, Marlene Spielman, Granis Dixon, President of Hagerstown BPW, and Susan Horst, Pres. BPW/MD

veteran who suffered from Post-Traumatic Stress Disorder, for over a decade, and experiencing homelessness herself, Ginger formed the nonprofit organization John 14:2 Inc. to serve homeless veterans in the Washington, D.C. area. In 2011, Ginger launched Women Veterans Interactive Inc. which is dedicated to serving and supporting women veterans and their families. They were also our charity for this conference.

Hagerstown BPW Woman of the Year: Ruth Anne Callaham. Ruth is recognized for helping to pave the way

for women in the community by serving as Washington County Commissioner, former member of the Washington County Board of Education, and former member of the Washington County Commission for Women. She worked for NASA on the space shuttle program, and she received the Commander's medal for work at Fort Ritchie on worldwide communications via the Internet. After 23 years of federal service, she retired and joined the Maryland Food Bank-Western Region, serving as Executive Director until



PSP Donna Smith, Irene Glorioso, and Towson/Hunt Valley BPW WOY Toby Devens



PSP Caren Williams and Pres. Susan Horst with Heather Glass, Carolyn Quattrocki, and Leni Preston, Affordable Care Act presenters



Betty Abbott, Francine Heaton, PSP Florence Finlayson, Mary Ellen Poole, President of Frederick BPW, and Faye Glover

2011. In 2009 and 2011 she was named one of the Hagerstown Daily Mail's Top 100 Women of Maryland.

Laurel BPW Woman of the Year: Linda Willits. Linda is a registered nurse recognized as an excellent example of "women helping women." She served in the US Air Force Nurse Corps (1975-1990) as a Women's Health and Delivery Specialist. She achieved the rank of Major. After her military service, she continued her nursing career as a delivery/obstetrics nurse helping women during childbirth, when they can really appreciate a caring, helpful person at their side. She retired from Johns Hopkins Healthcare in 2012.

Montgomery County BPW Woman of Achievement: Phyllis Marcuccio. Phyllis is serving her second term as Mayor of Rockville, Maryland. She is honored for outstanding service to public education as a science teacher, a national leader and innovator in childhood education, and founder of the Rockville Consortium for Science. For 38 years, she worked for the National Science Teachers Association and is one of the founders and editors of Science and Children magazine. She is dedicated to her neighborhood and community, serving on numerous boards and committees, and the Rockville City Council as council member and Mayor.

Southern Prince George's BPW Woman of the Year: Sylvia M. Green. Sylvia is recognized for many Professional and Community achievements. During her federal career at the U.S. Department of Agriculture, she rose to the position of Deputy Director, handling special assignments and earning awards and honors. She has been active in Southern Prince George's



New member Ginny Crawford, Towson/Hunt Valley, Mary Veber, and Pres. Susan Horst



Workshop presenters Donald Bonnet and Margie Anne Bonnet with PSP Rosalie Tydings



Sandra Shepherd, Bonnie Diehl, PSP Debby Pafel, Ruth Anne Callaham, Hagerstown BPW WOY

BPW (30+ years), Federally Employed Women, and other professional and advocacy organizations. She is President of the Interfaith Community Action Council and Executive Director of the Oxon Hill Food Pantry.

Southern Prince George's BPW Employer of the Year: Susan Gage Caterers. Susan Gage Caterers was a home based Southern Prince George's County business in 1985 and now employs 110. Women comprise 50% of the managerial and staff positions. This employer is being honored for their commitment to being a responsible environmental steward while delivering the highest quality catering services. Since 2007, they have integrated green practices into their operations and event offerings. Each year they look for more ways to become more sustainable. They have their own compost bin, their own herb and vegetable garden at their main commissary, and they partner with a local farmer to provide the best in local and seasonal ingredients.

Towson/Hunt Valley BPW Woman of the Year: Toby Devens. Toby is being honored for outstanding support to Towson/Hunt Valley BPW. She has been a speaker for the group and has given some members exposure for their companies and occupations on her blog. She seeks to help women-owned businesses, especially non-traditional occupations for women. She is an accomplished writer and has lectured worldwide about writing and women's issues. Her first book, a humorous and poignant collection of poetry, was excerpted in McCall's and Reader's Digest. She has written two novels about life's situations that especially affect women.



NBWW Honorees: Toby Devens, Ruth Anne Callaham, Linda Willits, Ginger Miller, Sylvia Green, and Cheryl Warren-Mohr for Susan Gage Caterers



2nd VP Theresa Souder, 1st VP Theresa Foster, ERA Rep Carolyn Cook, Pres. Susan Horst, Parliamentarian Anne Whitt, Secretary Ruby Aridi

BPW/MD Calendar of Events

- May 15 BPW/MD Executive Committee Meeting
Hilton Garden Inn, hotel dining room
Frederick, Md. 1:00 p.m. – 5:00 p.m.
- May 15 BPW/MD Executive Committee Dinner
6:00 p.m. – 8:30 p.m., Romano's
Macaroni Grill, Frederick, Md.
All members invited!
- May 16 BPW Foundation of MD Trustees Meeting,
Hilton Garden Inn, Tasker Room,
Frederick, Md. 9:00 a.m. – 11:00 a.m.
- May 16-17 BPW/MD Annual State Conference,
Hilton Garden Inn, Frederick, Md.
- July 24-26 2014 Women's Empowerment Alliance
(WPEA), Cleveland, OH. Hosted by
BPW/Ohio, Registration due June 30
WPEA2014Sponsor@gmail.com
- Aug 1-2 BPW/MD Leadership Retreat for EC,
LO Presidents, and Committee Chairs.
Reasonable, fun, summer location sought.
Contact Susan Horst with ideas and
questions: susanhorst@yahoo.com

Members Invited to Join BPW/MD Executive Committee for Dinner

Thursday, May 15, 2014, 6:00 p.m. – 8:30 p.m.

Romano's Macaroni Grill

301-624-1026
5201 Buckeystown Pike,
Frederick, Maryland 21704



Directions: From I-270, take Exit 31B for MD85 S toward Buckeystown. Turn Right on Crestwood Blvd. and then left into the shopping center.

The BPW/MD Executive Committee invites all members to join them for dinner on Thursday evening at Romano's Macaroni Grill in the Westwood Promenade Shopping Center off Crestwood Blvd. Enjoy a full service menu, which includes steaks, seafood, chicken and pasta, as well as lighter fare such as soups and salads. This is an opportunity for longtime members, Past State Presidents and newer members to meet and mingle over a fine dinner in a warm and inviting setting. Please RSVP by May 13 to Theresa Foster, teddybear81@verizon.net or 410-828-7895.

MENUS FOR BPW/MD ANNUAL CONFERENCE

Vegetarian Option: A vegetarian option will be available upon request at time of registration. Meal count will be finalized by May 2. All meals will be buffet.

FRIDAY, MAY 16, 2014

Luncheon Buffet: Noon – 1:30 p.m.

TOUR OF ITALY

Herb Seasoned Chicken, Pan Seared Meatballs,
Tricolored Cheese Tortellini and Fettuccini,
Marinara and Alfredo-Pesto Sauce, Caesar Salad,
Grilled Vegetable Tray, Bread Sticks
Chef's Selection Dessert, Iced tea, lemonade, coffee, hot tea

Dinner Buffet: 6:00 p.m. – 7:00 p.m.

Savory Soup and Salad,
Choice of Beef Stew or Clam Chowder,
Build your own Garden Inn Salad, Pasta Salad,
Potato Chips, Chef's Selection Dessert,
Iced tea, lemonade, coffee, hot tea

SATURDAY, MAY 17, 2014

Hot Breakfast Bar:

8:00 a.m. – 9:00 a.m

Dutch Treat

Luncheon Buffet: Noon – 2:00 p.m.

HARVEST BUFFET

Hot Roast Turkey with Gravy,
Sage Cornbread Stuffing,
Roasted Potatoes, Cranberry Sauce,
Glazed Carrots, Dinner Rolls,
Chef's Selection Dessert,
Iced tea, lemonade, coffee, hot tea

Awards and Installation

Banquet Buffet:

6:30 p.m. – 9:30 p.m.

Tossed Green Salad,
Grilled Chicken Breast,
Crispy Salmon
Chef's Selection Dessert,
Iced tea, lemonade, coffee, hot tea

Support the BPW Foundation of Maryland!

(BPWF/MD)

Although we designate **February as Foundation Month**, the BPWF/MD scholarship funds work *all year long* to earn income for educational opportunities for women. Your donations will help boost the principal, which earns the income. Please help support the BPWF/MD by making a tax deductible contribution. Your contribution designated to the general operating account will assist in publishing *The Newscaster* and funding the operating expenses of the Foundation. In addition to a general operating account contribution, you have the option of making a contribution to several endowment funds. The purpose of these endowment funds is to provide scholarships to deserving women or funding for speakers at BPW conferences. You may also make a pledge to contribute over a period of years, which some of our members do. A contribution/pledge form is included in this newsletter for your convenience. Thank you,

—Joyce Draper, CFO

How the BPW Foundation Scholarship Funds Work

There are five scholarship funds in the BPW Foundation of Maryland; the Federation itself does not award scholarships.

D. Anita Small
Kathryn M. Daugherty
Barbara F. Hiltner
Florence A. Finlayson
General Foundation

In addition to the five scholarship funds, there are two other endowments under the BPWF/MD umbrella.

The Baltimore BPW endowment fund, in honor of one of BPW/MD's two mother local organizations, provides funds to underwrite events and/or projects commemorating BPW/MD history.

PSP Rosalie Tydings created the Joyce Hall Ludlum Member Education Endowment in memory of fellow member Joyce Ludlum; it continues to subsidize educational seminars and/or workshops for the benefit of BPW/MD members and will do so again at this year's annual conference in Frederick.

Each of these funds is an endowment, meaning the principal (i.e. donations) is not touched; it is invested and the income from those investments is what funds the scholarships. The overall account balance is comprised of the

principal and the income, which is why the account balance figure can be misleading; the net earnings is what is important. Since 2008, the BPWF/MD has done well, considering the overall state of the economy.

We have awarded scholarships during that time—including \$1,900 from the General Foundation and Hiltner funds last year—but not every scholarship every year. The reason could be the fund didn't earn enough to award a scholarship as some funds have a stated minimum or award amount, or there may not have been any applicants for that particular scholarship.

On a conference call in early February, I recommended not taking the allowed administration fee this year, which could reduce each of the above amounts by up to 20 percent, since the primary purpose of these endowments is to provide scholarships. Other than the fees paid to Widmann and Associates (the professional group that manages these funds) on a quarterly basis, there are no expenses incurred by the Foundation to manage the endowments, since both the CFO and the Investment Liaison have minimal expenses, consisting mostly of occasional postage.

—J. Lynn Stimmel, PSP and
BPWF/MD Investment Liaison

A Memorial Service

BPW sisters who passed away this year will be remembered at the Memorial Service at 8:30 a.m. on Saturday, May 17. Please forward names of deceased BPW sisters, copies of obituaries and any other remembrances by May 2 to: Alicia Newman, 8607 Wintergreen Ct #402, Odenton, MD 21113, leenew9577@aol.com or 410-451-5162.



LO Fundraisers and Raffles Welcome!

Local Organizations are encouraged to bring fundraisers and raffles to the Annual Conference this year. To better support each of our LOs, as well as the BPW Foundation of Maryland and our selected charities for the conference, we are not hosting outside vendors this year. Display tables are available to each LO free of charge in the meeting room for your fundraisers. Please indicate on your registration form whether your LO would like a free display table.

CONTRIBUTION TRANSMITTAL FORM

THIS FORM SHOULD BE USED BY ANY INDIVIDUAL, CORPORATION OR LOCAL ORGANIZATION INTERESTED CONTRIBUTING TO THE WORK OF THE BPW FOUNDATION OF MARYLAND.

ENCLOSED IS MY GIFT OF \$ _____ . This donation is from: An Individual
 A BPW/MD Local Organization
 Other

This donation is: a one-time donation
 the first installment of a NEW annual pledge
 an installment pledge payment

Please check one of the following:

- One-time donation – any amount accepted
- Associate \$125 (5 payments of \$25) Installment _____ of 5
- Sponsor \$250 (5 payments of \$50) Installment _____ of 5
- Patron \$500 (5 payments of \$100) Installment _____ of 5
- Endowment (Fund name: _____)
- Other (installment of \$ _____ made in _____ equal payments of \$ _____)

Name _____

Address: _____

Phone:(H) _____ (W) _____ Email _____

Name of Local BPW Affiliation (if applicable) _____

TRIBUTES:

This gift is in memory of _____

This gift is in honor of _____

Please send acknowledgement card to:

Name: _____

Address: _____

Mail the completed form along with a check made payable to BPWF/MD to:

Joyce Draper, CFO, BPWF/MD, 615 Fairview Ave., Frederick, MD 21701-4120
(O) 301-694-7411, (F) 301-694-0954, (E) Joyce@drapermcmginleypa.com

**The BPWF/MD is a 501(c)(3) Organization.
Contributions are tax deductible to the extent allowed by law.
Consult your tax advisor.**



**MARYLAND FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN
(BPW/MD)**

2013-2014 MEMBERSHIP FORM

BPW: Women Helping Women Succeed

Business & Professional Women of Maryland (BPW/MD) is a not-for profit, non-partisan, and non-sectarian 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 **Theresa Souder** at tdsouder@verizon.net or (443) 205-2408 for membership information.

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

MAIL TO: MARYLAND FEDERATION OF BUSINESS & PROFESSIONAL WOMEN (BPW/MD), THERESA SOUDER, MEMBERSHIP CHAIR, 315 HOLT STREET, FEDERALSBURG, MD 21632. 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:	<input type="checkbox"/> Home	<input type="checkbox"/> Work	<input type="checkbox"/> Cell
Please indicate E-mail preference:	<input type="checkbox"/> Home	<input type="checkbox"/> Work	Birthdate: 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"/> Beauty/Wellness	<input type="checkbox"/> Marketing/Advertising/PR	<input type="checkbox"/> Science/Research
<input type="checkbox"/> Computers/Technology	<input type="checkbox"/> Human Services/Public Safety/Government	<input type="checkbox"/> Professional Services	<input type="checkbox"/> Travel
<input type="checkbox"/> Banking/ Finance/Insurance	<input type="checkbox"/> Legal	<input type="checkbox"/> Real Estate/Construction	<input type="checkbox"/> Other: _____
<input type="checkbox"/> Education	<input type="checkbox"/> Manufacturing	<input type="checkbox"/> Non Profit/Association	<input type="checkbox"/> Business Owner
<input type="checkbox"/> Health Care/Medicine		<input type="checkbox"/> Retail/Wholesale	_____ (bus. name)

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"/> Garrett County 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"/> Tri-County 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 \$100 (includes Local and State Federations, and National BPW Foundation)	<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: _____]

SEPTEMBER 2013