

# KANSAS BPW ADVOCATE

The official newsletter of THE KANSAS FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC

“Kansas BPW: Working Together for a Better Tomorrow”

January 2018 - Issue 3

President's Message



Empowering Tools for  
Success

One Step at a Time”

Dear BPW Members,

As I collect my thoughts and dreams for our Federation in 2018, I am taken aback by soaking in all the women issues of our country that have taken place in just the past few months. I glanced back at the amazing number of women who marched the Washington Mall the day after the inauguration in January - thousands of women came together with a shared mission which spawned sister marches in New York, San Francisco, London and dozens of other cities. A hope for a new day. Empowerment! We were all taken aback by the many women who were and still are, victims of sexual harassment, victims in Hollywood, victims in politics, victims in our back yard, and can NOW feel they can speak out about it. Empowerment! I watched Oprah Winfrey at the Golden Globe awards take her entire time she had for her acceptance speech to cry out to women and hope for “a new day” - Yes-Empowerment!

We, as women, as members of one of the most important organizations in our nation, can also be ‘empowered’ to hope for this “new day” and advocate for all women that we can and will be supportive. We can mentor, and we can educate. My dream for all of us, is to be able to have the *power* to empower!!

As we strive to take the (ladder) steps that are necessary to mold and enhance our membership into sharing the common ideals and dreams, let us continue to ‘hope for a new day’, a day in which we can share our ideals and dreams of making a

difference in the lives of others, of sharing our vision and our mission in empowering women everywhere. We, BPW/Kansas will advocate to make a better tomorrow, that we will strive to educate, mentor, and support those we work with, those we share time with, those new friends we await to meet.

We are planning a great Spring Conference in McPherson. Garnett BPW will be our host. We will be sharing issues women face today such as self-improvement, sexual harassment, that women need education but cannot afford it, being under represented in politics, and women being of high risk of poverty. Please mark your calendar and plan to join us in a weekend full of education, motivation and empowerment. The theme is “Let’s Get Hammered”- “Staying strong and staying connected”. Yes-Empowerment! I wish to continue in our focus this year; ‘tools for success’, tools so that Women of Kansas can come together with *one goal, one vision, one mission, OUR BPW Mission* and allow us to change the world, *one little tool at a time! Let’s get empowered together!*

Shalom

President Cindy

Cindy Simons  
600 Normandy Rd  
Newton, Kansas 67114  
316-772-2890 Cell 316-282-0944 Home  
[Cindylou55@yahoo.com](mailto:Cindylou55@yahoo.com)

## CALL TO SPRING BOARD

By virtue of the power vested in me as President of the Kansas Federation of Business and Professional Women’s Clubs, Inc., I do hereby call the Annual Spring Board to meet at the Best Western Holiday Manor, 2211 East Kansas Avenue, McPherson, Kansas on Sunday, March 11, 2018 at 9:00 a.m.

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## PRESIDENTIAL AWARDS

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### Local Organization Awards 2017-2018

Deadline to submit is May 1, 2018



#### HAMMER AWARD:

Local that has 100% retention of membership  
Sign 2 new members  
Have 4 members attend fall, spring conference  
and Convention  
Young careerist participant  
Individual Development participant to State  
Convention

Local will receive \$200.00



#### NAIL AWARD:

Bring a new member to fall, spring and state  
Convention  
Four Members from your local attend Fall, Spring  
and State Convention  
Sign 2 new members.  
Submit Woman of the Year **or** Business of the  
Year

Local will receive \$75.00

#### SCREW DRIVER AWARD:



Participate in Business Women's' Week  
Article in the Advocate Publication  
Retain 90% or better retention in membership  
Sign 2 new members

Local will receive \$50.00

### President's Focus

Every Women in every community is important and worth our effort to encourage, educate, mentor, and invite. Let's be committed to defining our vision.

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## PRESIDENT'S GOALS 2017-2018

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What has made our BPW successful in the past, may also be workable today with a newer twist.

(1) Let us provide working women with newer tools to be successful in whatever endeavor they are taking. Work with and assist every local club to provide an ID program-whether it be the entire program or maybe just providing it in part.

No matter if the locals take on part or the entire ID program, or one element of the total, Encourage every local (minimal requirement) to have a representative from their ID program to be part of the 5 minute speech contest at State Convention as well as having a Young Careerist speaking competition too. Both will be represented at State Convention.

(2) To travel to all Local Clubs and check to see how things are going. I can bring any **tool** you need to assist you along this journey we will share together.

(3) The goal is to get at least 13 new members – we are now at 157 members!

(4) Each local to have at least 2 new attendees at Fall Conference, Spring Conference, and State Convention.

We can supply these tools so that Women of Kansas can come together with one goal, one vision, one mission, **OUR BPW Mission** and allow us to change the world, one little tool at a time.

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## PUBLIC RELATIONS AWARD

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### PUBLIC RELATIONS AWARD

A special award will be presented to the local BPW at State Convention for the most outstanding Public Relations coverage for the 2017-18 BPW year. The Public Relations Notebook should contain:

- A. Newspaper clippings and pictures of events.
- B. Copies of PSA's (Public Service Announcement) submitted to media
- C. Copies of local BPW newsletters

**DEADLINE TO SUBMIT PUBLIC RELATIONS  
NOTEBOOK: MAY 1, 2018**

Fran Graham (913) 764-1441  
[fmgraham@mindspring.com](mailto:fmgraham@mindspring.com)  
2012 E. Sheridan Bridge Lane  
Olathe, KS 66062

## NOMINATIONS

### DEADLINE REMINDER

March 1, 2018 is the deadline for nominations for state office to be listed on the election ballot. Candidate information received by this deadline is included in the Convention Advocate.

Candidates must be employed and an active member in good standing. Candidates for President-Elect and Vice President must have served one year as a chair or elected officer of the BPW/Kansas State Board of Directors.

Potential candidates and their local organizations need to complete the following:

1. A copy of the minutes of the local organization meeting at which the candidate was endorsed must be submitted.
2. The candidate must write a letter agreeing to serve if elected.
3. The candidate must provide a resume of activities and qualifications for the office. This should include: years in BPW, offices and chair positions held at the Local and state levels, special task forces, special achievements, occupations and community involvement.
4. The candidate must provide a black and white glossy photo or digital photo (jpg form) for publication.

Nominations can be made from the convention floor provided all required material is presented to the Nominations Chair immediately following the nomination. Send nominations to Jeanna Fancella, 518 Blunt St. Clay Center KS 67432. For more information email jwalters64@gmail.com.

Jeanna Fancella  
Nominations Chair

## UPCOMING DEADLINES

EVENT	DUE BY
Hall of Fame Nominations	January 31, 2018
Scholarship Applications	February 1, 2018
Woman of the Year	March 1, 2018
Business of the Year	March 1, 2018
State Officer Nominations	March 1, 2018
ID Contest Registration	March 1, 2018
NBWW Activities	March 1, 2018
Club History to Historian	May 1, 2018
Public Relations Notebook	May 1, 2018
President's Awards	May 1, 2018

## KANSAS BPW HALL OF FAME

The Kansas BPW Hall of Fame honors individuals who have distinguished themselves in their careers and communities for outstanding achievements benefiting women in the workforce. Do you have someone in your local organization that has distinguished themselves in their careers and community? Honor them by nominating them for the Kansas BPW Hall of Fame!

Individuals may be nominated by anyone to the two categories, BPW member and Posthumous. Inductees for each category are recognized at State Convention.

### Criteria for BPW Member Inductee:

- Must be a member in good standing
- Must have been a member for at least ten (10) years.
- Must have served on the Kansas BPW Board of Directors.
- Must have outstanding achievements in their community and/or in Kansas that has benefited working women.

### Criteria for Posthumous Inductee:

- Must have been a citizen of Kansas for most of their adult life.
- Must have outstanding achievements that benefited working women in Kansas
- They do not have to be affiliated with Kansas BPW.

To nominate a deserving person, please mail the following information to the Hall of Fame Committee, Jane Hanks, Chair, 435 W Morse, Bonner Springs KS 66012.

- Name of Nominee
- Address
- Biographical information
- Reasons why the nominator(s) feel the nominee should be inducted into the Kansas BPW Hall of Fame.
- Include the nominator(s) name, address and local affiliation.

The deadline for nominations is **January 31, 2018**. There is no limit as to the number of nominations from a local organization.

2018 Committee  
Jane Hanks – Chair  
Charlotte Shawver  
Kathy Niehoff

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Check the November Advocate for members of the BPW Kansas Hall of Fame – BPW member and posthumous member. Please nominate outstanding members for this honor.

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## YOUNG CAREERIST

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### Attention BPW Young Careerists

BPW Young Careerists, age 35 and below, plan to attend Spring Conference and **interact** with other YC's in a Group Interaction session as well as **practice your speech** to be presented at the State Convention in June. YC's giving speeches to the convention body in June, will be divided into two age groups: 19-35 and 18 and under. Speech topics include:

- What has been your biggest challenge since becoming a young professional and what advice would you give the next person facing this challenge?
- What specific circumstance has had the most influence on your career and how will you incorporate that experience into your future?
- Who in your life has had the most influence on you professionally and personally and how do you plan to pay it forward?
- How has your BPW membership assisted with your professional growth?
- If you travel back in time and give yourself advice, what piece of advice would you share with your younger self and why?
- Participant's choice

If you have questions, contact:

Dr. Sharon Wiber (913) 530-4983  
Miranda Naylor (785) 204-1576

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## ISSUES MANAGEMENT

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March 1, 2018 is an important date, since all submissions for Woman of the Year, Business of the Year, National Business Women's Week Activities and Individual Development programs must be submitted to Issues Management Chair, LewAnn Schneider, 2271 Broughton Road, Clay Center, KS 67432, or [drlewann@twinvalley.net](mailto:drlewann@twinvalley.net). Anyone willing to participate in an Individual Development Contest at BPW/Kansas Convention must also contact Dr. LewAnn by that date.

As detailed in the Issues Management Plan of Action, there will be an award for the local organization with the outstanding Issues Management Year. However, information must be provided to Dr. LewAnn in order to be considered.

Local Women of the Year will be recognized at State Convention. Please submit the form from our website or contact [drlewann@twinvalley.net](mailto:drlewann@twinvalley.net) or 785-313-7471 for a form. These may be BPW members or Community Women.

Businesses of the Year fit into one of two categories: Ones with fifteen or fewer employees or sixteen or more employees. They are judged on providing for female employees in the areas of training for career development, providing dependent care and/or parental leave policies, working with an academic program and salary levels that provide equal pay for equal work and providing pension plans. Again the application is available on the BPW/Kansas website or by contacting Dr. LewAnn directly. All documentation may be submitted as hard copies via mail or emailed. If you have any questions or issues with formatting of the forms, please contact LewAnn Schneider, Issues Management Chair: [drlewann@twinvalley.net](mailto:drlewann@twinvalley.net) 785-313-7471 prior to the March 1, 2018 deadline.

Dr. LewAnn Schneider  
Issues Management Chair

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## MEMBERSHIP GROWTH

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So you want to increase your membership, as all local clubs do

So get your pen and pad ready and we'll share ideas with you!

To get a BPW friend, you must BE a friend.....

Because caring is what's it's all about in the end.

Be gentle but passionate in your plea

Persistent but not a nag, as no one wants to befriend an old nagging hag!

Be confident and authentic, real and sincere

Inviting those you meet and those you know

You never know until you ask

Their answer may be YES, but sometimes no!

Do not be discouraged as you carry out your task

Be diligent and faithful in your "ask"!

Your endurance and persistence will bring forth fruit.

And soon your clubs will overflow with members and new friends.

So let's grow grow grow

As Helen and President Cindy will be proud

BPW STRONG, shout it LOUD!

Linda Reed

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## KANSAS BPW EDUCATIONAL FOUNDATION

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**February 1, 2018** is the deadline for scholarship applications. Send the original application and 5 copies to Diana Redger, Box 122, Ashland KS 67831. Applications may be endorsed by an individual member or a local organization. Please make sure the applications have been reviewed and only those that qualify for the scholarships are submitted. **Locals no longer** need to send a copy of their minutes endorsing each person applying, but the president or the member sponsor must still sign each person's application.

The current application has (10/17) in the bottom right hand corner of each page. It is on the Kansas BPW website <http://kansasbpw.memberlodge.org> and is available from each Foundation Board member. If you have trouble downloading it let me know and I can email a copy. If you have any questions or need additional information please contact a board member.

**Incomplete applications or ones where the applicant does not meet the scholarship criteria will not be considered.**

Please note the scholarships are for the 2018-19 school year and are available after the recipients are announced. Funds are given for 2 semesters and the recipient may choose which 2 semesters they will receive the funds, summer, fall or spring.

There are no "Other" scholarships at this time for 2018-19. A Local Organization or an individual may "fund" a one-time scholarship with a minimum of \$500. The criteria is established by them. The Foundation Board of Directors follows the established criteria in naming the recipient. If you want additional information contact a Foundation director.

**Scholarship recipients will be announced** at the BPW/Kansas federation's Spring Board Meeting in McPherson. Soon after, all applicants (and local organizations/sponsors) will receive written notice of the status of their applications. Thank you, to all local organizations and members who actively promote the Foundation's scholarships.

### **Grants still available**

There is grant money available from Foundation for programs and Individual Development workshops. The grants are under the "Foundation" tab on the BPW website. To be considered, the grant request must be received by the Foundation President at least 60 days prior to the event.

Foundation grants have been used to host speakers at Convention and conferences, to host ID workshops, to hold a Diabetes workshop and to make Clay Center's Silent Witness forms. These grants have been up to \$200 per event. Check out the criteria for each.

### **Foundation Donations**

Like most charitable organizations, the Foundation is always looking for additional contributions. This last year, we accepted generous donations not only from members, but also from others who support the mission of the Foundation. We have been able to give more scholarships and we sincerely thank you for your contributions.

When making a contribution during the remainder of this club year, please complete a contribution form and send to Helen Norman, Treasurer, 41 Lakeshore Dr. Garnett, KS 66032. If you need contribution forms, these can be provided by Helen or are available on the BPW/Kansas website.

### **WANTED** - Kansas BPW Foundation Board Member Candidates!

Two Board positions will be open for election at the June 2, 2018 Foundation Annual Meeting in McPherson. Members of the Board of Directors serve a three-year term. The qualifications for Foundation Director are:

- 1) Must be a member in good standing of Kansas BPW, and
- 2) Elected by a majority vote of the voting body at the annual meeting.

Candidates for the Board of Directors shall file the following with the Secretary of the Foundation – Linda Reed 1517 S. Apple Lane, Ottawa, KS 66067. – by **May 1, 2018**

- 1) Copy of the approved minutes of the local organization meeting at which the candidate was endorsed,
- 2) Letter agreeing to serve if elected,
- 3) And a resume of past federation and local activities and qualifications for the Board of Directors.

Nominations may also be made from the convention floor provided all required material is presented immediately following the nomination.

### **Mary Tefft Grant**

Any Kansas BPW member in good standing may apply for a grant for spring conference. The maximum amount for each grant is the actual expenses of registration and meals that are part of the meeting. (The meals listed on the registration for a fee). Funds are paid directly to the Kansas BPW Federation upon proof of participation.

Members agree to participate in all activities for the meeting they request funds. **There is no limit to the number of times a member may apply.**

To apply, submit an application to the Foundation president by February 18. The criteria for the grant is on the Kansas/BPW website under the Foundation tab.

Diana Redger, President  
Kansas BPW Educational Foundation, Inc.  
PO Box 122, Ashland KS 67831  
[redger@ucom.net](mailto:redger@ucom.net)

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## BPW HISTORIAN AND CLUB ETERNAL

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Greetings to all! I would like for each BPW Club to make copies of pictures and articles of your BPW Club past year's events for President Cindy's memory scrapbook. Please include your fun memories of monthly meetings and programs. I'm planning to attend Spring Conference in March, and would like to collect your pictures and articles for the scrapbook at that time.

The final deadline of all pictures and articles to be included in the scrapbook should be mailed to me by May 1, 2018. My mailing address: Chris Booth P.O. Box 4 Ashland Ks. 67831

A reminder for Club Eternal, please send me obituaries and information for any of our BPW Club members who have passed away since convention last year. I will be honoring these members at our June Convention. Thank you.

Chris Booth  
BPW Club Historian

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## EQUAL PAY DAY 2018

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*The next Equal Pay Day is Tuesday, April 10, 2018. This date symbolizes how far into 2018 women must work to earn what men made in 2017.*

Equal Pay Day is an observance day which was started to raise public awareness of the pay gap between men and women. This holiday isn't celebrated on the same day each year. Instead, it is celebrated on the date that symbolizes how far into the year a woman has to work in order to earn what men earned the previous year and this changes from year to year and country to country. For instance, in the United States in 2005, this day fell on April 19th and in 2016 in the U.S it was celebrated on April 12th – representing that an average women earned about 21% less than the average male that year.

The gender wage gap has narrowed less than a percentage point in the last year, according to data released by the U.S. Census Bureau on Sept. 13, 2017. Based on the median earnings of all full-time, year-round workers in 2016, **women now make 80.5 cents for every dollar men make**, a change from 79.6 cents the previous year. Women's earnings in 2016 were \$41,557, while men's were \$51,640. Rounding off the figures shows women's earnings still at 80 percent of men's, the same as last year.

The wage gaps continue to be greater for women of color, with African American women earning just 63 cents and Hispanic women earning just 54 cents for every dollar earned by white, non-Hispanic men. Asian American


earned 87 cents, while white women earned 79 cents for every dollar earned by white, non-Hispanic men. (Note: NCPE has previously compared the wages of women of color to the wages of all men. Other organizations, such as the National Women's Law Center and the Institute for Women's Policy Research, compare the wages of women of color to the wages of white, non-Hispanic men, so NCPE also is adopting this practice. Therefore the comparison of the current figures with NCPE's previous figures is not meaningful.)

The National Committee on Pay Equity (NCPE), founded in 1979, is a coalition of women's and civil rights organizations; labor unions; religious, professional, legal, and educational associations, commissions on women, state and local pay equity coalitions and individuals working to eliminate sex- and race-based wage discrimination and to achieve pay equity. NCPE's purpose is to close the wage gap that still exists between women, as well as people of color, and men.

Those who want to celebrate Equal Pay Day can do so in a number of different ways. They can celebrate the day through activism by contacting their lawmakers and urging them to support equal pay legislation that may be in Congress. To raise awareness, they can host an "unequal bake sale" in which men pay full price but women get a discount of 21 percent. People can also celebrate the day by hosting a forum in their communities, getting the word out about gender inequality issues and by participating in activities which bring media attention to the issues of gender discrimination and wage inequality.

Check out [www.pay-equity.org](http://www.pay-equity.org) for ideas on what you can do to support fair pay. Wear RED on April 10 to symbolize how far women and minorities are "in the red" with their pay!

Information taken from these websites: [pay-equity.org](http://pay-equity.org) and [holidayscalendar.com/event/equal-pay-day](http://holidayscalendar.com/event/equal-pay-day)



**Jeanna Fancella**  
Independent Damsel Pro

*Your Safety is My Business*

Phone: 785.447.0129  
[empowerkansas@gmail.com](mailto:empowerkansas@gmail.com)  
[mydamselpro.net/Pro16695](http://mydamselpro.net/Pro16695)

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## BPW TIDBITS

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February 2, 2018 marks National Wear Red Day, a holiday to raise awareness for cardiovascular disease in women. It's also the start of American Heart Month. The holiday was created by the American Heart Association and the National Heart, Lung and Blood Institute in 2003.

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Remember to send a new member's address or email to Ex-Secretary Kathy Niehoff for them to receive the Advocate. Membership Chair Helen Norman needs information too. New member applications available on Kansas/BPW website.

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**Kansas website** – <http://kansasbpw.memberlodge.org>  
**NOTES**

For information regarding a change of address for your advocate mailing or other information, please contact Kansas BPW Executive Secretary, Kathy Niehoff, at the following address and phone:

605 E 15<sup>th</sup>, Ottawa KS 66067 Home Phone: 785-242-9319  
e-mail [kathyniehoff@scbglobal.net](mailto:kathyniehoff@scbglobal.net)

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## BPW CALENDAR

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<b>January 31, 2018</b>	<b>Hall of Fame Nominations Due</b>
<b>February 1, 2018</b>	<b>Foundation Scholarship Applications Due</b>
<b>March 1, 2018</b>	<b>Nominations for State Offices</b>
<b>March 10, 2018</b>	<b>Spring Conference McPherson, KS</b>
<b>March 11, 2018</b>	<b>Spring Business Meeting McPherson, KS</b>
<b>June 1-3, 2018</b>	<b>State Convention McPherson, KS</b>

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**NOTE:** Please send items for the newsletter to Diana Redger, Newsletter Editor, Box 122, Ashland, KS 67831 phone 620-635-2546. E-mail [redger@ucom.net](mailto:redger@ucom.net)

## BPW/KANSAS ADVOCATE

BPW/Kansas  
C/O Executive Secretary Kathy Niehoff  
605 E 15<sup>th</sup>  
Ottawa KS 66067

**ADDRESS CORRECTION REQUESTED**

**SPRING CONFERENCE REGISTRATION**

HOLIDAY MANAOR BEST WESTERN

2211 EAST KANSAS AVENUE

MCPHERSON, KANSAS 67460

March 9-11, 2018

**"LET'S GET HAMMERED!"  
'STAYING CONNECTED - STAYING STRONG'**

**Friday Evening** "Chill out with Clay Center" **6:30 - 8:30 pm**  
Family Guest Room - Come for Chili and Fixings.

**Saturday Registration** Sunset Room **8:00 am**  
(Continental Breakfast for Hotel Guests)

**Saturday Registration Fee** \_\_\_\_\_ **\$18.00**

**Saturday Luncheon** **WITH PAST PRESIDENT'S CHOIR - 12:00 - 1:30**  
**AND OTHER ENTERTAINMENT**

**Meal:** Build your own/Deli Buffet w/ salad and Chips  
Drink of coffee and Iced tea included. \_\_\_\_\_ **\$12.00**

**Saturday Evening Meal** **6:00 p.m.**

**MAKE CHOICE:** Chicken Breast  
(Potatoes and Vegetable) \_\_\_\_\_ **\$21.00**

**OR**

Smothered Steak \_\_\_\_\_ **\$21.00**  
( Potatoes & Vegetable)

**BOTH** meals come with Dinner Salad, Dinner Rolls and Dessert.

**Sunday Morning Registration** (Sunday arrivals only) \_\_\_\_\_ **\$10.00**

**TOTAL:** \_\_\_\_\_ \$ \_\_\_\_\_

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NAME: \_\_\_\_\_ LOCAL: \_\_\_\_\_

Address: \_\_\_\_\_ PHONE: \_\_\_\_\_

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**ALL FEES, REGISTRATION, AND MEALS MUST BE SENT TO:**

Meeting Manager - Jenny Myers 820 W. 9<sup>th</sup> Ave. Garnett, Kansas 66032

**REGISTRATION DEADLINE IS FEBRUARY 28, 2018**

For Reservations to Best Western Manor, Call (620) 241-5343 or (888) 841-0038

Room Rates (TENTATIVE) Range between \$79.00 - \$89.00/room Elizabeth Taylor (no kidding) is manager. Tell them you are with **BPW/Kansas**.





**2018 BPW/KANSAS SPRING CONFERENCE  
AGENDA  
“Let’s Get Hammered  
“Staying Connected - Staying Strong”**

**Friday**

6:30 -8:30 - “Chill out with Clay Center”- Chili and the fixings.  
Social Catch Up time

**Saturday**

8:15 - 9:00	Registration	Coffee will be hot and ready
9:00- 9:10	Flag Salute and Welcome	Garnett <i>BPW/McPherson Ambassador</i>
9:10 - 9:15	Introductions and Announcements	President Cindy/Jenny Myers
9:15-10:15	Speaker <b>Rebecca Frerking</b>	Personal Improvement Tips
10:15-11:00	<i>Break</i>	
11:00-11:50	Speaker (To be announced)	Sexual Harrassment in the workplace
11:50-12:00	Announcements and Door Prizes	Jenny Myers & <i>Garnett BPW</i>
12:00-1:30	Lunch with PSP Choir	<i>Added musical Entertainment</i>
1:30-2:30	Speaker <b>Susan Roberts</b>	Women under represented in Politics

**OR**

1:30-2:30	Workshop Individual Development	<i>Dr. LewAnn Schneider</i>
2:30-2:45	<i>Break</i>	
2:45-3:45	Speaker (To be announced)	Women in High Risk of Poverty

**OR**

2:45-3:45	Workshop Individual Development	<i>Dr. LewAnn Schneider</i>
4:00-5:00	YC's	Speech trial run
5:00	<i>Announcements</i>	
6:00	Dinner	Entertainment- Tentative

**Sunday**

9:00am Business Meeting “Staying Connected-Staying Strong”