



The NEWSCASTER

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

2016 Call to Conference Issue

2015-2016

BPW/MD 2016 Annual Conference

"The Power of YOU ~ Women Taking the Lead"

April 28-30, 2016 • Hilton Garden Inn, Frederick, Md.

JOIN US at the Hilton Garden Inn in Frederick, from April 28-30 for the 2016 BPW/MD Annual Conference, celebrating **"The Power of You ~ Women Taking the Lead."**

Many of you will remember the hotel as the site of the 2014 annual conference. It is easily accessible from I-270 and is located at 7226 Corporate Court, near numerous opportunities for shopping and dining.

While the BPW Foundation of Maryland Board of Trustees will meet on Friday morning, the actual kickoff for the conference is the Friday Luncheon, featuring a presentation by Lions District 22W Second Vice District

Governor Susan Bonura on the Leader Dog Program. She will talk to us about the Leader Dogs for the Blind Canine Development Center. Leader Dog is the charity selected this year for our members to support at conference.

Carla Palamone, an Edward Jones financial advisor, will present Friday afternoon's financial workshop. Ms. Palamone's topic, "Time Matters: A Women's Retirement Outlook," will include information on financial concerns facing women preparing for or having recently entered retirement, including Social Security and preparing for the unexpected, as well as for women starting out in their careers. This is free and open to the public.

At the opening business session, attendance of our state officers, state committee chairmen and Local Organization presidents is required to establish a quorum. All members are encouraged to attend. After the short business session and a buffet dinner, there will be a presentation and discussion about a documentary on cyberbullying.

A memorial service to honor those BPW sisters who have passed since our last annual conference begins Saturday's activities. The business session will include the election of 2016-



Membership Sale on all new memberships through May 31!

See page 3 for details.

2017 BPW/MD officers, adoption of a state budget, reports from state committee chairs and Local Organizations and much more.

The keynote speaker at the Saturday luncheon will be Frederick County Executive Jan Gardner. Active in the local community, she will speak on her journey to her current position as Frederick County's first woman County Executive, including suggestions for how our members could run for elected

office. This is another great event that is open to the public, but reservations are required.

Business sessions, as necessary, will bookend a legislative workshop

on Saturday afternoon. The legislative workshop is free and open to the public, and attendees will learn how we can be involved in our communities to elect those candidates who support legislation that helps women and families.

The Installation and Awards Banquet will conclude activities at this year's conference with a performance by Khan-Du & Company. Charles and Karen James, a husband and wife team, will be entertaining us with their magic show to wrap up the weekend's activities.

Hotel sleeping rooms and conference registrations are due by April 14. Please use the registration form on page 9 or register online at www.bpwmaryland.org. Local Organizations get a free exhibit table in the meeting room so don't forget to mark your registration form accordingly. If you have any questions or need additional information, please contact Conference Chair Mary Ellen Poole at mpoole199@aol.com.

Early Conference Registration and Sleeping Rooms Due by April 14!

Please postmark your conference registration and reserve your sleeping room at the Hilton Garden Inn by April 14. See pages 8 and 9 for details. Contact Barbara Eichorn: phone 240-344-9050 or email bgeichorn@gmail.com with any questions.

Invite your colleagues, family and friends to join us for a wonderful weekend full of activities and events. We hope to see you in Frederick this April as we renew friendships, meet new members, and learn about **Women Taking the Lead!**

TABLE of CONTENTS

Call to Conference	Page 1
Conference Early Bird Registration Rate and Hotel Reservations due April 14....	Page 1
Table of Contents and Publication Information	Page 2
BPW/MD Executive Committee and BPWF/MD Board of Trustees	Page 2
President's Message	Page 3
Update on Members	Page 3
Membership Sale	Page 3
Leader Dogs for the Blind, Susan Bonura, Keynote Speaker	Page 4
Financial Workshop for Women with Carla Palamone	Page 4
Friday Night Film: "Cyberbully"	Page 4
Women In Politics: County Executive Jan Gardner Keynote Speaker	Page 5
Individual and Corporate Sponsors Sought	Page 5
How BPW Members Can Support Pro-Women Candidates	Page 6
BPW/MD to Cosponsor Senate Candidates' Forum	Page 6
Khan-Du & Company	Page 6
Invitation to BPW/MD Executive Committee Dinner	Page 7
Volunteers Needed at Annual Conference	Page 7
Committee Chairs and Members Needed!	Page 7
Local Organization and Committee Reports	Page 7
Conference Hotel Information	Page 8
Conference Schedule-At-A-Glance	Page 8
2016 Annual State Conference Registration Form	Page 9
BPW/MD Needs The Power of YOU!	Page 10
Candidates for 2016-2017 BPW/MD Officers	Page 10
Women's Legislative Briefing 2016	Page 11
BPW/MD Local Organization Presidents and BPW/MD Committee Chairs	Page 12
LO Fundraisers and Raffles Welcome!	Page 12
Women's Legislative Briefing Seminar: Women in STEM	Page 13
Highlights of 2015 Fall Conference and Board of Directors Meeting	Page 14
Foundation Scholarships for 2016	Page 15
Annual Conference Menus	Page 15
BPW/MD Individual Development Program	Page 16
In Memoriam - Donna Mae Smith	Page 16
In Memoriam - Frances Wilkins	Page 17
2016 BPW/MD Calendar of Events	Page 17
BPW/MD 2015-2016 Membership Form	Page 18

ADVERTISING INFORMATION

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

Price per issue:

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

SUBMISSION DEADLINE for *The Newscaster* 2016 Fall Issue – TBA

Send Articles, Advertising, and Address Changes to:

Pat Farmer, *The Newscaster* Editorial Manager & Acting Business Manager
13304 Briarwood Drive / Laurel, MD 20708
(E) buttonspaf@aol.com • (H) 301-776-4645 • Fax w/prior notice: 301-776-4645

BPW/MD 2015-2016 Executive Committee

PRESIDENT

Theresa Foster

143 Othoridge Road
Lutherville, MD 21093
(H) 410-828-7895
(O) 410-591-8970
(E) teddybear81@verizon.net

1st VICE PRESIDENT - Vacant

2nd VICE PRESIDENT

Theresa Souder

8943 Executive Club Drive
Delmar, MD 21875
(M) 443-205-2408
(E) tdsouder@verizon.net

SECRETARY

Lenita Walker

9815 Lake Point Court, Unit 103
Largo, MD 20774
(H) 240-532-5266
(E) lenitawalker@gmail.com

TREASURER

Mary Veber

317 Roosevelt Ave. SW
Glen Burnie, MD 21061-3831
(H) 410-768-9029
(Fax) 410-768-9029
(E) maryveber@aol.com

BPWF/MD 2015-2016 Board of Trustees

CHIEF EXECUTIVE OFFICER

Theresa Foster, BPW/MD President

DIRECTORS

Vacant, BPW/MD 1st Vice President

Theresa Souder,

BPW/MD 2nd Vice President

Lenita Walker,

BPW/MD Secretary

Mary Veber,

BPW/MD Treasurer

Joyce Draper,

BPWF/MD Chief Financial Officer

BPWF/MD Secretary – Vacant

BPWF/MD Committee Chairs

*The Newscaster Production Manager,
Jeannette Feldner/ lj.feldner@verizon.net
301-942-9186 (Fax) 301-942-4387*

PRESIDENT'S MESSAGE

Theresa Foster

2015-2016 BPW/MD President

***"The Power of You ~
Women Taking
the Lead"***



Happy Spring Everyone! We survived the blizzard of 2016 and I am looking forward to seeing all members and guests at the BPW/MD Annual conference on April 29-30 in Frederick. If you are a new member of BPW/MD, I would encourage you to attend. It is a wonderful benefit to your membership. We are going to have great speakers and workshops, which all can attend.

I would like to take this time to personally say welcome to the 13 new members who have joined our organization this past year. It has been my pleasure to meet most of you. Hopefully all of you will be able to attend our Annual Conference.

At this time I would like to speak to all members about taking your next step in the BPW/MD Organization. There are many positions available to anyone who is ready for a new challenge this coming year. On the State level, we are going to have positions open for President-Elect, 1st Vice President, 2nd Vice President and Secretary. We also will have openings for the following Chair positions: Chaplain, Conference Chairs for Fall 2016, ERA Representative, Finance, Health, Hospitality, Legislation, Membership, National Business Women's Week® Chairs for Fall 2016, Nominations, Public Relations, *The Newscaster*, Website and Social Media.

We are currently planning to hold a one-day training session for new officers and chair members sometime after our Annual Conference but before May 31, 2016. We will help you understand what your duties will be and always be there to help you if needed.

We need all members to be involved in some capacity to help our organization run smoothly. If you are interested in any of the above positions, please let me know. It will be a great learning experience, and you will also make new friends when working with the Executive Committee.

Let's keep BPW/MD moving forward so we can keep our promise to help all women to improve lives all across the state. I challenge all of our members to share your knowledge, your heart and your passions. We can make a difference. I know this because women are taking the lead all across this country.

UPDATE ON MEMBERS

Welcome New Members!!!

We are delighted to welcome new members who have joined BPW/MD this year:

- **Lee Bachu**, Montgomery County BPW
- **Praxedes Blandres**, Laurel BPW
- **Virginia Callis**, Southern Prince George's BPW
- **Marla B. Camarano**, Hagerstown BPW
- **Karen Evelius**, Towson/Hunt Valley BPW
- **Cassandra Freeman**, Southern Prince George's BPW
- **Annette Funn**, Southern Prince George's BPW
- **Sheila Nichols**, Frederick BPW
- **Lynne Peace**, Towson/Hunt Valley BPW
- **Kellie Putman**, Frederick BPW
- **Ciara Robinson**, Southern Prince George's BPW
- **Ellouise Schoettler**, Montgomery County BPW
- **La'Kenya Walter**, Southern Prince George's BPW

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

Changes to Members Information:

- **Bonnie Ayers**, bonnie.ayers5@gmail.com
- **Barbara Eichorn**, 240-344-9050, bgeichorn@gmail.com
- **Karla Stewart Lathroum**, name change after marriage
- **Anne Meilleur**, ammeilleur@comcast.net
- **Theresa Souder**, 8943 Executive Club Drive, Delmar, MD 21875
- **Rosalie Tydings**, 719 Maiden Choice Lane Unit BR 217, Catonsville, MD 21228
- **Mary Veber**, fax# 410-768-9029 call first

Membership Sale

Don't forget to invite a friend to join BPW/MD during our membership sale now through May 31. Just \$75 per year, and you will also receive the same 25% discount when your membership renewal is due.

For more information, contact Membership Chair Marlene Spielman at 301-733-3226 or membership@bpwmaryland.org.

FRIDAY, APRIL 29, 2016 • 12:00 – 1:30 P.M. LUNCHEON • PUBLIC INVITED
CONFERENCE CHARITY FOR 2016



Leader Dogs for the Blind Susan Bonura, Keynote Speaker

The kickoff for the conference is the Friday luncheon, featuring a presentation by Lions District 22W Second Vice District Governor Susan Bonura on Leader Dog program.

Mrs. Bonura received her Bachelor of Arts in Elementary Education from Nichols State University and a Master of Public Administration from the University of New Orleans. A Lion since 1996, she has served several Lions Clubs and Districts in a number of capacities. She served the local district as Leader Dog Chairman before being elected Second Vice District Governor; she is currently seeking the office of First Vice District Governor for 2016-2017.



She will be speaking about the Leader Dogs for the Blind Canine Development Center. Leader Dogs for the Blind in Rochester Hills, Michigan, was founded on April 4, 1939, as the Lions Leader Dog Foundation and graduated its first class on October 8, 1939. The program is now in the midst of a campaign to create a Canine Development Center since today's client requires a dog that can thrive in calmer settings, such as an office building, while also being able to guide in various other types of environments such as busy stores, hectic streets and mazelike college campuses.

Leader Dog is the charity selected this year for our members to support at conference.

Tickets for the luncheon are \$30 per person, reservations required.

FRIDAY, APRIL 29, 2016 • 2:00 – 4 P.M. • FREE • PUBLIC INVITED

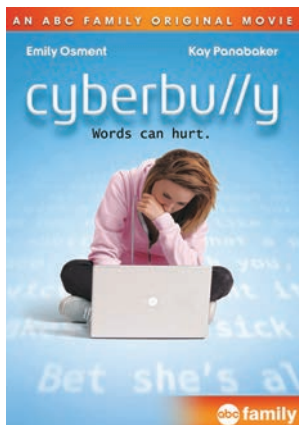
Financial Workshop for Women with Carla Palamone

Friday afternoon's two-part workshop will be presented by Carla Palamone, an Edward Jones financial advisor. Ms. Palamone received her Bachelor of Science from Seton Hill University and her Master of Science from Hood College. She joined Edward Jones in 1998, opening the company's second Frederick office; her practice has twice grown so large that she has invited another financial advisor to help her better serve clients.



Part One, Time Matters: A Women's Retirement Outlook, will include information on financial concerns facing women preparing for or having recently entered retirement, including Social Security and preparing for the unexpected.

Part Two, Preparing Your Estate Plan, will give estate planning basics, including trusts and wills.



FRIDAY, APRIL 29, 2016 • 7:30 – 9:30 P.M. • PUBLIC INVITED

Friday Night Film: "Cyberbully"

Please join us for a viewing of the movie "Cyberbully" on April 29 after dinner. This movie is about a teenage girl who is a victim of cyberbullying. It is a true eye opener if you are not familiar with how cruel people can be on social media. It shows how innocently it starts and how quickly it escalates. We all need to be aware of how our words really can hurt someone. Please attend and learn what you can do in your school, community and in the legislation process to prevent cyberbullying.

SATURDAY LUNCHEON
SATURDAY, APRIL 30, 2016 • 12:00 – 2:00 P.M. • BUFFET LUNCH

Women in Politics: County Executive Jan Gardner Keynote Speaker

Join us for lunch with keynote speaker **Frederick County Executive Jan Gardner** who will share her journey to her current position as Frederick County's first County Executive, including suggestions on how women can run for elected office.

There will be an opportunity for Q&A after County Executive Gardner's presentation, so bring your energy and questions for a dynamic discussion.

Mrs. Gardner became interested in politics due to school overcrowding, which led her to run for County Commissioner in 1998. She served as County Commissioner for 12 years (1998-2010) and as President of the Board of County Commissioners from 2006 to 2010.

Mrs. Gardner served as the President of the Maryland Association of Counties in 2007. She currently serves on the Metropolitan Washington Council of Governments Board of Directors; Frederick County Fire and Rescue Advisory Board; Frederick Area Committee for Transportation; Maryland Association of Counties Board of Directors, Legislative and Tax Committee; and Smart Growth America Local Leaders Council.



Born in Pennsylvania, Mrs. Gardner graduated with a Bachelor of Business Administration in Finance and Economics from the University of Notre Dame and earned an MBA from Xavier University. She also graduated from the Rawlings Leadership Training Program through the University of Maryland. While working for the Quaker Oats Company, a Fortune 100 company, her business experience included accounting, operations planning and new product development. She gained valuable federal government experience as a State Director in the office of U.S. Senator Barbara Mikulski from 2011 to 2013.

Married for over 30 years, Gardner and her husband have three adult children. All of her children graduated from Frederick County Public Schools.

Some of her distinguished awards include Maryland's Top 100 Women in 2004, 2007 and 2011, Circle of Excellence in 2011, and the Peacemakers Award.

Jan Gardner's goal is to ensure that Frederick County is the best place to live, work and raise a family, while working together to provide world-class schools, restore responsible growth management, keep our promise to our seniors, and manage the county budget in a financially sound manner.

Luncheon tickets are \$35 per person, reservations required. Public invited.

INDIVIDUAL AND CORPORATE SPONSORS SOUGHT

Local businesses and individuals are invited to sponsor the 2016 BPW/MD Annual Conference.

Select the sponsorship most appropriate for you:

"The Power of YOU" ~ Title Sponsor - \$1,000
"Women Taking the Lead" Sponsor - \$750
"Women in Politics Luncheon" Sponsor - \$500
"Awards and Recognition" Sponsor - \$250
"Corporate Friend" Sponsor - \$150

Members: please consider sponsoring a **Conference Scholarship - \$149** so another member or guest can attend, or be an individual sponsor at one of the following levels:

Platinum Friend - \$100; Gold Friend - \$75;
Silver Friend - \$50; or BPW Friend - \$25

BPW members may indicate their sponsorship level on the Conference Registration Form, along with their conference preferences.

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 corporate sponsorship by contacting Susan Horst for additional information at 240-498-8434 or susanhorst@yahoo.com.

How BPW Members Can Support Pro-Women Candidates

Join us for a workshop on Saturday, April 30, following the luncheon, to learn how BPW members can be engaged and informed in the 2016 election. BPW/MD is committed to seeing more women in policy-making positions. We can help make that happen.

On November 8, Maryland will be electing a Senator and eight Congressional Representatives in addition to voting for President. We have only to look at what's happening in Congress to know that we need more pro-women members at the decision-making table.



As we come together for our Annual Meeting, the Maryland Primary Election will have taken place (April 26) and

we'll know who will be on the ballot in Maryland's November General Election. In this workshop you will learn how you can find out who is running for office in your area, how you can see endorsements of pro-women candidates, and how you can mobilize votes and help good candidates who support our BPW/MD issues get elected.

We are excited that Diane Fink, Executive Director of Emerge Maryland, will be with us to lead this workshop. BPW is about encouraging women to become leaders and take on new challenges--here's an opportunity to do that. Come with ideas to share.



BPW/MD TO COSPONSOR SENATE CANDIDATES' FORUM

Saturday, April 9, 2016 • 1 p.m.

Woodlawn Senior Center

2120 Gwynn Oak Ave., Gwynn Oak, MD 21207

Free and open to the public

Forum will be live streamed day of event at <http://livestre.am/5kLVC>

Senator Barbara Mikulski who is retiring this year has always supported working women. It is important that whoever succeeds her does the same.

BPW/MD will cosponsor a Senate Candidates' Forum with the Maryland Federation of Chapters of the National Active and Retired Federal Employees Association (NARFE/MD) on Saturday, April 9, 2016, at 1 p.m. at the Woodlawn Senior Center, 2120 Gwynn Oak Ave., Gwynn Oak, MD 21207. The candidates participating to date are Congresswoman Donna Edwards, John Graziani, Mark McNicholas, Violet Staley, Ed Tinus and Congressman Chris Van Hollen. Registration is required to attend the Forum; contact Dr. Gary Roundtree, Sr. at groundtreesr@hotmail.com to register.

This is a great opportunity to learn the candidates' positions on BPW/MD's priority issues, so mark your calendar and register to attend now. It is crucial that we find out as much as we can about what the candidates will do if elected and that we let them know we will hold them accountable.

For more information, contact Legislative Chair Linda Fihelly at 301-599-1942 or Lfihelly@hotmail.com.

Dates to remember: The deadline to register or change affiliation for the Primary Election is April 5. Early voting is April 14-21. The Primary Election is Tuesday, April 26. You can find more information at www.elections.state.md.us.

Magic Show April 30 following Installation



Khan-Du & Company will perform at the Installation and Awards Banquet, wrapping up the week-end's activities. Charles and Karen James are lifelong residents of Frederick, Maryland. Audiences young and old have enjoyed their award-winning magic for over 35 years. Charles and Karen are both past presidents of the International Brotherhood of Magicians Ring #94 and have achieved the international status of "Order of Merlin with Shield," recognizing their continuous membership of 35 years. Karen currently serves the international organization as Maryland's territorial vice president.

THURSDAY, APRIL 28, 2016 • 6:00 – 8:30 P.M.

Members Invited to Join BPW/MD Executive Committee for Dinner



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 Boulevard 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 Boulevard. 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 April 26 to Mary Veber at maryveber@aol.com or 410-768-9029.

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 people to help with room setup at Annual Conference. Help is also needed before conference preparing programs, assembling conference materials and designing centerpieces.

We would appreciate at least one volunteer from each Local Organization. If you can help before or during conference, please contact Mary Ellen Poole at 301-371-8575 or mpoole199@aol.com.

Committee Chairs and Members Needed!

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

- | | |
|----------------------|----------------------------|
| ■ Conference | ■ National Business |
| ■ ERA Representative | Women's Week® |
| ■ Finance | ■ Nominations |
| ■ Health | ■ Public Relations |
| ■ Legislation | ■ <i>The Newscaster</i> |
| ■ Membership | ■ Website and Social Media |

Local Organization and Committee Reports



Attention all Local Organization Presidents and Committee Chairs:

Please prepare an oral report about your activities and events for 2015-2016. You will have 3-5 minutes to present your reports at the Annual Conference during the Business Session on either April 29 or 30. 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, Name of Officers, Number of Members and Meeting Day and Location.

If you are unable to attend the conference, please select a member of your Local to be your representative to present your report. You must let us know ahead of the start of conference, if possible. Your representative must bring a signed message from you appointing her as your Local Representative.

Please bring copies of your report for the President and the Secretary to the conference. I look forward to hearing from you about your activities and future plans.

Theresa Foster

BPW/MD President

Home: 410-828-7895

Cell: 410-591-8970

Email: teddybear81@verizon.net

CONFERENCE HOTEL **HILTON GARDEN INN – Frederick, Maryland**

HOTEL RESERVATIONS DUE BY APRIL 14, 2016

Hilton Garden Inn

7226 Corporate Court, Frederick, MD 21703

Phone: 240-566-1500 • Fax: 240-566-1501

(Rates available April 28, 29, 30, 2016)

\$109 / night for King or Doubles

(plus 9% tax).

Call the hotel directly to make your reservations: Phone: 240-566-1500.

Mention BPW/MD or reserve online at: <http://tinyurl.com/jb3tqvm>.

The Hilton Garden Inn is located off of Crestwood Boulevard 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 410-828-7895 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 St., turn right on Buckeystown Pike (Route 85) appx. 1 mile / Turn right onto Crestwood and right at 2nd light to Corporate Court.

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

BPW/MD 2016 Annual Conference SCHEDULE-AT-A-GLANCE

Thursday, April 28, 2016	2:00 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, April 29, 2016	9:00 a.m. - 10:30 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.	Luncheon – Susan Bonura, Keynote Speaker	Tasker
	1:30 p.m. - 2:00 p.m.	Break	
	2:00 p.m. - 4:00 p.m.	Financial Workshop for Women with Carla Palamone	Tasker
	4:00 p.m. - 6:00 p.m.	Conference Registration	Ballroom Foyer
	5:00 p.m. - 6:00 p.m.	BPW/MD Business Session	Braddock/Schley
	6:30 p.m. - 7:30 p.m.	Buffet Dinner	Tasker
	7:30 p.m. - 9:30 p.m.	Documentary Film “Cyberbully” and Discussion	Tasker
Saturday, April 30, 2016	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 – Jan Gardner, Frederick County Executive.	Tasker
	2:00 p.m. - 2:30 p.m.	Break	
	2:30 p.m. - 5:00 p.m.	BPW/MD Business Session	Braddock/Schley
	3:00 p.m. - 4:30 p.m.	Legislative Workshop	Braddock/Schley
	5:00 p.m. - 6:30 p.m.	Break	
	6:30 p.m. - 7:00 p.m.	Reception, Cash Bar	Tasker
	7:00 p.m. - 10:00 p.m.	Dinner, Awards, Installation, Entertainment.	Tasker



Business and
Professional
Women/MD

2016 Annual State Conference

April 29-30, 2016

Hilton Garden Inn, Frederick, MD



"The Power of YOU ~ Women Taking the Lead"

HOTEL AND CONFERENCE REGISTRATION DEADLINE: APRIL 14, 2016

HOTEL SLEEPING ROOMS - \$109 / night King/QQ

Book Sleeping Room online: <http://tinyurl.com/jb3tqvm>

OR Call Hilton Garden Inn to reserve sleeping rooms 240.566.1500 (Group Name: BPWMD)

CONFERENCE REGISTRATION FORM

Fill out form below for each attendee and send check payable to **BPW/MD** to Barbara Eichorn, 5761 Box Elder Court, Frederick, MD 21703 (bgeichorn@gmail.com or 240-344-9050) OR Register with PayPal at www.bpwmaryland.org

FULL REGISTRATION PACKAGE (Includes Business Meeting Registration, Fri. and Sat. events):

Early Registration Package – Full Registration (Postmarked by April 14) ☐ \$149.00 \$ _____

Regular Registration Package – Full Registration (Postmarked after April 14) ☐ \$169.00 \$ _____

INDIVIDUAL EVENTS (please check the events you plan to attend or purchase individually)

Early Business Session Registration (Required to attend Business – postmarked by April 14) ☐ \$49.00 \$ _____

Regular Business Session Registration (Postmarked after April 14) ☐ \$69.00 \$ _____

Friday, April 29, 2016

12:00 p.m. – 1:30 p.m. Lunch Buffet with Susan Bonura, Leader Dog Program, Guest Spkr ☐ \$30.00 \$ _____

2:00 p.m. – 4:00 p.m. Financial Workshop for Women, Carla Palamone Presenter ☐ FREE

5:00 p.m. – 6:00 p.m. Opening Business Session (incl. in reg. fee above, check box if attending) . ☐

6:30 p.m. – 7:30 p.m. Buffet Dinner ☐ \$30.00 \$ _____

7:30 p.m. – 9:30 p.m. Film "Cyberbully" and Discussion ☐ FREE

Saturday, April 30, 2016

8:30 a.m. – 8:45 a.m. Memorial Service

9:00 a.m. – 11:30 a.m. Business Session (incl. in reg. fee above, check box if attending). ☐

12:00 p.m. – 2:00 p.m. Saturday Luncheon with County Exec. Jan Gardner, Guest Spkr .. ☐ \$35.00 \$ _____

2:30 p.m. – 5:00 p.m. Business Session ☐

3:00 p.m. – 4:30 p.m. Legislative Workshop ☐ FREE

6:30 p.m. – 10:00 p.m. Installation and Awards Banquet, Entertainment ☐ \$40.00 \$ _____

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

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

☐ Registration Sponsorship for a Guest or BPW Member - \$149 \$ _____

CHECK TOTAL \$ _____

(NOTE: Cancellation Fee - \$20. No Refunds after April 22, 2016)

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE (H) _____ (O) _____

(CELL) _____ EMAIL: _____

DIETARY RESTRICTIONS _____ ADA REQUIREMENTS _____

LOCAL ORGANIZATION _____

YES, MY LO WOULD LIKE A DISPLAY TABLE ☐ HALF ☐ WHOLE

LO TABLE CONTACT NAME _____ TEL _____ EMAIL _____

Check all that apply:

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

BPW/MD Needs The Power of YOU!

Step Up and Join The BPW/MD Leadership Team – Nominations due by April 12

Members, consider joining the Executive Committee. We need you to ensure that BPW/MD continues its mission of equality for all women. Nominations are being excepted for leadership and committee chair positions now.

Elections will be held during the business session at the Annual Conference on Saturday, April 30, 2016 at the Hilton Garden Inn, in Frederick. That evening we will have the Awards Ceremony and Installation Banquet. We are honored to have Past State President Susan Horst as installing officer.

The Maryland Federation of BPW requires that we have a President, Secretary and Treasurer. We also have other leadership opportunities, such as President-Elect, First Vice President and Second Vice President. Local Organizations must endorse its candidates. Candidates may also be nominated from the conference floor.

We are thrilled that Theresa Foster, of Towson/Hunt Valley BPW, is a candidate for re-election to the office of President and Mary Veber, of Laurel BPW, is a candidate for re-election to the office of Treasurer. You can read their bios below.

Please consider being a part of the leadership team of this great organization. Serving as an officer provides opportunities to learn new skills, a chance to use your leadership skills, and most of all, unforgettable experiences with members and other officers. As part of the Executive Committee you will work together to move the organization forward by planning and organizing events and programming centered on our mission. You will always have the support of the whole Executive Committee and won't be required to do any project totally on your own.

The Executive Committee sometimes meets in person and other times via conference calls. Some of the benefits of serving as an officer are that your expenses will be reimbursed for mileage, meals and supplies while performing your duties as an officer. You are always a guest of the Federation, which means that your meals are complimentary at all state functions, such as the Annual Conference and the Fall Board of Directors Meeting.

If you are interested in being a nominee for an office, please have your Local send the nomination form to Theresa Foster at teddybear81@verizon.net.

Nominations are due by April 12.

CANDIDATES FOR 2016 – 2017 BPW/MD OFFICERS



Theresa Foster
President

Theresa Foster is currently serving as your BPW/MD President and will be a nominee for re-election to that office. She has been a member since 1999 and is with the

Towson/Hunt Valley Local.

Now semi-retired from her business, One Sharp Lady LLC, she has more time to volunteer at her church, serving most Sundays at Kid-zone for children six-months to three-year-olds, while their parents attend Mass or as a greeter to parishioners at the 9 a.m. Mass.

She enjoys spending time with family and friends and playing with her nine-year-old dog, Grace Kelly, a Bassett Hound/Welsh Corgi mix, her 13-year-old cat, Little One, and the latest addition, Little Bite, a one-year-old cat she rescued.

Theresa is pleased to be a member and officer of BPW/MD and looks forward to continuing her membership in our organization for many more years to come.



Mary Veber
Treasurer

Currently serving as BPW/MD Treasurer, Mary Veber has been a member of Laurel BPW since 1998 when she transferred from the Glen Burnie Local, which she joined in 1993, near her home in northern Anne Arundel County.

In addition to her State duties as Treasurer, Mary also serves the Laurel Local as its Treasurer, a position she has held since 2007, after serving in several other positions, including Local President.

Re-joining the Executive Committee in 2015, after previously serving as BPW/MD Treasurer 10 years ago under Past State President Debby Pafel, has been a new challenge and privilege for Mary to help keep our organization moving into the future with her accounting expertise. She has learned a lot about budgets and financial reports from several of her BPW mentors, especially Marlene Spielman and Anne Whitt, and looks forward to being a candidate for the Office of Treasurer for the coming year 2016-2017.

Mary is also proud to have introduced BPW to her daughter, Ginny Schmidt, who currently participates in BPW activities as an active member in Towson/Hunt Valley BPW and her granddaughter, Luca Schmidt, who recently attended the Women's Legislative Briefing Teen Seminars, in Rockville, Md.

Together with their sister and aunt, BPW/MD President Theresa Foster, they all anticipate many more years of growth and enthusiasm for BPW/MD activities.

Women's Legislative Briefing 2016

Contributed by Theresa Foster, BPW/MD President,
Ruby Aridi and Amour Toura-Gaba



Left to right: Susan Horst, Chris Richardson, Theresa Souder, Theresa Foster, Amour Toura-Gaba, Mary Veber, Markene Spielman.

The 36th annual Women's Legislative Briefing was held on January 31, 2016 at the Universities at Shady Grove in Rockville, Maryland. BPW/MD, Montgomery County BPW and Southern Prince George's BPW were all co-sponsors. The Women's Legislative Briefing is a great way for Marylanders to learn about the legislative proposals concerning women and families and build a strong advocacy for these important issues.

This year there were over 600 people in attendance including BPW members Theresa Foster, Susan Horst, Linda Fihelly, Chris Richardson, Anne Whitt, Mary Veber, Bernice Grossman, Ginny Schmidt, Amour Toura-Gaba, Casandra Freeman, Ruby Aridi, Theresa Souder, Marlene Spielman, Karla Stewart, Kate Stevenson, Valencia Campbell, Linda Mahoney and Jeannette Feldner and three of those members each brought a guest. Their were over 70 teens that participated in the Teen Track session, which is double the number from last year.

Theresa Foster had the pleasure of attending the Presidents Reception and heard from all of the other organization presidents and what their missions are for this year.

We had the privilege during the opening session to hear from Congressman John Sarbanes, Congressman John Delaney, Congressman Chris Van Hollen and Congresswoman Donna Edwards. They were each asked the same two questions:

- Why is it important for you to be here today?
- What current legislation affecting women do you feel is the most important and why?

Their answers were similar but encouraging for Maryland residents. The primary reasons for them being there were fairness and equality for women, racism and sexism. It was said that our economy will be better when women are financially secure and safe in their surroundings. Another reason was because of the influence from women in their lives and because there are too few women in Maryland political service.

The main pieces of legislation that affect women today are the:

- Affordable Care Act
- Need to raise the minimum wage to \$15.00 an hour, because 35% of

women's income in most families goes to childcare

- Violence Against Women Act
- Paid Family Sick Leave.

In their closing remarks they said the following:

- **Congressman Sarbanes** said that more women do not run for public office because of the lack of public financing, they can't afford it.
- **Congressman Delaney** told all women to go for whatever they want to achieve. Currently there are not enough high skilled women out there, the middle skilled level is getting a little higher but the most increase is unfortunately in the under skilled level and that is rising far too fast.
- **Congressman Von Hollen** said we have to remind the healthcare system and our politicians that being a woman is not a pre-existing condition. He said you can change laws at any age. Change happens by individuals and groups that keep working to make change.
- **Congresswoman Edwards** said women suffer the most because of low wages when it comes to Social

Security and Medicare benefits. She told emerging leaders: Don't wait, get involved and don't let anyone say you can't do something because you are too anything degrading, because you are too smart for that.

President Foster attended a session on domestic violence and human trafficking. Senator Susan Lee was the moderator for the panel discussion. The panelists were: Lisae Jordon from the Maryland Coalition Against Sexual Assault (MCASA); Laurie Duker of Court Watch Montgomery; Cynthia Lifson, a lawyer who also represents the Maryland Network Against Domestic Violence; and Bobbe Mintz, Chair of the Montgomery County Human Trafficking Task Force.

Ms. Lifson talked about two stalking bills. First is a cross-filed bill and their numbers are HB155 and SB278. The second bill is HB314 and SB346. They deal with the emotional and physical harassment being afflicted by the stalker.

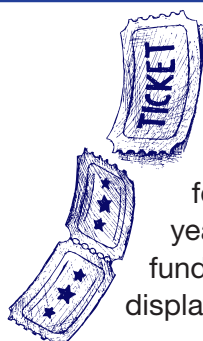
Ms. Duker spoke about a bill that does not have a number yet that will help victims of domestic violence and their children. Guns are involved in 75% of deaths from domestic violence incidents. This bill addresses how quickly guns need to be turned in and how many days to prove they were handed in.

Ms. Jordan talked about a bill passed in October that now helps victims of rape get protection orders. There is also a bill to make it a law to take away a rapist's parental rights if his victim becomes pregnant as a result of the assault. They are trying to add that there will be an end date of 180 days so the victim can have closure sooner and make the decision if she wants to keep the baby or not without influence from the father who was her rapist. Ms. Jordan also said she wants all of us to do three things. It doesn't matter which three, just pick three to help victims of sexual assault. You can make three phone calls or send three emails or stop three chairmen in the halls and

ask them to pass this bill with the new end date included.

Ms. Mintz talked about how Montgomery County has passed the "John's Law." County lawmakers are targeting Johns—purchasers of prostitution—to help curb human trafficking. Johns who are caught by the police in Montgomery County will now get fined for their offenses. Ms. Mintz also noted that we need a safe harbor for children that have been put into prostitution by their Johns. We need laws that give immunity to children under 17 years old who get arrested for prostitution. Watch for HB 72 that is asking to have age-appropriate training to teach about sexual abuse and sexual assault in every school by a qualified instructor.

The panelists told us in their closing remarks that of all the rape cases that are reported, only 7.8% are prosecuted. Out of those, only 2.8% are ever convicted. A fact to know is that emotional stress can be a key factor in diabetes and cancer.



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 our selected charity for this conference, Leader Dogs for the Blind, 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.

BPW/MD Local Organization Presidents:

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

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

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

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

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

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

BPW/MD Committee Chairs:

Fall Conference 2015: Sandy Mills and
Marlene Spielman

Annual Conference 2016: Mary Ellen Poole

Legislation: Linda Fihelly

Membership: Marlene Spielman and Granis Dixon

Audit: Bonnie Diehl

Hospitality: Ruby Aridi

Individual Development Program: Nancy Werner

Chaplain: Alicia Newman

Legal Adviser: Denise Bowman

MLAW Representative: Caren Williams

Parliamentarian: Anne Whitt

Resident Agent: Susan Horst

Ruby Aridi and Theresa Souder attended the seminar “Caring for the Caregiver: Health Care and Senior Women,” where they learned that 59% of caregivers are women 50-65 years old and are usually working full time. Some advice given:

- Talk to siblings and write an informal contract as to who is going to do what.

- Contact a financial advisor before money is depleted.

There are 5 million Americans with dementia; two-thirds of Alzheimers patients are women. Wellness programs, diet, fitness, fall prevention, and exercise are all important. Caregivers should eat healthy, get rest, see friends, exercise and avoid alcohol.

Websites to research:

wiserwomen.org or
wiserwomen.com,
caregiveraction.org,
consumerfinance.gov
and
alz.org.

Women’s Legislative Briefing Seminar: Women in STEM

By Amour Toura-Gaba

The Women In STEM (Science, Technology, Engineering and Mathematics) seminar offered a lively discussion between the panelists and attendees. About 20 participants were in attendance including one male.

The panelists’ experience was quite diverse. The Moderator was Angela Graham, CEO of Quality Biological, a bioscience company. Three of the five panelists indicated that they were foreign-born, an additional strike against them: Delegate Aruna Miller, an engineer; Dr. Nawal Benmuna, Chair of the Science, Engineering and Technology Department at Montgomery College, also an engineer; and Homayara Aziz M.D.

Pamela Conrad, an astrobiologist and mineralogist with the NASA Goddard Space Flight Center, started her career in the music industry prior to transferring to sciences and is currently pursuing a Master of Divinity, with the hope of intersecting science and religion. Even though she started her scientific career later in life, she encouraged women not to follow her path. This would seem to be an encouragement for women dreaming of pursuing a STEM career to do so.

Chris M. Richardson, President of Rapid Changing Technology as well as Montgomery County BPW, studied applied mathematics prior to launching her engineering career in the defense arena.

Some of the panelists were encouraged by their relatives to pursue STEM careers, others had male relatives in those careers. While some experienced challenges during their studies in a male-dominated field, all overcame hurdles during their careers. Mentors, either family educators or professionals/managers in their fields, helped them break the mold and thrive.

One participant asked whether parents encouraged their daughters to become mechanics or plumbers.

The answer was probably not, so the “lack” of encouragement for women to pursue careers in Science, Technology, Engineering or Mathematics may be for the same reason.

One attendee with undergraduate and graduate degrees in STEM and another in education sought advice for breaking into the field. She was encouraged to network with STEM professional organizations, find mentors and advocates, volunteer, seek employment in the STEM industry as well as sponsors within those companies to help her transition into that career. Some of the panelists and participants offered additional resources and leads, so this young woman will be, no doubt, able to embrace her career choice.

The race card was also addressed especially since some panelists and attendees are triple, quadruple and perhaps even quintuple minorities.

There is a disparity between the importance and funding given to STEM education and sports. While the football or basketball team winning a trophy is applauded and advertised, winning the science fair or engineering one, not as much.

Ms. Richardson emphasized the pervasiveness of mathematics in the modern world whether one plays music, creates a budget, uses a cell phone or computer, and even have one’s car repaired. Math is the backbone of technology and as we are relying more on technology, the importance of studying and not being afraid of mathematics increases exponentially!

In conclusion, we celebrate women STEM pioneers including the panelists and moderator, however there is still a lot to be achieved including in the compensation domain.

Highlights of 2015 Fall Conference and Board of Directors Meeting



BPW/MD 2015-2016 Officers, L-R: Lenita Walker, Secretary; Theresa Souder, 1st Vice President; Theresa Foster, President; Mary Veber, Treasurer and Parliamentarian Anne Whitt



Conference Co-Chair Sandy Mills presides at the podium.



Three Past State Presidents together: Susan Horst, Caren Williams and Karen Evelius



President Theresa Foster and Fall Conference Co-Chair Granis Dixon recognize Ellouise Schoettler (center) for her one-woman show, "The Hello Girls"

BPW/MD had a wonderful Fall Conference on November 13-14, 2015 at the Ramada Plaza in Hagerstown. As we continued our theme of "The Power of You," we paid tribute to the women who have come before us, and we honored current women who are truly "Women Taking The Lead."

Professional storyteller Ellouise Schoettler gave an excellent performance of "The Hello Girls." It was about the women telephone operators in France during WWI and what it took for them to be recognized as veterans.

During our business session we heard from our LO Presidents and committee chairs who gave us a brief update on their recent activities.

There was a fantastic National Business Women's Week® Celebration, honoring BPW/MD's Woman of Achievement, Dr. Praxedes V. Belandres. Also celebrated were Montgomery County's Women of Achievement along with Hagerstown, Southern Prince George's and Towson/Hunt Valley's Women of the Year and Southern Prince George's Employer of the Year. What an amazing group of women they are.

After the NBWW® Celebration, we had a very high energy Individual Development Program (IDP) workshop presented by Nancy Werner of Hagerstown BPW.

Our Conference Charity was Girl's Inc. Maureen Grove is the Execu-

tive director and Hagerstown's 2015 Women of the Year. Members donated much needed supplies and money for this wonderful program, which supports young girls.

After reviewing all of the conference evaluation sheets, it appears that it was a very successful conference. Thank you to all who helped make our Fall Conference such a wonderful benefit to our members!

We look forward to seeing our members and guests on April 29-30, 2016 at our Annual Conference, making many more memories, and helping women learn about leadership so they can also be "Women Taking The Lead."



BPW/MD Officers pose with 2015 Women of the Year and Employer of the Year



Dr. Praxi Belandres displays her Woman of Achievement plaque.



Two Past State Presidents in serious discussion: J. Lynn Stimmel and Florence Finlayson



Past State President Peggy Luber hugs Nancy Werner, Past Pennsylvania President, BPW/MD IDP Chair, and Hagerstown member



Ruby Aridi relaxes at reception in President's suite.

Foundation Scholarships for 2016



The BPWF/MD will be accepting applications for scholarships again this year.

The criteria for the scholarships, along with the applications, can be found on our Webpage, www.bpwmaryland.org, under Scholarships. Award amounts vary depending on the criteria for each fund. All applications must be postmarked by June 15, 2016.

Contact Faye Glover at fcglover@verizon.net for additional information.

Annual Conference Menus

FRIDAY LUNCH: The Garden Inn Deli Buffet:

Tossed Green Salad – Vinaigrette and Ranch Dressing
Pasta Salad, Potato Salad, Display of Sliced Deli Meats and Cheeses,
Sliced Tomatoes, Onions, Lettuce and Pickles, Potato Chips and Condiments,
Assorted Sliced Bread, Rolls, Chef's Choice of Dessert,
Freshly Brewed Coffee and Tea, Assorted Soft Drinks and Water

FRIDAY DINNER: Soup and Salad:

Homemade Beef Stew and Clam Chowder, Served with Bread Bowls,
Build your own Garden Inn Salad, Salad toppings include:
Cheese, Cranberries, Croutons, Carrots, Tomatoes, Onions and Cucumbers,
Choice of Vinaigrette or Ranch Dressing, Pasta Salad

SATURDAY LUNCH: Tour of Italy Buffet:

Herb Seasoned Chicken, Pan Seared Meatballs, Tricolored Cheese Tortellini
and Fettuccine, Marinara and Alfredo-Pesto Sauce,
Caesar Salad, Grilled Vegetable Tray, Bread Sticks, Tiramisu,
Freshly Brewed Coffee and Tea, Assorted Soft Drinks and Bottled Water

SATURDAY DINNER:

Garlic Marinated Roasted Pork Tenderloin,
Crispy Salmon Pan Seared and Basted with a Sweet Sesame Sauce,
Harvest Salad with Apples, Bleu Cheese and Cucumber,
Served with Rolls and Butter, Chef's Selection of Specialty Dessert,
Freshly Brewed Coffee and Tea, Assorted Sodas and Bottled Water

Pay as you go bar

BPW/MD Individual Development Program

By Nancy Werner, BPWMD IDP Chair



The gift that keeps on giving is our Individual Development Program. Created back in the late 1960s by the Business and Professional Women's Organization, it was prepared for the "BPW member" as the primary learner. I remember taking the class in the early 1970s. I was in my early twenties and I was impressed with the history of the organization. It had meaningful lessons such as presenting speeches and doing interviews but I had already secured my teaching career job. I never really grasped how these meaningful lessons could always be a step forward to success.

But over the many years, the IDP was expanded and developed into a professional development class in which BPW members and nonmembers could participate. It became not only an educational tool for individuals looking to enter the workforce or enhance their professional lives but a program that brought BPW visibility to our friends and neighbors. The IDP started to take on a life of its own as more individuals asked for the IDP classes.

The IDP offers leadership skills, improving your skills in communication, networking, negotiating, interviewing, and dealing with the media. It provides business etiquette, grassroots advocacy, and even parliamentary procedure. The news of our BPW Foundation becoming a virtual organization fits into the last module as a sign of the times. It heightens your awareness of the issues people face in achieving goals and to developing personal and professional advancement. The development of high tech, whether on the computer or the smartphone, has really been added to the business field. The IDP is interactive and develops one's confidence. You can't go wrong when you stop and learn how to achieve success.

I am so proud that the BPW Maryland conducted an IDP class back in May 2015 and then continued with the review of the DISC (Modules 2 and 3) in November 2015. The DISC provided the awareness of our personal behavioral style and how we relate to others so that we can work as a successful team. But the culminating experience was to see our BPW Maryland members interacting together to produce a group project. It was superb!

But also we still have one more step in the IDP process. That would be to train more facilitators to teach the program throughout the BPW Maryland Federation. Now that would be an activity to have our Local Organizations feel comfortable presenting the Individual Development Program to not only our BPW members but to others who live in our communities. What a fantastic gift this would be for everyone! Let's make it happen.

One last paragraph for you to read: At the upcoming conference, I have created four questions about my topic IDP. During the course of the meeting, President Theresa will read a question and if you have read my article, you will know the answer.

For more information, please contact IDP Chair Nancy Werner at 215-679-6687 or alnancy47@verizon.net.

In Memoriam

DONNA MAE SMITH

Nov. 23, 1941 - Dec. 1, 2015

Donna Mae (Rockwell) Smith, 74, from Hagerstown, Md., died Dec. 1, 2015 at the Adler Center for Caring in Virginia.

Born Nov. 23, 1941, in Mercersburg, Pa., Donna was the daughter of the late James Nelson Rockwell Sr. and Beulah (Keyser) Rockwell. Her brother, James N. Rockwell Jr., preceded her in death.

She is survived by her husband of 42 years, John A. Smith; a nephew, James N. Rockwell III and his wife, Pamela; a great-niece, Rebecca Rockwell; a great-nephew, Bryan Rockwell; a cousin, Pamela Hunter and husband Matthew and their children, Patrick and Ryan.

A 1959 graduate of South Hagerstown High School, she started working for Allegheny Power and stayed there up until her retirement.

Donna Smith was a member of Christ's Reformed Church; Ladies Auxiliary at Funkstown American Legion Post 211; League of Women Voters; Ladies of the Elks and Associates of Hagerstown Lodge 378; and the North American Rod and Gun Club Ladies Auxiliary. She was Treasurer of the Valley Art Association, which was fitting because of her love of painting.

Active in the Business and Professional Women of Maryland for many years, Donna Smith served as State Federation President two separate terms. She was also a loyal member of Hagerstown BPW.

The funeral service was Dec. 4, 2015 at Rest Haven Funeral Chapel, in Hagerstown, with the Rev. Gregg Meserole officiating.

Memorial contributions were to be made to Washington County Museum of Fine Arts, 401 Museum Drive, Hagerstown, MD 21740; or Christ's Reformed Church, 130 W. Franklin St., Hagerstown, MD 21740.

www.rsthvn.com.

In Memoriam

FRANCES WILKINS

1928-2016

Frances Rosanna Putman Reynolds Wilkins, 87, of Frederick, Md., died Feb. 8, 2016 at Glade Valley Nursing and Rehabilitation Center in Walkersville, Md.

Born Dec. 7, 1928 in Thurmont, Md., Frances was the daughter of the late Lester O. and Viola Hahn Putnam.

Her husbands, Jack Marshall Reynolds (1979) and Lyle Wilkins (2007) preceded her in death. In addition, she was preceded in death by a grandson, a brother and two sisters.

After graduation in 1946 from Frederick High School, she worked for Dan Wright at Monocacy Farms in Frederick for 15 years. She left in 1970 to attend Frederick Community College's Nursing Program and graduated in 1972. As an RN, she worked at Vindobona Nursing Home and later at Citizens Nursing Home, retiring in November 2011. Throughout her years as a nurse, she was always an advocate for her patients.

Frances is survived by four daughters; five grandchildren; 12 great-grandchildren; three great-great-grandchildren; two brothers; three sisters; and numerous nieces, nephews and other relatives.

Frances enjoyed going to carnivals to listen to the bands and spending time with grandchildren at the pool. She was a member for over 50 years of the Business and Professional Women of Frederick, spending several years as the membership chair, and was active at the state level with BPW Maryland.

Funeral services took place Feb. 12 at Chapel Mausoleum of Resthaven Memorial Gardens, 9501 U.S. Route 15 N in Frederick.

Donations were requested for the Juvenile Diabetes Research Foundation, www.jdrf.org or to the www.diabetes.org.

2016 BPW/MD Calendar of Events



- | | |
|---------------|--|
| April 7 | Maryland Women's Hall of Fame Induction Ceremony, visit http://www.marylandwomen.org/ for more information. |
| April 9 | BPW/MD cosponsoring with NARFE/MD the Maryland Senate Candidates Forum at the Woodlawn Senior Center in Gwynn Oak, Md., from 1-4 p.m. |
| April 12 | Equal Pay Day – This date symbolizes how far into the year women must work to earn what men earned in the previous year. |
| April 28-30 | BPW/MD 2016 Annual Conference, Hilton Garden Inn, Frederick, Md. |
| April 28 | BPW/MD Executive Committee Meeting
2:00 p.m. – 5:00 p.m., Hotel Lobby

BPW/MD Executive Committee Dinner
6:00 p.m. – 8:30 p.m., Romano's Macaroni Grill, Frederick, Md. All members invited! |
| April 29 | BPW Foundation Trustees Meeting
9:00 a.m. – 10:30 a.m., Tasker
Hilton Garden Inn, Frederick, Md. |
| July 21-24 | 2016 Women's Professional Empowerment Alliance Conference, Wyndam Hotel Detroit-Metro Airport, Romulus, MI. WPEA, a successor of BPW/USA, is comprised of BPW state organizations, which continue the mission of BPW. Call hotel for reservations 1-734-728-2800, Code 07216976MI. For information, contact Jean Porter 313-885-8338 or jporter@cmpassociates.com ; Linda Stright w: 269-925-2161 x340, h: 269-983-0655 or at lstright@QTM.net All members invited to attend. |
| August 26 | Women's Equality Day – Commemorating the date in 1920 that the 19th Amendment to the Constitution was ratified, granting women the right to vote. |
| October 28-29 | BPW/MD Fall Conference and Board of Directors Meeting, Ramada Plaza, Hagerstown, Md. |
| November 8 | ELECTION DAY – ALL VOTE |



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

2015-2016 MEMBERSHIP FORM

BPW: Women Helping Women Succeed

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

☐ Pay by check, **Payable to BPW/MD** and mail to BPW/MD Membership Committee **OR**

☐ Pay with credit card via **PayPal** on www.bpwmaryland.org, **Join Now!**

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

APPLICANT INFORMATION

Name:

Home address:

City:

State:

ZIP CODE:

Phone:

Fax:

E-mail (Required):

Cell:

Please indicate **phone** preference

☐ Home ☐ Work ☐ Cell

Birthday: Month ____ Day ____

Please indicate **E-mail** preference:

☐ Home ☐ Work

BUSINESS INFORMATION

Current employer:

Title:

Address:

City:

State:

ZIP CODE:

Phone:

Fax:

E-mail (Required):

Website:

INDUSTRY, please select one

☐ Arts/Entertainment/Media
☐ Computers/Technology
☐ Banking/ Finance/Insurance
☐ Education
☐ Health Care/Medicine

☐ Beauty/Wellness
☐ Human Services/Public Safety/Government
☐ Legal
☐ Manufacturing

☐ Marketing/Advertising/PR
☐ Professional Services
☐ Real Estate/Construction
☐ Nonprofit/Association
☐ Retail/Wholesale

☐ Science/Research
☐ Travel
☐ Other: _____
☐ Business Owner
_____ (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:

☐ Frederick BPW ☐ Hagerstown BPW ☐ Laurel BPW
☐ Montgomery County BPW ☐ Southern Prince George's BPW ☐ Towson/Hunt Valley BPW
☐ Eastern Shore (coming soon/)

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

NEW MEMBER SALE! ☐ **Member of Local (MOL) NEW \$75 / RENEWAL \$100** (includes Local and State Federations, and BPW Foundation) **Until 5/31/16 for MOL and MAL** ☐ **Member-At-Large (MAL) NEW \$75 / RENEWAL \$100** (Includes State Federation and BPW Foundation)
☐ **Student \$60.00** (Includes same as MOL, but at reduced rate) ☐ **E-member \$40.00** (Receives Electronic State Communication, non-voting)

SIGNATURE _____ **DATE** _____ [PROCESSED _____] JAN 2016