



NIKE

The official publication of  
New York State Women, Inc.

VOL. 65 ■ ISSUE 3 ■ MAR/APR 2016

## New York State Women, Inc. Annual Conference • June 3-5, 2016

### Our Mission

To build powerful women  
personally, professionally,  
and politically.

### Our Vision

To make a difference  
in the lives of  
working women.



Dated Material — Deliver Promptly

**Connections • Networking • Resources  
Advocacy • Inspiration • Friendship**

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- Mentoring: help NYS students succeed.....5**
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# NYS Women, Inc. The State of the State



## Conference is right around the corner!

by Renee Cerullo  
NYS Women, Inc. President, 2015/2016

It's hard to believe our 7th Annual State Conference is already coming up. It seems like just yesterday that I was being installed!

A tremendous schedule has been lined up for conference this year: We have a dynamic Saturday keynote speaker for lunch – Francis Fernando – who is a very dynamic speaker. Everyone will walk away from lunch that day communicating differently. Check out his blog - <http://francisfernando.com>. We will also have our very own NYS Women, Inc. member Pauline Hoffmann, Dean of the School of Journalism & Mass Communication at St Bonaventure University presenting “Your Role in PR.”

Check our website for the full schedule as it develops. If you have never attended a conference you should! It's a great way to meet other NYS Women, Inc. members, network, and learn a lot. We are in a great location – Saratoga Springs. There will be time to explore the area Saturday afternoon.

Our new marketing plan is ready for its reveal at the April Board Meeting in Rome. The marketing committee has put a lot of time and thought into this plan to help our organization grow and be relevant part of women's lives in the future.

As I look back over the past year, I realize there is never enough time to complete what we would like. Every president can only hope to leave stepping stones to help guide the future of NYS Women, Inc. As my term as president winds down, I would just implore all our members to be open to change and new ideas so this organization can be successful in the future. Work with your future leaders to move the organization forward. We need everyone working together to be successful.



# Calendar of Events

## 2016

20th of each month: *Communicator* deadline

### April

9 Spring Board Meeting  
Griffiss Institute, 725 Daedalian Drive  
Rome, NY

### April

15 *NIKE* deadline

### June

3-5 Annual Conference  
Embassy Suites  
Saratoga Springs, NY



#### Our Mission

To build powerful women personally, professionally, and politically.

#### Our Vision

To make a difference in the lives of working women.

Image this page: © Digital Stock

### NIKE Submissions

All contributed articles must be original work; all previously published works must be accompanied by the publisher's authorization to reprint. *NIKE* reserves the right to edit contributed articles for clarity and length, and reserves the right to refuse to publish any contributed article.

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**New York State Women, Inc.**  
President  
**Renee Cerullo**  
president@nyswomeninc.org

**NIKE Editor, Katharine Smith**  
173 Audubon Dr.  
Snyder, NY 14226  
PR@nyswomeninc.org

**Associate Editor, Susan Fayle**  
Trinity Tower Apartments  
33 Linwood Ave. • Buffalo, NY 14209  
PR@nyswomeninc.org

**Production, Joyce DeLong**  
Insty-Prints Business Printing Services  
3959 Union Road • Buffalo, NY 14225  
joyce@instyprintscheektowaga.com

**Business Manager, Sue Mager**  
3406 McKinley Parkway, Apt C-11  
Blasdell, NY 14219  
NIKEmgr@nyswomeninc.org

**NIKE Advisory Board**  
Katharine Smith, Editor, Communications  
Susan Fayle, Associate Editor  
Sue Mager, Business Manager  
Pauline Hoffmann, Public Relations Chair  
Renee Cerullo, President, ex officio  
Mary Stelley, Treasurer, ex officio

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## From the Editor

# Mentors make a difference.



**"Emerging leaders need mentors to guide them, but they also need a network of peers to reassure them that they are not on the path alone."**

- Alyse Nelson, President/CEO,  
Vital Voices Global Partnership

*Alyse is a cofounder of Vital Voices, whose mission is "to identify, invest in and bring visibility to extraordinary women around the world by unleashing their leadership potential to transform lives and accelerate peace and prosperity in their communities." Vital Voices works in Africa, Asia, Latin America, and the Middle East, focusing on the business, political and civil society sectors. Vital Voices' Human Rights program currently focuses on combating human trafficking and other forms of violence against women and girls.*

**"Every great achiever is inspired by a great mentor."**

- Lailah Gifty Akita,

*Lailah Gifty Akita is a Ghanaian and founder of Smart Youth Volunteers Foundation. She obtained a BSc in Renewable Natural Resources Management at Kwame Nkrumah University of Science and Technology, Kumasi-Ghana. She also has MPhil in Oceanography at the University of Ghana. She is PhD-student, Studying geosciences at International Max Planck Research School for Global Biogeochemical Cycles-Friedrich Schiller University of Jena, Germany. Lailah has a passion for empowering young people to make a great difference.*

"IT'S ESSENTIAL FOR WOMEN TO EMPOWER OTHER WOMEN."  
What a great sentiment! Each issue of *NIKE* features articles to help empower our members personally, professionally, or politically. In this issue we're talking about empowering OTHERS by acting as a mentor. Our article on page 14 by Dr. Nancy O'Reilly, "Timeless Women Mentor Each Other," and her accompanying sidebar on page 21 stress what a difference a mentor can make to a woman's career. Check out page 5 for a new mentoring/community initiative that Governor Andrew Cuomo recently created to help New York State students achieve success.

And – OF COURSE – you must turn to pages 8-9 for info on our 7th Annual Conference in Saratoga Springs, NY! For the most up-to-date program details, registration, and hotel information, go to [nyswomeninc.org/Conference](http://nyswomeninc.org/Conference). We'll see you at the conference June 3-5, 2016!

NYS Women, Inc. members have the ability to make a difference for other women and impact our communities for good. We urge you to grab that opportunity with both hands. *Carpe diem!*

-Katharine Smith

### DEADLINE FOR THE MAY/JUNE 2016 ISSUE IS APRIL 15, 2016.

When emailing your submission type *NIKE* in the subject line, and send to the attention of Katharine Smith, *NIKE* editor at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article.





# New York State Mentoring Program

Mentoring helps New York's students succeed and graduate.

*-[www.ny.gov/programs/new-york-state-mentoring-program](http://www.ny.gov/programs/new-york-state-mentoring-program)*

The New York State Mentoring Program launched in the fall of 2015 as part of a comprehensive focus to counter unmet need for under served children in our state.

This program was born from the remarkable vision of the Honorable Matilda Raffa Cuomo, who initially chaired the committee that established the nation's first school-based, one-to-one mentoring program which operated from 1987 until 1995. The program successfully screened and trained volunteers and matched them with children in local communities to improve high school graduation rates.

In 2015, Governor Cuomo reaffirmed the State's commitment to mentoring by creating the New York Mentoring Program, chaired pro bono by Mrs. Cuomo. The program will connect private sector and nonprofit partners with schools that struggle to provide for

under served youth and that are focused on high need communities.

## **Why mentor?**

Children who succeed despite overwhelming personal, economic and social obstacles do so often because of a caring adult in their lives. Mentoring outcomes include greater participation in school, improved attendance, higher graduation and college admission rates, and better overall performance.

## **What does the program do?**

The New York State Mentoring Program creates supportive mentor relationships for under served youth in elementary and middle schools, *Continued on page 196*

# Anna Katharine Green

## Women Who Helped Build the Empire State

by JoAnne Krolak

Anna Katharine Green was born in Brooklyn, New York, on November 11, 1846. She was one of four children born to James Wilson Green and his wife, Catharine Anne Whitney. Mr. Green was an attorney and Anna is thought to have garnered her knowledge of police detectives and legal procedure from him.

Anna graduated from Ripley Female College (later called Green Mountain College) in Poultney, VT, in 1866. She wanted to write verse and corresponded with Ralph Waldo Emerson. However, her poetry did not achieve public popularity and Anna turned to writing detective fiction. Her first detective novel, *The Leavenworth Case*, was published in 1878. The book was a bestseller, selling three quarters of a million copies over a 15-year time span. *The Leavenworth Case* was hailed for its insight into legal matters. Yale University used the book to illustrate using caution against relying on circumstantial evidence. It is due to *The Leavenworth Case* that Anna became known as “the mother of the detective novel.”

Anna is also credited with creating the series detective.



She created Ebenezer Gryce, who was a part of the New York Metropolitan Police Force, and was introduced to the world in the pages of *The Leavenworth Case*. Ebenezer Gryce was created before Arthur Conan Doyle began publishing his Sherlock Holmes novels. Gryce is assisted by Amelia Butterworth in three of Anna’s novels. Amelia is considered the prototype for Miss Marple, who was a spinster detective in stories written by Agatha Christie, who maintained that the influence of Anna Katherine Green led her to begin writing detective fiction. Anna also created Violet Strange, the young woman who led a secret life as a private

detective. Violet does this work to raise money, but also to rebel against her father.

In 1884, Anna married Charles Rolfs, who was a furniture designer. Three years after their marriage, Anna and Charles and their two children (Rosamond and Sterling) moved to Buffalo, NY. Charles had received a job offer from Sherman S. Jewett & Co. They would live in Buffalo for the next 45 years. Anna continued to write her mystery stories and books while raising a family. Anna died in Buffalo on April 11, 1935, at the age of 88.

Anna Katharine Green image: source: Library of Congress. Circa 1870 to 1890. <http://www.loc.gov/pictures/item/94510667>

“There are two kinds of artists in this world; those that work because the spirit is in them, and they cannot be silent if they would, and those that speak from a conscientious desire to make apparent to others the beauty that has awakened their own admiration.”

-Anna Katharine Green

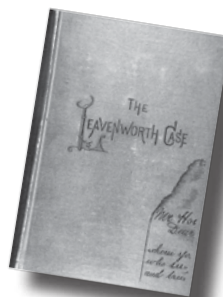


Illustration from “The Forsaken Inn”



# Some Updates on NYS Women, Inc.

*This article is in three sections: first, it will discuss the changes to our organization's bylaws and the impact on our members; the second section describes our liability insurance; and the third section describes the process for chapters becoming 501c4 after the incorporation becomes effective.*

## Update on bylaws

*-submitted by Neale Steiniger*

The following bylaw changes were approved at on the annual conference in June 2015:

1. That all chapters be incorporated
2. Members to be a member at all three levels – the chapter, the region and the state,
3. Members-at-large were given the option of also being a member of a region.

The only change which impacts the chapters is the incorporation and ensuring that each member is a member at all three levels. Please note chapter bylaws will need to be updated.

## Chapter incorporation

*-submitted by Helen Rico*

As NYS Women, Inc. membership chair, my goal is to explain what this means to you as a member of a local chapter.

All chapters will be incorporated. This is very easy to explain. Each chapter WILL BE incorporated. This was presented as a motion to the membership and voted upon at a NYS Women, Inc. conference. Now, is the time to make it a reality. Each paid member will be covered by the incorporation. The incorporation process is a legal process that is being paid for by the state and will protect each chapter.

NYS Women, Inc. members MUST be members at all three levels: CHAPTER, REGION AND STATE. That is our current structure. What does this mean to the average member? All members MUST PAY dues to the chapter, PAY region dues (most members don't realize the chapter treasurer pays this once a year from the dues that are collected) and

MUST PAY STATE dues of \$35.

Why is this important? First and foremost, BELONGING to NYS Women, Inc. and being able to say you are part of this organization is AWESOME! We are women making a difference. Second, using our name for publicity purposes is GREAT!

I will be the first to say that change is slow but it does happen. I've chaired the NYS Women, Inc. Youth Leadership Conference and will admit I get as much out of chairing the conference, working with these young women, as the attendees do. I would never have had this opportunity to help others if I hadn't attend a state meeting and volunteer my services. Members often say that they only fully discover the scope of our organization after they've participated at the state, region, and chapter

levels.

If you don't remember our VISSION (which was developed at state meeting by all members present), it is to make a difference in the lives of working women. Our MISSION (also developed at a state meeting by all members present) is to build powerful women personally, professionally and politically. I'm proud to belong to an organization that offers me challenges as well as other members. I know I am making a difference because of my affiliation with the other women in our organization.

## Chapter liability insurance

Please note: All our chapters have liability insurance: our NYS Women, Inc. treasurer, Mary Stelley, receives a quote for the entire state based on the

*Continued on page 20*

**NEW YORK STATE Women, INC.**

For more information visit [www.NYSWomeninc.org/AprilBoard](http://www.NYSWomeninc.org/AprilBoard) or email [info@NYSWomeninc.org](mailto:info@NYSWomeninc.org)

**Save the Date**

**April Board of Directors Meeting**

**Saturday, April 9, 2016**

**"Empowering Women Personally, Professionally and Politically"**

Save the date for our April Board of Directors Meeting, Saturday, April 9, 2016 in Rome NY at The Griffith Institute. We will be gathering all our chapters to network, learn, and have fun while doing so.



# New York State Women, Inc.

## Join Us for 7th Annual Conference June 3-5, 2016 in Saratoga Springs, NY

“Empowering Women Personally, Professionally and Politically”



### Call to Annual Conference



Please save the date for our Annual Conference, June 3 – 5, 2016, at the Embassy Suites in Saratoga Springs.

CALL TO: Annual State Conference  
DATE: June 3rd – June 5th 2016  
LOCATION: Embassy Suites, Saratoga Springs, NY  
TO: Executive Committee, Members of the Board of Directors and all members of New York State Women, Inc.

NOTICE is hereby given that the Annual Meeting of New York State Women, Inc. will be held from Friday, June 3rd through Sunday, June 5th, 2016 at the Embassy Suites in Saratoga NY. A group of NYS Women Inc. members will be helping with registration.

- The first business session will begin at 8:15 p.m. on Friday, June 3rd, 2016. All members in good standing will be eligible to vote at this session.

- Conference is the time for all members to interact and ratify the actions of the board over the course of the year. Conference is also when members will elect their new State officers and celebrate their elections with the Installation Dinner on Saturday night.

- All members will be asked to review and vote on the proposed 2016 - 2017 budget, the proposed 2016 - 2017 Advocacy and Legislative Platform and any other business that arises. These items will be available on the web site in the Conference section as well as in the Conference program book.

All members of New York State Women, Inc. are encouraged to attend and participate. See you in Saratoga Springs!

Respectfully submitted,  
Renee Cerullo, President  
NYS Women, Inc.

- **NETWORKING.** You never know the doors that may open or the friendships that could be built at a NYS Women, Inc. meeting. You may be able to solve someone else's problem or they might help you!

- **SEARCH FOR IDEAS.** NYS Women, Inc. is such a diverse group made up of women from all generations, all across New York State. What we could learn from each other is endless. Open your mind and heart.

- **SEMINARS.** We can never stop learning. Learning keeps life interesting. We will have seminars in personal and professional development.

- **MEET OTHER CHAPTERS.** NYS Women, Inc. is all about helping women succeed. This is your opportunity to share what has worked in your chapter to help other our chapters grow and expand.

- **INSTALLATION DINNER RECEPTION.** Region 2 will host the reception on June 4th during the Annual Conference, honoring Theresa Fazzolari, NYS Women, Inc. incoming president, and 2016-2017 officers. Everyone is invited to the Annual Conference and reception to “jump in the water and just keep swimming!” (Not literally, of course!). But please join Theresa and the 2016-17 leadership as we sail into another NYS Women, Inc. year.

Please consider placing an ad in the 2016 installation reception journal (given out to all attendees at the reception and the post-installation party).

Ad costs: \$200/inside front cover; \$200/outside back cover; \$100/ full page (6 3/4" x 4 3/4"); \$50/half page; \$25/quarter page; \$15/business card size

Send ad files in final version (Microsoft Word or hard copy) and check payable to NYS Women, Inc. Region II to: Neale Steiniger, 124 Gateway Drive, Staten Island NY 10304. 718-816-0093 Deadline: May 1, 2016.



# Conference Highlights

## Saturday Luncheon Keynote

### “How to Deliver Yourself with Confidence”



Francis Fernando, owner of Francis Fernando Business Training, is a business expert who focuses on creating and sustaining confidence. He creates customized training solutions for driven individuals, business executives and businesses that are looking to ignite their

success. His mantra is that an extremely confident individual is an extremely successful individual and that a company that is extremely confident in their marketplace will be an extremely successful company. Francis will discuss how to maintain authority, not only when presenting in front of an audience, but also during a business or personal interaction; the seven most important body language “positions;” simplifying a message so you can connect with your audience, no matter how complicated the topic; and the secret to captivating your audience.

## Conference Sponsorships

### Platinum Sponsor \$250

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Listed on our LinkedIn page and in *NIKE* magazine
- Logo/Name on signs at the meeting
- Provide promotional material for goodie bags
- 1 Ticket to Saturday luncheon/keynote (\$60 value)
- One year membership to NYS Women Inc.

### Gold Sponsor \$150

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Listed on our LinkedIn page and in *NIKE* magazine
- Logo/Name on signs at the meeting
- Provide promotional material for goodie bags
- 1 Ticket to Saturday luncheon/keynote (\$60 value)

### Silver Sponsor \$100

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Logo/Name on signs at the meeting
- Provide promotional material for goodie bags

### Bronze Sponsor \$50

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Logo/Name on signs at the meeting

Info? Diane Dinsmore at [sponsors@NYSWomeninc.org](mailto:sponsors@NYSWomeninc.org)

## General Information

Register online at: [nyswomeninc.org/Conference](http://nyswomeninc.org/Conference)

### Registration

If you are registering online, you can either pay by credit card or once registered, send a check made payable to NYS Women, Inc. to Registration Chair Kathy Cerullo, 10 Allie Lane, Hamburg NY 14075.

### Registration Deadline May 23, 2016

Registration fee: \$40 postmarked before May 1, 2016  
Late registration: \$55  
On-site registration: \$75  
Printed board book: \$10

### Individual Meals

Friday night buffet dinner/\$30  
Saturday lunch/\$28  
Saturday night dinner/\$50  
\* Breakfast is included for attendees staying in hotel.

### Hotel Information

Embassy Suites Saratoga Springs  
86 Congress Street • Saratoga Springs, NY 12866

### Make your reservations online at:

<http://embassysuites3.hilton.com/en/hotels/new-york/embassy-suites-by-hilton-saratoga-springs-ALBESES/index.html>

### Call 1-800-EMBASSY and use the group code WOM

### Hotel rates:

Cost: \$189 for a suite

### What to see and do in Saratoga Springs?

Explore the historic downtown Saratoga Springs shopping district, and discover quaint stores, boutiques and lots of charming cafes and eateries. Sample the famous water that bubbles out of the many natural springs that gave the city its name. Saratoga Springs boasts a lively cultural and arts scene. Attend a performance at the Saratoga Performing Arts Center (SPAC) – the official summer home of the New York City Ballet and the Philadelphia Orchestra, and a venue for festivals. Admire contemporary art at The Laffer Gallery and view unique sculptures by emerging artists at the Saratoga Clay Arts Center. Tee off at the picturesque Saratoga National Golf Club. Check out the Saratoga Race Course – a historic, thoroughbred horse racing track considered to be the oldest sporting venue in the U.S. Play the slot machines and enjoy the food and lively entertainment options at the popular Saratoga Casino and Raceway.

# Chapter & Region News

## Capital Region Women's Network – Region 3

- submitted by Eileen Bird

Capital Region Women's Network (CRWN) partnered with Girls Inc. to offer the Reality Store™ program on September 29, 2015 at the Girls Inc. Schenectady location, with 14 youth participating. Girls Inc. runs a vibrant after school program that draws from Schenectady and the surrounding communities. CRWN members worked with Diana Suits, the program director to tailor the program to an audience of 6th and 7th graders. This age group presented a challenge to club members requiring some modifications to ensure the game experience would be appropriate for 12-13 year age range.

CRWN chapter members developed a listing of 20 careers with real world salary projections. Careers were randomly assigned, leaving the girls an opportunity to focus on the management of their salary during the course of the simulation event. Students had to allocate a month's salary among typical expenses such as housing, food, transportation, and clothing. At each station a CRWN volunteer explained the various options available and offered advice about how to budget wisely. The students eagerly embraced the challenge and asked great questions throughout the evening. At least once during the course of the two-hour program each participant was required to visit the LIFE'S CHANCES station and draw a slip describing an unexpected event.

CRWN member participation and feedback was terrific, reported Eileen Howe Bird, event facilitator. "Our volunteers were well-prepared and held quality conversations with the teenagers at each station. We are fortunate to have many complimentary skills represented amongst club members and it showed." Diana was so impressed with the student feedback that she asked CRWN to offer the program at Girls Inc. Albany location in the spring of 2016. The program is set for April 6.

CRWN member participation and feedback was terrific, reported Eileen Howe Bird, event facilitator. "Our volunteers were well-prepared and held quality conversations with the teenagers at each station. We are fortunate to have many complimentary skills represented amongst club members and it showed." Diana was so impressed with the student feedback that she asked CRWN to offer the program at Girls Inc. Albany location in the spring of 2016. The program is set for April 6.

## Clarence – Region 8

- submitted by Kathy Kondratuk

The Clarence Chapter will hold its 18th Annual Basket Auction on Tuesday April 19, 2016 at the Brookfield Country Club. This event raises funds for the chapter's

grant program which supports many area non-profit organizations. This year's emcee will be Mary Beth Wrobel, a local television meteorologist.

The chapter also will host a presentation by Denise Reichard, historical dramatist, entitled "An Evening with Eleanor Roosevelt" on May 17, 2016 at the Brookfield Country Club in Clarence.

For more information contact Kathy Kondratuk at ktkon703@aol.com or 716-698-7741.

## Greater Binghamton – Region 6

- submitted by Robin Allen

Members of the Greater Binghamton Chapter participate in the American Heart Association National Wear Red Day® on Friday, February 5, 2016. "Go Red for Women" brings attention to heart disease in women. Pictured l. to r., Margaret Montone, treasurer; Robin Allen, past president; Laura Mohr.



## Professional Business Women of Rome – Region 5

- submitted by Beth Ann Jones, president

On January 15, 2016 the Rome Chamber of Commerce hosted the Congressional Breakfast Forum where Professional & Business Women of Rome was presented a \$183 check for the chapter's annual "Dollars for Scholars" scholarship. A scholarship will be presented in June 2016 to a local high school student.



Pictured l. to r. are Ryan O'Shaughnessy, chair, Rome Chamber of Commerce board; Congressman Richard Hanna; Beth Ann Jones, president, Professional & Business Women of Rome; and Nick, president U.S. Chamber of Commerce.

## St. Lawrence County – Region 5

- submitted by Sue Bellor, secretary

The St. Lawrence County Chapter made its annual donation to Renewal House in December 2015. Accepting the many items was Lauren Matott, counselor advocate.

# Chapter & Region News



From left are: Lauren, chapter members Pat McGrath, Sally Yeddo, Treasurer Debra Langevin, Abby Wanzer, President Miriam Ralston, and Secretary Sue Bellor.

The chapter hosted Cosette Witty-Lewis, a physician assistant, at its February meeting. She discussed how busy women can manage their health today. Cosette has 24 years of experience in primary and women's health care as director of Massena Memorial Hospital's Women's Health



Omni Center. She shared information on health issues in women. L. to r.: Scotty D'Arienzo, Patricia McGrath, Pat Robert, speaker Cosette Witty-Lewis, Abby Wanzer, and Marie Kirwan.

## Southern Finger Lakes Women – Region 7

- submitted by JoAnne Krolak

Southern Finger Lakes Women held a fish fry on November 16 to raise funds for the chapter scholarship fund. Food was prepared by Doug's Fish Fry ToGo from Cortland, NY, and H. L. Stephens Furniture permitted the use of its grounds for the fish fry. The chapter raised over \$100 for the scholarship fund.

On December 17, the chapter presented handmade hats, scarves and a variety of books to the residents of The Falls Home in Montour Falls, NY. The Falls Home is an assisted living facility for 92 persons and it provides residential care, activities, meals, recreation and health monitoring. The hats and scarves were made by Sally Rigden of Watkins Glen, and JoAnne Krolak of Elmira,



both members of Southern Finger Lakes Women. The hats and the books were presented by Suzanne Gigliotti and JoAnne Krolak, who represented SFLW, to Bonnie Hopper, who represented the Falls Home. Shown in the photo, left to right, are JoAnne Krolak, Suzanne Gigliotti, Bonnie Hopper.

## Staten Island – Region 2

- submitted by Rosemarie Dressler

The Staten Island Chapter celebrated the holidays in December by raising funds to benefit veterans and wounded warriors. Food was also collected for St. Vincent de Paul's Pantry (photo above.)



The Staten Island Chapter hosted the Annual Meeting of the Sisterhood at their January meeting (pictured below).

"We're very proud to host this event for the Sisterhood," said Catherine DiStefano, president. "The Sisterhood has evolved over the last five years into a dynamic force where women from all corners of Staten Island and parts of Brooklyn come together to change our communities for the better."



The chapter will honor its longest standing members, Margaret Barry and Geraldine Walters Smith, with the Lifetime Distinction Award. Margaret has served the organization for 53 years; Geraldine for 52 years.

"These women distinguished themselves through her lifetime dedication and passion to help our community," said Catherine DiStefano, president. "While Margaret and Geraldine contribute in different capacities throughout the years, their efforts have made a difference in the lives on Staten Island women and their families."

Seven outstanding women will join Ms. Barry and Ms. Walters-Smith at the ceremony and luncheon on Saturday, April 2, 2016, noon, Li Greci's Staaten, 697 Forest Avenue, and Staten Island. Virginia Allen, Sallyann Bartels, Cammie Brandofino, Joan Del Priorie, Edith Holtermann, Elissa Montanti and Marie Thompson will be recognized as Women of Distinction. The Community Program of Distinction will be presented to AnnMarie McDonough, Staten Island University Hospital.

The featured keynote speaker will be Linda Wilson, executive director, National Alliance on Mental Illness.

Elaine Croteau and Rosemarie Dressler are co-chairs of this event. The cost is \$65 and includes lunch. For more information about this event contact Rosemarie at rdCommunic@aol.com.



**Adirondack Chapter** member **Linda Provo** was honored by Rotary District Governor Claude LaLiberté during a visit he made to the Rotary Club of Tupper Lake in January. He was acknowledging Rotary club secretaries “as the backbone to any organization.” He presented a special gold pin to Linda. Pictured l. to r. Rickey Dattola, president, Tupper Lake Rotary; LaLiberté; Linda Provo, secretary.



**Greater Binghamton** member **Kathy Stebner**, the owner of Albrite Electric, KSA Inc. earned the service industry’s coveted Angie’s List Super Service Award, reflecting an exemplary year of service provided to members of the local services marketplace and consumer review site in 2015.

“This is an honor to see that our technicians are providing the companies’ values to the highest standard, and to our clients expectations”, said Stebner.

“Only about 5 percent of the electrical companies in Broome County and surrounding areas have performed so consistently well enough to earn our Super Service Award,” said Angie’s List founder Angie Hicks. “It’s a really high standard.”

**Florence F. Campbell**, long-time member of the **Susquehanna Chapter**, passed away in February 2016. She was 92. After receiving a nursing degree in 1944, she enlisted in the U.S. Army Nurse Corps during World War II and was stationed in Manila, Philippines. After discharge, she moved to Florida and earned her B.S. in Nursing, reenlisting during the Korean War. In between enlistments, she met and married Harold Campbell. She returned to Owego in 1961 and continued her career in nursing until retiring in 1988 (she then worked for the Public Health Department until age 82.) She was instrumental with a group of women who created quilts for the homeless, among other projects. She had been an active member of BPW/NYS and NYS Women, Inc. since 1972.

## 2015 Grace Legendre Awardees

Raquel Soto Lara and Maura Tyrrell received Grace LeGendre Fellowships last year and were honored at a luncheon in May 2015 in Albany.

**Raquel Soto Lara** was born and raised in Spain. After earning a B.A. in journalism, she continued to Fordham University in New York City where she is pursuing an M.A. in Social Work. She currently interns at Nontraditional Employment for Women, an organization that helps women achieve economic self-sufficiency by training and providing employment opportunities in skilled trades. She plans to assist clients in overcoming the challenges that these conditions cause and support them while providing the tools that will make them feel safer and more accomplished.

**Maura Tyrrell’s** fellowship has allowed her to pursue her work at a research site inside the Tangkoko Nature Reserve in Sulawesi, Indonesia, where she studies crested macaque monkeys .

According to Maura, “The crested macaque monkeys are one of the most charismatic monkey species, in my somewhat biased opinion. The females’ social circles consist of their relatives (mothers, sisters, cousins), while the adult males are unrelated because they migrate from their natal group when they reach adulthood. The females are generally very friendly to one another and spend a lot of time grooming, hugging, playing with one another’s babies, but they occasionally get cranky and will scream at one another and chase each other. But immediately after they start lip smacking (a facial expression that indicates friendly intentions) and hugging. It’s such a special thing to see monkeys reconcile.

My main focus of study are male relationships, which are in stark contrast to the females. Their relationships tend to be more tense and competitive since they compete over mating with females in their fertile phase. It’s been so fascinating observing them. Even though they are very serious and typically avoid one another, I have seen males engage in apparently friendly interactions that require a considerable amount of trust. My data will help me find out! What is also fascinating is when the groups come in contact with each other. We have to be ready to run after them because one group often ends up chasing the other out of the territory. The young males are the most fearless and are always ready to fight.

My days are long, but rewarding. We start at 5:00 am and follow the monkeys until they go up into the trees to sleep around 5:30-6:00pm. My first few weeks I was so exhausted that I went to sleep right after dinner, but now I am getting used to the hard work. I have learned the names of all the adult males and females. It is so amazing to spend everyday with these monkeys. Please do share with the other wonderful ladies of NYS Women, Inc. I hope to meet up with you again when I come back in 2017!”

### Women’s Day at the NYS Fair 2016

- Pat Fergerson

Mark your calendar for August 31, 2016! It’s the celebration of Women’s Day at the New York State Fair in Syracuse. Do it today!







Images: © Digital Stock

# Timeless Women Mentor Each Other

## How to Identify a Potential Mentor

- Have you ever had a mentor before? If yes, was it another woman or a man? How did the relationship develop?
- If you have not had a mentor, think back to when you first knew what you wanted to be “when you grew up.” Who and what helped you make your decision?
- Who has helped you achieve your current position as a leader in the community and in your field?
- How have role models helped shape your leadership style and roles? Where did you find these role models?
- What are you willing and able to offer to other women who are entering or advancing in your field?
- What would have helped you early in your journey down your path of interest?
- What lessons have you learned that might help women who are considering entering your profession?
- What are some pros and cons of women’s position in your field today? Has the situation changed in the last 10 years? If so, how and why?
- Would you consider becoming a mentor to another woman?

by Dr. Nancy O’Reilly

HAVING GIRLS CHALLENGES A MOTHER TO THINK about the female world, and what kind of life they will have, and I studied hard to earn a university degree for each of my three daughters. When I was working on my doctorate, people asked, “Why do you work so hard?” “How can you justify taking so much time and energy away from your children, husband, cats, dogs, and community service?” And my personal favorite, “Why aren’t you at home?”

I have no regrets and would do it all again for one simple and important reason. I had a profound need to show women we could do it all if we just kept pursuing and achieving our dreams and goals. I wanted – thought other women wanted and needed – positive female role models and mentors to show them the way.

## Role Models and Mentors

People usually believe and behave as they were taught, and women who had poor role models for aging often worried about aging, just like their mothers did. Women who had positive role models more often saw the strength, wisdom, and importance of age and its rewards. Women and girls need positive role models in order to develop realistic views of their bodies and positive self-esteem.

We are so hard on ourselves and on other women. Do you judge yourself harshly? Do you criticize or condemn other women for the way they look, act, dress, talk, and laugh? Please

*Continued on page 21*

# Can you go 24 hours without complaining?

by Claire Knowles

Have you yet adopted the “no complaining rule?” Eight years ago, Jon Gordon’s book, *The No Complaining Rule* took the business world by storm, topping the best-seller’s list. The key to this book’s enduring success is that it offers positive ways to deal with negativity both at work and in other organizations. It requires that you shine a light on your own complaining.

All of us intuitively know that negativity in workplaces, and in organizations (even within our own New York State Women, Inc.), can collectively cost billions of dollars and ultimately impact the morale, productivity, and health of individuals, organizations, teams, and workplaces. In an organizational sense, too many chronic complainers can quickly erode the ability to effectively achieve the over arching mission and goal.

If you were to step back and observe yourself objectively as a fly on the wall, would you consider yourself to be a chronic complainer? Pay attention to your own patterns. Have you noticed your own personal grumblings? To whom do you tend to air most of your complaints? (Are those recipients becoming weary of your complaining? Why not take some time for some personal introspection?)

Is your organization able to deal with chronic complainers? Is there a means in place to respectfully engage with chronic complainers, as well as to openly deal with genuine, justified, complaints? If not, perhaps it is time to create that respectful listening process, and to create that additional avenue, where the negative elephants in the room can be openly and fairly discussed and addressed.

As a woman in business, I understand the common frustration of working through a difficult situation, needing to vent, needing to have someone listen, and then to be



asked to think about the “no complaining rule.” For this reason, our emotions must be considered in this mix too. There’s a marked difference between being a chronic complainer and needing to emotionally vent. Sometimes the moment requires us to find a way to vent – to have someone listen to us – to breathe – to take a walk to handle a stressful time. When we are in a situation that evokes high levels of frustration or anger, we all know that we need to stop and carve out time to examine what is causing the anger, or the frustration, and then to develop a constructive plan of action to address the situation (for the better). Complaining about it might assuage the emotion for a bit, but moving into constructive solutions is the better way.

Our Vision for New York State Women, Inc. is to make a difference in the lives of working women, and our Mission remains to build powerful women personally, professionally, and politically. Imagine for one moment what could happen in our own personal lives, our work-lives, and within our chapters, if each member went forward, starting today, to become cognizant of our complaining – and to then decide to stop that negative behavior (if it is our own), and to respectfully address that chronic-complaining behavior from others – realizing the negative, contagious effect it carries.

Some complaints are justified, while others are not. Personally, I have found that chronic complaining (even silently to myself) accomplishes nothing positive. However, for many people, it seems to be an essential part of their personality, almost a way of life for them, and can be contagious among others, helping to create a toxic climate. It’s best to avoid such people whenever possible but sometimes that is impossible. Sometimes you have to confront

asked to think about the “no complaining rule.” For this reason, our emotions must be considered in this mix too. There’s a marked difference between being a chronic complainer and needing to emotionally vent. Sometimes the moment requires us to find a way to vent – to have someone listen to us – to breathe – to take a walk to handle a stressful time. When we are in a situation that evokes high levels of frustration or anger, we all know that we need to stop and carve out time to examine what is causing the anger, or the frustration, and then to develop a constructive plan of action to address the situation (for the better). Complaining about it might assuage the emotion for a bit, but moving into constructive solutions is the better way.

**“If you have time to whine and complain about something then you have the time to do something about it.” - Anthony J. D’Angelo**



**“Go 24 hours  
without complaining.  
(Not even once.)  
Then watch how your  
life starts changing!”**

**- Positivelifetips.com**

the chronic complainer. Sometimes you have to say, “I’m exhausted by your continual complaining...I’ll gladly listen to you again when you come back with a viable solution to the very thing you’re complaining about.”

Or “I find continual complaining is an inroad to negativity...and negativity is the last thing I need...it is contagious, like gossip, and I just don’t want to catch it.” (Then walk away).

What you’ll find is that chronic complainers may not even realize that they carry that label. (They can change that behavior).

As a consultant, I’ve worked in many organizations where unprofessionalism has taken hold. Some organizations and teams have made it okay to be unprofessional in their dealings with each other, and even with clients or customers or academic colleagues. Usually there is a long litany of hurts and a trail of events – unresolved complaints, name-calling, back-stabbings, undermining, unhealthy alliances. Unprofessionalism, including unchecked chronic complaining, can be exposed for precisely what it is. Once a light has been put on the specific behaviors and the connection made to the impact on the business, or-

## Tips to stop chronic complaining.

### Minimize these:

Complaining  
Blaming  
Nagging  
Undermining  
Negativity  
Harassing/tearing others down

### Augment these:

Accepting Responsibility  
Negotiating Differences  
Listening  
Supporting, Developing Trusting Relationships  
Finding the Positive  
Lifting others up

ganization, etc., this negative elephant disappears quickly. I like to suggest to organizations, that they include chronic complaining as a behavior that is listed as not professionally or socially acceptable within their

Codes of Conduct.

One of my early professional trainings in the corporate world was to understand the important and expected differences in a professional versus a non-professional environment. This requires minimizing deadly behavioral habits while augmenting the caring habits of a professional environment. Can you see where complaining fits in to this learning?

Let’s move forward fulfilling our Vision – starting with *No Chronic Complaining* – to make a difference in our own lives, and in the lives of working women.

*Claire Knowles is a two-time Amazon best-selling author, speaker and business leadership consultant, helping leaders (especially women leaders) and their teams become the most effective they can be at accomplishing their goals (together). She is a member of the Buffalo Niagara Chapter of NYS Women, Inc. [www.ClaireEKnowles.com](http://www.ClaireEKnowles.com) 716-622-7753*



## NIKE All Stars

The 2015-2016 *NIKE* All Star Campaign is in full swing and thank you to our loyal supporters who have already sent their listings in.

Members will have an opportunity to contribute at our annual conference, and chapters, regions and friends of NYS Women, Inc. can send contributions anytime to the *NIKE* Business Manager. Information on contributing can be found on our website.

**Publication** July 15th/Sept. issue      Oct. 15th/Jan. issue  
**Deadlines:** Feb. 15th/March issue      March 15th/May issue

**Rates:** Platinum Patrons: \$75 and over  
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 Bronze Boosters: \$5 – \$24

**Make check payable to:**  
 NYS Women, Inc. (memo: *NIKE* contribution)

**Mail form and check(s) to:** Sue Mager, *NIKE* Business Manager, 3406 McKinley Parkway, Apt C-11, Blasdell, NY 14219  
 E-mail: NIKEmgr@NYSWomeninc.org.

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**DEADLINE FOR THE MAY/JUNE 2016 ISSUE IS APRIL 15, 2016.** When emailing your submission type *NIKE* in the subject line, and send to the attention of Katharine Smith, *NIKE* editor at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article.

### STAY IN TOUCH!



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**EXCLUSIVE SPONSORSHIP OPPORTUNITY FOR NYS WOMEN, INC. MEMBERS!**

Check out our **exclusive** sponsorship opportunity! This level offers our members the opportunity to sponsor NYS Women, Inc. with an incredible deal to advertise in *NIKE*. Not only is this a great value from an advertising standpoint, it will also position you and your business as a supporter of our vibrant organization. Sign up and pay for your sponsorship online at [nyswomeninc.org](http://nyswomeninc.org), or contact *NIKE* Business Manager Sue Mager at [NIKEmgr@nyswomeninc.org](mailto:NIKEmgr@nyswomeninc.org).

**\$400 Member-only Sponsorship Includes:**

- Half-page ad in 4 issues of *NIKE* (valued at \$500)
- Sponsor logo on NYS Women, Inc. website linked to sponsor homepage
- Sponsor logo on NYS Women, Inc. monthly newsletter to members
- Vendor table at a NYS Women, Inc. conference



**DEADLINE FOR DEADLINE FOR THE MAY/JUNE 2016 ISSUE IS APRIL 15, 2016.** Email submissions with *NIKE* in the subject line, and send to Katharine Smith, *NIKE* editor at [PR@NYSWomeninc.org](mailto:PR@NYSWomeninc.org).

# NIKE Contest

**YOU can be a catalyst for our organization.**

There's still time to submit YOUR idea to our contest. YOU could be the member who gives our magazine a name that reflects our organization NOW. A name that demonstrates our mission to "build powerful women personally, professionally, and politically" and vision to "make a difference in the lives of working women."

**The contest rules are simple!**

- 1.) Any member in good standing can enter.
- 2.) Submit YOUR idea for a new name for our statewide magazine with an explanation of why you chose that name and how it relates to our organization's mission and/or vision.
- 3.) Include your name, email address, and the name of your chapter with the submission.
- 4.) Email your submission to [PR@nyswomeninc.org](mailto:PR@nyswomeninc.org) with "What's in a Name? Contest" in the subject line. OR fill out the form on this page and mail it to: White Rabbit Design, 173 Audubon Drive, Snyder NY 14226.

Our panel of judges will go through the entries carefully, the board will review them, and we'll unveil the winner and the new name for our magazine in 2016! So send in your submission TODAY!

**"What's in a name?" Submission Form**

Your name (first and last)

Your email address

Your chapter

Proposed new name for NYSW magazine

Reason for new name

\_\_\_\_\_  
\_\_\_\_\_  
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# NYS Mentoring Program, continued

## **Mentors make a difference.**

About 40 percent of a teenager's waking hours are spent without companionship or supervision. Mentors provide teens with a valuable place to spend free time.

According to the National Mentoring Partnership, 25 percent of students who entered ninth grade in 2009 did not graduate with their peers. Additionally, 15 percent of elementary schools students have a high risk of chronic absence.

One-to-one mentoring is one of the best ways to reverse these negative trends. This format not only allows for the volunteer mentors to properly manage their busy schedules, but also provides much needed consistency to the mentoring relationship. A landmark Public/Private Ventures evaluation of Big Brothers Big Sisters programs showed that students who meet regularly with a mentor are 52 percent less likely than their peers to skip a day of school. Additionally, youth who meet regularly with their mentors are 46 percent less likely than their peers to start using illegal drugs and 27% less likely to start drinking. Mentoring provides children the opportunity to overcome challenges and achieve their maximum potential.

Mentors also help young people strengthen their communication skills, as well as progress towards realizing their career goals by expanding youths' knowledge base of professional resources and organizations.

*Continued from page 5*

in a school-based, one-to-one setting. The program provides background checks and training for volunteer mentors, evidence based best practices, activities and curriculum for mentors to follow, and evaluation through an online reporting tool.

## **About the New York State Mentoring Program**

In his 2015 State of the State address, Governor Andrew Cuomo announced the reestablishment of the State's commitment to mentoring with the creation of the New York State Mentoring Program, to be chaired pro bono by Mrs. Matilda Raffa Cuomo. Launching September 2015, this program will allow New York to once again leverage the talent in the state's communities to guide children toward successful opportunities.

In 1987, Mrs. Cuomo chaired the committee that established the nation's first school-based one-to-one mentoring program. This highly successful program screened and trained volunteers and matched them to children in their communities as a way to prevent high school drop-out. Before the program ended in 1995, it successfully connected thousands of New York State's neediest students to a network of highly trained mentors to succeed in school and graduate.

## **Mentoring model**

The New York State Mentoring Program follows a research-based model of mentoring in which mentors and mentees meet

*Continued on page 23*

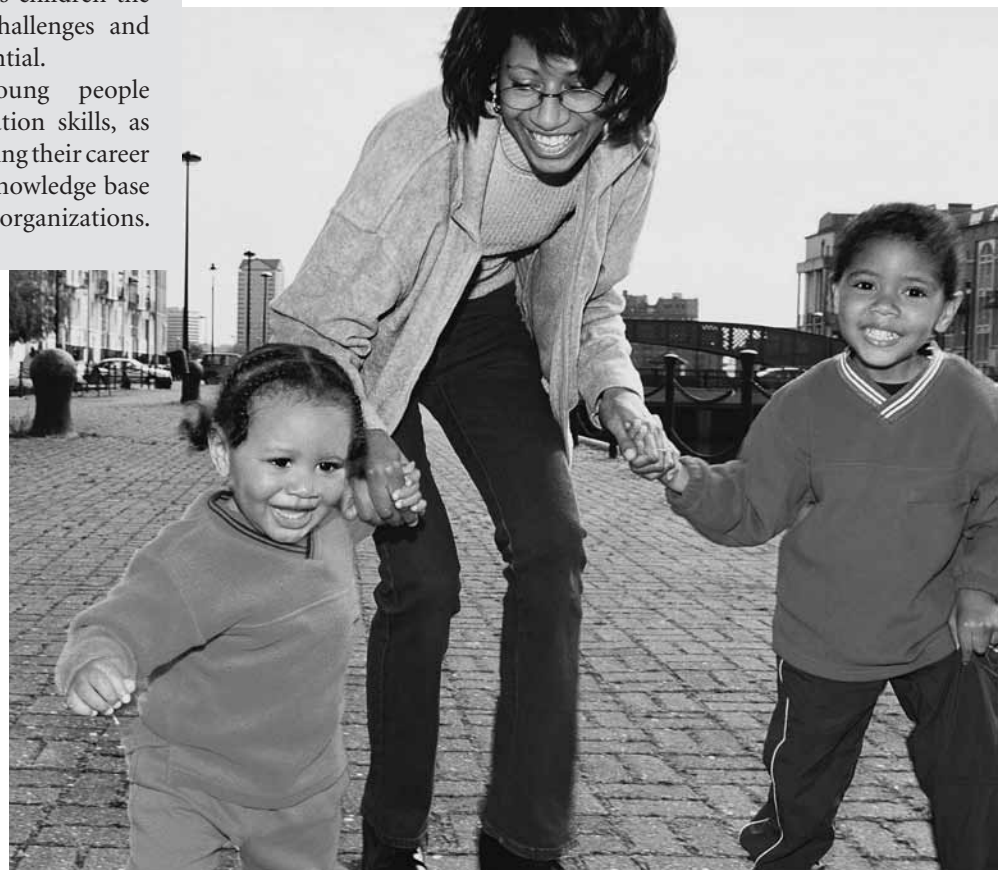


Image: © David Ellis/Home Truths/Digital Vision

# Some Updates on NYS Women, Inc.

*Continued from page 7*

number of members of each chapter. She then pays the bill for the entire state with each chapter reimbursing the state based on their portion.

What does the liability insurance cover? General liability insurance (GL) is coverage that can protect you from a variety of claims including bodily injury, property damage, personal injury, and others that can arise from your business operations. It also provides \$5,000 of medical payments.

The current GL limits are \$1,000,000 per occurrence and \$2,000,000 aggregate (Total of \$2,000,000 for the policy term).

Liability insurance (also known as Commercial General Business Liability) protects a company's assets and pays for obligations – medical costs, for example – incurred if someone gets hurt on your property or when there are property damages or injuries caused by you or your employees. Liability insurance also covers the cost of your legal defense and any settlement or award should you be successfully sued. Typically these include compensatory damages, nonmonetary losses suffered by the injured party, and punitive damages.

Most, if not all of the chapters are required to show that NYS Women, Inc. have coverage when using someone's premises.

What does all this mean? A chapter usually meets at the same location throughout the year. That location should be listed on the liability insurance to ensure that members are covered if someone falls, or gets injured and decides to sue the restaurant and your officers of the organization. Liability insurance will protect you if that happens.

## **The Incorporation Process**

The state organization is working to make sure all chapters incorporated to protect EACH CHAPTER. Keep in mind, if you only pay dues, you are NOT A MEMBER of your chapter, period. There is no category that covers a person who pays local dues only.

The following paragraph was printed in *NIKE* regarding incorporation of NYS Women, Inc. and explains what it means to be incorporated:

*Currently, the unincorporated chapters have no separate legal existence apart from their members, and, as such, individual members may be found personally liable. In order to remedy this problem, a chapter should incorporate and take advantage of the benefits of the New York not-for-profit corporation law. This law limits the situations in which directors and officers can be held liable for actions taken in their capacities as officers and directors. The law's purpose is to allow for charging officers and directors only in cases where fraud, illegal action or bad faith is involved so that officers and directors do not escape liability on matters that otherwise might be deemed corporate liabilities are not liable for the debts, liabilities or obligations of the corporation.*

Another potential benefit of incorporation is that grant makers and other funders may be more likely to donate money to an organization that has a formal structure. Funders may be hesitant to donate to an unincorporated entity, as the company may seem less sophisticated or less open regarding the use of donated funds. The corporate form, and the formalities that go along with it, require an organization to make available for public disclosure certain information about itself that may make potential funders more comfortable donating to that organization.

In laymen terms what these two paragraphs are saying is having your chapter incorporated protects your directors and officers from fraud, or if someone should steal your money, etc. and it puts your chapter in a better position for grant makers to donate money. This is added protection that we currently do not have.

If your chapter does not have current bylaws on file with the bylaws committee, someone will be contacting your chapter president. This is a requirement for the incorporation.

*For more information, please contact Helen Rico at [hrico@twcny.rr.com](mailto:hrico@twcny.rr.com) or Neale Steiniger at [nsteiniger@si.rr.com](mailto:nsteiniger@si.rr.com)*

## **New York State Women, Inc.**

### **Our Mission**

To build powerful women personally, professionally,  
and politically.

### **Our Vision**

To make a difference in the lives of working women.



# Women Mentor Each Other, cont.

*Continued from page 13*

stop! Instead of judging and condemning, try mentoring someone. That is the only way women will retain and regain their personal power, whether they decide to go into business for themselves or choose to leave the workplace to rear children.

Many young women say they are sad and disheartened by the absence of older women role models who are willing to mentor them. Too often women, especially in the business world, seem determined to obstruct other women rather than give them a helping hand. Maysie, 27, says, “The senior

*Continued on page 22*



## It's essential for women to empower other women.

by Dr. Nancy O'Reilly

In the developed world we may forget the difference small gestures and connections can make. I recently joined an inspiring international women's empowerment program, which has shown me many things, including how just a little training and a microloan can help a woman start her own business.

The same principles apply when we extend a hand across the room. And here's how you will benefit if you join me in this effort. Here are five reasons why all women should work to empower other women.

### **Helping one woman helps all women.**

When someone smiles at us, we naturally smile back; when someone is in pain, our bodies also reflect that emotion and physical sensation. James Gross's research at Stanford shows that our wiring for empathy is so deep that, just by observing someone else in pain, the “pain matrix” in our brain is activated. They actually measured it.

Human rights activist and Leading Women contributing author Rebecca Tinsley writes that Western women often have difficulty responding to the needs in developing countries. They feel overwhelmed by the urgent sense of need, so they choose to turn a blind eye. However, Rebecca couldn't do that in her own work. When she met

the refugees of Darfur, she wrote their stories, and founded her own foundation to educate the women and children who survived genocide. She advises Western women to choose a small population to start and see how much change you can create. One of Rebecca's programs has transformed 50,000 lives with everyone working to lift others up.

### **It's our nature and brings out the best in all of us.**

Believe it or not, part of our survival instinct is to help each other. As a crisis team leader, I worked with others to help the victims of 911, Hurricane Katrina and other catastrophes. It always amazes me to watch people who have lost everything turn to help other people. The worst circumstances seem to bring out the best in us. But we shouldn't wait for a catastrophe to help others.

### **Greatest gift you can give.**

When you show someone that you think she has value, you can transform her life. All it takes is one person reaching out to another and giving the gift of self-worth. Kindness is portable, and always available to us. We just have to make the choice to tap into it.

### **You will live a longer and happier life.**

We've all heard the adage, “It's

better to give than to receive.” Now science is backing that up. When giving is accompanied by selfless feelings, it actually activates the pleasure centers of the brain, releasing endorphins. This chemical reaction, in turn, reduces inflammation, which causes a number of life-threatening diseases from cancer to heart disease.

Beyond the action of giving your time or talents, the process of connecting with others is what gives us more longevity. Positive social interactions, such as “lifting each other up,” actually add years of happy, stress-free living to our lives.

### **You can connect with others to transform the world.**

The greatest feats of activist efforts throughout history, across the globe, have come from community and connection. It's time for all of us to get connected, reach out and lift up each other. You can start with a kind word, a helping hand or just remembering to connect and acknowledge the importance of the people you meet.

Are you willing to start now and use your power to ignite others to feel empowered? Let us connect to create a better world!

<http://www.mindbodygreen.com/0-17766/why-its-essential-for-women-to-empower-other-women.html>

Image © Digital Stock

A mentor is a person who is successful, admirable, and who has arrived at places her protege wishes to go. A woman usually wants to be like her mentor in some ways – perhaps she is a good teacher, communicator, cheerleader, support, or role model.

women in my office smile and say they want to support me but when I really need their help, I get the cold shoulder. I try to help the new girl and help her with all the office politics and show her the ropes.”

That said, younger women might not always have a realistic view of the sacrifices required to advance in a corporate world. Older women express annoyance at young gals who expect opportunities and rewards to come without cost. Younger women need to accord older women their due: respect and support.

A mentor is a person who is successful, admirable, and who has arrived at places her protege wishes to go. A woman usually wants to be like her mentor in some ways – perhaps she is a good teacher, communicator, cheerleader, support, or role model. Ethics and honesty are important, but

don't expect her to be perfect. A woman may also learn what she doesn't want from a mentor.

To approach someone about becoming a mentor, a woman should look around in her community. Is there someone she admires for her skills or success? Someone she could invite for coffee, or on a walk, or just telephone to ask for advice. She might say, “I admire you and would like to learn from you.” She might ask, “What advice do you have for someone like me?” Everyone is pleased to feel admired, and remember – women are happy to help. Once she opens up to the relationship, a woman will identify ways she can help her mentor in return, or at least show her appreciation and pass it on by helping others.

The relationship should feature good rapport and it helps (but is not essential) for them to like each other

and have similar learning and working styles. Women have mentors they talk with by phone, e-mail, or face to face; sometimes weekly or monthly, sometimes much more rarely. As in any relationship there are potential pitfalls. Note: A mentor is not necessarily a woman's banker, therapist, chauffeur, baby sitter, secretary, lover, or confessor.

A mentor is only one of the many variables a woman needs, and no one person will have all of the answers.

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# Mentoring

one-to-one in a supervised school environment at a set time and location. This format not only allows for the volunteer mentors to properly manage their busy schedules, but also provides much needed consistency to the mentoring relationship.

## Onboarding process.

- **Screening and Training.** Every mentor candidate will be screened and complete a background check to help ensure safe relationships with youth. Mentors will be required to complete a 2 hour training program, and additional training opportunities will be offered throughout the mentoring process.

- **Matching.** Each approved mentor and identified student mentee will be carefully matched by the school partner to promote

## How YOU can get involved.

Here are several ways you can get involved in creating opportunities for New York's children:

- **Become a Partnering Business.** Form a cohort of volunteers committed to mentoring a student one hour a week in a school in your region at minimum through the 2015-2016 school year.

- **Become a Statewide Mentoring Partner.** Bring cohorts of volunteer mentors across a number of regions to serve multiple sites and schools.

- **Become an Activity Partner.** Sponsor an activity or event that mentors and mentees can participate in that supplements the NYS Mentoring curriculum.

## What is involved in mentoring?

- Encouraging young people to stay in school, improve attendance, academic achievement, and overall academic focus

- Inspiring students to make sound decisions and take on higher levels of personal responsibility for their actions at home, in the classroom and in the greater community.

- Helping to instill self-confidence in young people and improve their communication and problem solving skills.

- Helping students grow, and attain a greater sense of purpose, enterprise and accomplishment, guiding them toward a brighter future.

-For more info: [www.ny.gov/programs/new-york-state-mentoring-program](http://www.ny.gov/programs/new-york-state-mentoring-program)

# Program

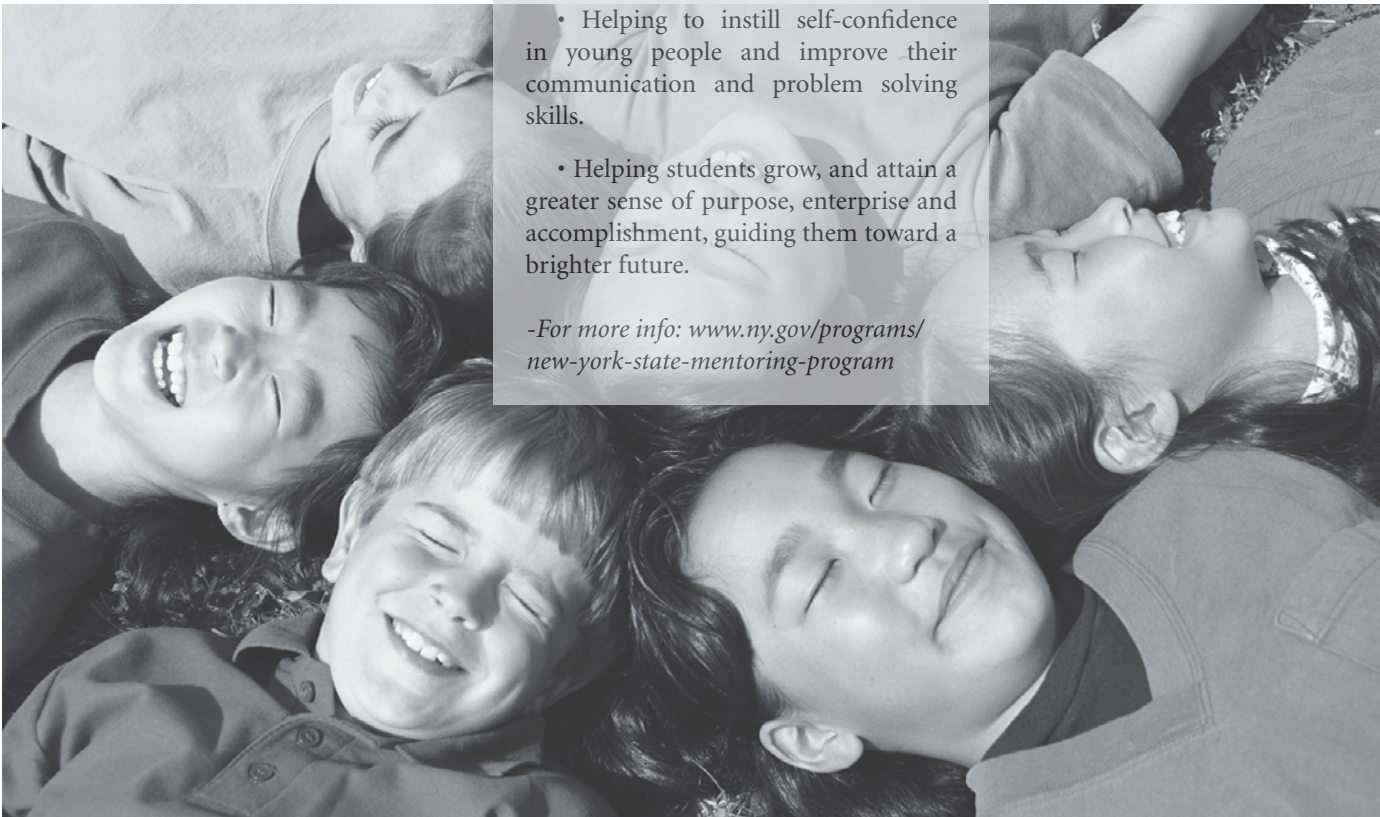
*Continued from page 193*

the best possible mentoring fit from the very beginning. If a mentoring relationship does not work out, other possibilities will be explored.

- **Support.** Each participating school will identify a site coordinator who will be on site and available to coordinate and answer questions. A regional coordinator in your area is available to assist you and the school site coordinators.

## Program partners

The program will work closely with Regional Economic Development Council coordinators to identify private and non-profit partners that can volunteer on a regional and statewide basis. Additional public and non-profit partners will provide screening, training, and other support to implement the program.





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### For more information:

Sue Mager, *NIKE* Business Manager

[NIKEmgr@nyswomeninc.org](mailto:NIKEmgr@nyswomeninc.org)