



The National Federation of Business & Professional Women's Clubs, Inc.

April 2020 Newsletter

Upcoming Events

Momentum Club Zoom Meeting

6 April 2020

9:00 AM PDT | 10:00 AM MDT | 11:00 AM CDT | 12:00 PM EDT

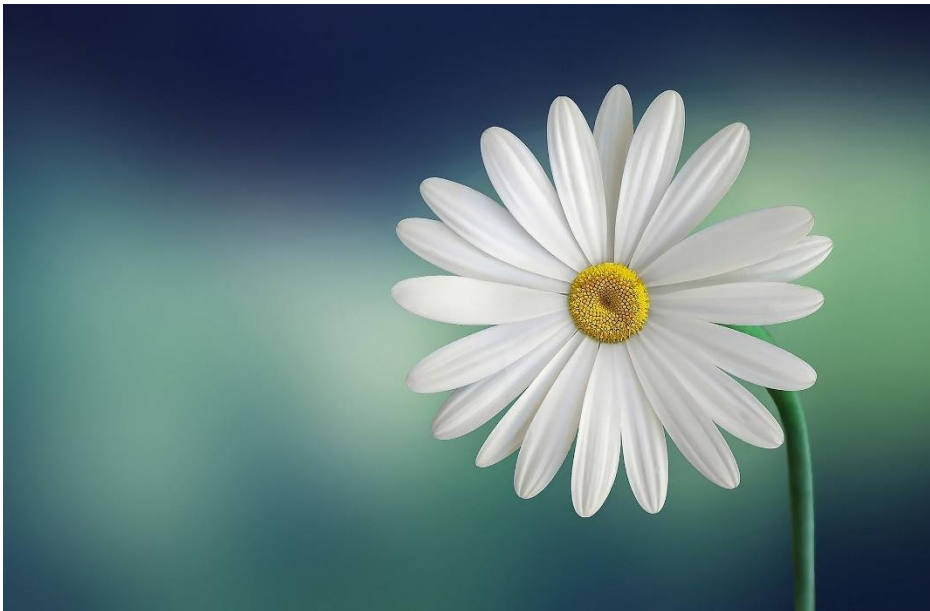
Call in information is available on the website at:

<https://www.nfbpwc.org/sys/website/system-pages/?pageId=18008>

NFBPWC Board of Directors' Meeting

16 June 2020

Call in information is available on the website. Reports are due June 1st to Marsha Riibner-Cady.



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Submission Deadline for the May eNewsletter is Friday, April 24th at 5:00 pm Mountain Time

ABOUT NFBPWC

Develops the business, professional and leadership potential of women.

Our Mission

The National Federation of Business and Professional Women's clubs (NFBPWC) develops the business, professional and leadership potential of women on all levels through education, advocacy, networking, mentoring, skill building and economic empowerment programs and projects.

Focus Issue

Elimination of Sexual Harassment and Sexual Abuse Against Working Women

The National Federation of Business and Professional Women's Clubs (NFBPWC) of the United States of America is an affiliate of the International Federation of Business and Professional Women, which spans across five regions and over 110 countries of the world. In 2017 we celebrated 98 years of empowering women through our mission which is to develop the business, professional and leadership potential of women on all levels through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.

Contacting your NFBPWC Executive Committee (2018-2020):

Sandy Thompson, President
Megan Shellman, VP Membership
Nancy Werner, VP Advocacy
Marsha Riibner-Cady, Secretary
Gloria Flores, Treasurer
Liz Benham, Immediate Past President

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vpadvocacy@nfbpwc.org
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Standing Committees:

Membership, Megan Shellman, Colorado
Advocacy, Nancy Werner, Pennsylvania
United Nations, Elizabeth Vanardenne, Virtual
Environment, Laurie Dameron, Colorado
Finance, Lourdes Reyna, Paso del Norte
Health, Marion Waelchli, Pennsylvania
Mentoring Taskforce Chair, Titilola Adisa, Momentum
International Liaison, Bessie Hironimus, California
Leadership & Learning, Kathy Kelly, Colorado
Public Relations, Daneene Rusnak, Virtual
Young BPW Chair, Ashley Maria, California
Bylaw and Resolution Chair, Katherine Winans

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Special Committees:

Military Affiliated Women, Barbara Bozeman, North Carolina
Newsletter, Michele Guarino, Colorado
Nominations, Manjul Batra

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Taskforce:

Elimination of Sexual Harassment, Jackie Melvin
Rapid Response – Linda Wilson

jamelvin@pacbell.net
lindalwilson@juno.com

PRESIDENT'S MESSAGE



By: Sandy Thompson
President, NFBPWC

Greetings!

I hope that this newsletter finds all our members and their families well and practicing safe distancing. We know that this is a difficult time for all of us, but we have to remain the strong women that we all are.

If you can't have face to face meetings, remember that the National Federation has a Zoom account that our clubs can use. If you would like to do so, please contact VP Membership, Megan Shellman, and she will help you set it up. We would like one point of contact, so we do not double book the time. This is also an opportunity for you to check out the Virtual club as they have some great programs coming up. See the Virtual report for more info. Or you can join another club's meeting to meet sisters across the country.

I know many of you are wondering what will happen to the meetings in Orlando in August. At this point in time we are in a wait and see mode. International has not made any decisions about Congress at this time. At the National level we are also waiting to see what happens but are working on alternate plans if they become necessary. Hopefully all will be resolved, and we can all get together in August.

Please reach out to your members during this time especially the older members and those who live alone. Only talking to my cat is getting rather dull as she is not much of a conversationalist. Take time to read that book you have been putting off or take a virtual tour of one of the many museums that are offering these. It is a time for us to learn, grow and enjoy our families.

I hope that you all have a wonderful Easter and Passover. I am sure we will be celebrating much differently this year, but however you celebrate enjoy and remember their true meaning.

"Not knowing when the dawn will come, I open every door"

-- Emily Dickinson

NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUB'S (NFBPWC) ADVOCACY PLATFORM 2018-2020

NFBPWC will employ several education, advocacy, monitoring and tracking strategies to meet the following priorities:

The Alice Paul Equal Rights Amendment shall stand first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution – i.e. “Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

Economic Equity and Justice

- Access to pay equity and retirement equity
- Access to education, training and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or disabled)
- Access to funding and capital for entrepreneurial activity
- Access to affordable and attainable housing

Health Equity and Justice

- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant care discrimination in the workplace (reasonable accommodations for breast feeding/breast pumping and pregnancy related conditions)
- Ensure workplace safety
- Expansion of mental health coverage and services

Human Rights – recognition that women's rights are human rights

- Ratification of the Equal Rights Amendment (ERA)
- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against minority women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women

MEMBERSHIP NEWS

By: Megan Shellman
1st Vice President of Membership, NFBPWC

**Please share your success stories with our members. To be in a future NFBPWC Member Spotlight, please email Megan Shellman at mshellman@bpwcolorado.org.*

Momentum Club:

The National Federation Business and Professional Women's Momentum Club (NFBPW Momentum Club) is a members only group that operates as a platform from which new BPW clubs/chapters, affiliates, and federations will launch. Current members of NFBPWC who wish to help open a new club or want to connect and support membership growth are welcome to attend. Individuals who would like to start a club in their area are welcome to attend and are invited to join the NFBPWC Momentum Club. The next meeting of the Momentum is scheduled for April 6, 2020. Please see our website for details: <https://www.nfbpwc.org/sys/website/system-pages/?pageId=18008>

Learn more about the Momentum Club and help us grow and thrive by attending the next meeting. Topics for the Momentum Club meetings are designed to help the members start their own club and continue the growth of this vibrant organization.

NFBPWC Virtual:

We welcome all members and individuals to participate in this club and to learn more about growing our organization. If you do not have access to a local affiliation or federation, please consider starting a new club in your area or joining our NFBPWC Virtual. The Virtual club meets monthly and provides a variety of incredible topics with dynamic speakers. (Membership dues to NFBPWC Virtual start at \$60 annually - January to December - for members not associated with another NFBPWC organization.) Click here for more information: [NFBPWC Virtual](#).

Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, we are often asked what value there is to be a part of NFBPWC as a member. For less than \$4 per month of your annual membership fee that goes to NFBPWC, we provide you with many tangible and intangible benefits. From marketing opportunities and formal programs to friendships with women from all over the world, the advantages of being a member are immeasurable when you take advantage of what is offered.

Please email Megan Shellman, 1st VP of Membership, with any questions about the opportunities available to all members and share with us which membership opportunity holds the most value to you: mshellman@bpwcolorado.org.

NFBPWC members can support their business and professions by utilizing the following benefits:

- Grow through NFBPWC's formal [Leadership and Learning Program](#).
 - **Be sure to check out the website for upcoming programs.**
- Share your successes on the [NFBPWC Showcase](#): <https://www.nfbpwc.org/Our-Showcase>.

- **The Business Network**, <https://www.nfbpwc.org/Business-Network>, to market business and professional services in a public area of the website. Discover an international platform of intercultural understanding, languages and travel while establishing connections with women around the world.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the newsletter, e-alerts, website, and social media platforms (Email mshellman@bpwcolorado.org to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

Are you passionate about women's issues? You can participate and explore benefits only available to members:

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually. CSW 64 will be March 9-20, 2020! Start planning your trip to NYC with your NFBPWC sisters!!!
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

MEMBER SPOTLIGHT – ROSEMARY ENZER



Rosemary Enzer, President of the California Federation, joined BPW in 1983. She has served in numerous chairmanships and offices at the local, district and state levels.

A retired educator, Rosemary worked in the Los Angeles Unified School District as a teacher, coordinator and administrator for 39 years. The last thirteen years she

served as an elementary principal. After her retirement, she taught graduate classes in organizational management and current issues in education at the University of LaVerne and California Lutheran University. She also worked as a consultant to underperforming inner city schools.

Rosemary is the author of an Independent Living Manual for transition age youth. She developed classes and has

conducted staff training sessions at a local mental health center.

For nine years Rosemary volunteered as a CASA (Court Appointed Special Advocate). There she worked with children and teens in foster care, helping to ensure that they received all the services to which they were entitled.

Rosemary's other community involvement include serving on the local YMCA Board of Managers and the Board of Directors of Hillview Mental Health Center. She is an active member of the Los Angeles League of Women Voters, where she volunteers with the speakers' bureau to present pros and cons of ballot measures before each election.

Rosemary resides in Woodland Hills, California, with her dog, Theo, and cat, Fiona. Her interests include gardening, reading and the Los Angeles Dodgers.

**Please share your success stories with our members. To be in a future NFBPWC Member Spotlight, please email Megan Shellman at mshellman@bpwcolorado.org.*

ADVOCACY REPORT



By: Nancy Werner
2nd Vice President of
Advocacy, NFBPWC

EQUAL PAY DAY- March 31, 2020 is the day proclaimed by the National Committee on Pay Equity Day. Wear RED and if you missed the date, wear it for the whole month of April as you work from home. Someone will notice and

ask, "What's with the red?" We need to fight for what we earn. Across America wage inequality is one of the most defining and consistent realities of women in their careers and life. It is estimated that women will lose over \$1 million in earnings over their lifetime to the wage gap. For Black and Latino women, it is even more.

The Institute for Women's Policy Research believes that equal skill, equal talent, and equal effort should be rewarded with equal pay regardless of one's gender. It is important that our values and work will help our economy rebound. It is critical to having a strong economy when women are secure financially to help their families and communities.

What a woman makes for every dollar and what a man makes is the ratio of women's and men's annual median earnings for fulltime, year-round earnings. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to equal in earnings. The National scale is as follows for women when compared to the dollar: as of 3/31, White American Women- \$.82; as of 2/11, Asian American Women-\$.90; as of 8/13, Black Women-\$.62; as of 10/1, Native Americans-\$.57; and, as of 10/29, Latina Women-\$.54.

One more thought to share in keeping with our current times -women are on the front lines fighting the coronavirus in our nation's hospitals, nursing homes and other facilities. Women make up 91 percent of America's registered nurses while male nurses represent only a fraction. Yet, the men earn an average of \$6,000 a year more. Our female home health aides make an average of \$41 less per week than their male peers which creates a \$2,312 annual gap. We also learn that female doctors fall behind their male counterparts even after adjusting for specialty, hours worked and other variables.

Whether you bring notice to these statistics or share this information via virtual networks or newspapers, please keep sharing information to all whom you can...at a distance. It is amazing how many women do not realize that there is an inadequacy with the pay in our country. We need to keep our focus on this important issue until change does take place. Bottom line-Remember that in 2019 between January 1 and December 31, you did not catch until March 31, 2020. You are now starting to earn your 2020 pay.

Advocacy -Equal Rights Amendment. "Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex" needs to be placed into our Constitution. While most states have laws prohibiting discrimination of any kind based on sex, proponents of the ERA say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.

Facts that we know to date.

The ERA Coalition, Senator Ben Cardin (D-MD) and Senator Lisa Murkowski (R-AK) announced the addition of many more cosponsors to S.J. Res. 6. This bill will remove the deadline for the Equal Rights Amendment. The cosponsors are Democrats and Independents in the Senate.

We know they were very busy with the passage of Legislation for the Coronavirus Pandemic. Their efforts will provide financial relief for many of our nation's citizens, and small and large businesses. We know that the Senate members adjourned and traveled home. They are not to return to later in April. Now is the time to take a moment and email or call your Senator(s) about the ERA. Do the same for Sen. Mitch McConnell and tell him to place it on the upcoming Senate agenda.

Yes, we know that they will return to continue the work on the Coronavirus funding, but we can hope and pray that we will see this horrible germ disappear. We must keep focused on the ERA outcome. Alice Paul met many challenges as she tried over and over again to succeed with her amendment. It never happened. May we stay safe so we may continue her efforts. Take care.

All Senator names and contact information can be found on the Internet.

UNITED NATIONS REPORT

By: Susan O'Malley
UN Representative, IFBPW, NGO CSW/NY,
Chair ex officio

Beijing + 25 and the Coronavirus

The cancellation of CSW64 was heartbreaking for NGO CSW/NY. We had been working on NGOCSW Forum 64 since October. Houry Geudelekian, the new Chair of NGO CSW/NY, and the Executive Committee of which I am an ex officio member and the Planning Committee, had planned all kinds of new things: five Woman of Distinction Awards to women in the 5 regions of the world who would tell us their stories at Consultation Day, Conversation Circles that would last all day for three days at the Armenian Center where women could network or join all kinds of sessions on the 6 thematic clusters for Beijing + 25, a larger and longer Artisan Fair, and the 550 scheduled NGO Parallel Events

On 2 March the Commission on the Status of Women led by CSW Chair, Mher Margaryan, Ambassador from Armenia, held a briefing at the UN to announce that the Secretary General Guterres had announced that all CSW64 Side Events and Round Tables were cancelled and that no ministers/ambassadors who were not already in the US should come to NYC for CSW64. CSW64 would consist of a very short meeting to pass the Political Declaration for CSW64 and to agree on the Program of Work for the next 5 years.

An intense meeting ensued. Many countries (and NGOs) wanted CSW64 postponed to a later date after the coronavirus was no longer a threat, not a short meeting at which the majority of people, many ministers and members from the Global South and around the globe, would not be able to attend. The Ambassador from South Africa was most eloquent:

"CSW is of high value as is Beijing + 25. Let us wait for the correct time and postpone until all the women can be with us.... This [cancelling] is discrimination. You cannot discriminate." The UK responded CSW without Civil Society (NGOs) is not CSW. Kenya said, "We can't have CSW without Civil Society organizations."

And so it was decided that at the next meeting on 9 March there would be a short event with a few speeches, the Political Declaration would be presented for a vote, and the CSW64 would be rescheduled as a smaller 2-3 day event in July. The short CSW64 meeting is necessary, Chair Margaryan said, to ensure the continuity of CSW65. Finally, Chair Geudelekian announced that all NGO CSW64 Forum events would be cancelled, that CSW64 would be postponed and repeated, "There can be no CSW meeting without Civil Society." On 9 March after speeches by Secretary General Guterres, UN Women Executive Director Phumzile Mlambo-Ngcuka and the President of the General Assembly Tijjani Muhammad-Bande, Ambassador from Nigeria, the CSW64 Political Declaration was passed unanimously although many countries lamented that there was no mention of universal health and reproductive rights necessary for gender equality and agreed to in the 1995 Beijing Platform of Action and no mention of UNSCR1325 on Women, Peace and Security that is being celebrated this year. Other NGOs were concerned that once again there was no mention of the plight of widows.

In addition, the Beijing + 25 events in Mexico City (May) and Paris (July) have been postponed to the end of 2020 or early 2021.

FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady
Secretary, NFBPWC 2018-2020

Our March 17, 2020 board meeting was attended by the entire executive committee, 10 state presidents or their designees, and 8 committees/taskforces. The minutes will be available this week to board members. If you would like a copy please let me know by e-mailing me at romarsci@gmail.com.

Reminders:

When your club elects new officers for the new NFBPWC year, please send me the list with emails so that I can update our records. Thank you to those of you who have sent the information already!

Our next Board of Director's meeting is June 16, 2020 at

5:00PM Pacific Time / 6:00 Mountain Time / 7:00 PM Central / 8:00 PM - (US/Eastern)

Call in information is available on the nfbpwc.org website. All board reports are due by June 1, 2020 to Marsha Riibner-Cady at romarsci@gmail.com.

Do you need help with your profile on the website? I am delighted to help you update your look. Please contact me at the e-mail above.

LEADERSHIP & LEARNING COMMITTEE REPORT (INDIVIDUAL DEVELOPMENT PROGRAM OR IDP)

By: Kathy Kelly
Committee Chair, Leadership & Learning Committee, NFBPWC



The L3P Committee is on the home stretch to complete a series of about 15 modules designed to enhance professional development skills. We are actively recruiting past "Individual Development" leaders. Please contact Kathy Kelly if you are interested in learning more about becoming a facilitator.

We are looking for a vector designer who can help Savannah, our "Every BPW" member, come alive while planning a meeting, giving a presentation, networking, speaking at the UN and other daily actions that BPW members do. Can you help us?

The first module, **BPW: 100 Years in One Hour**, is available for member use. This PowerPoint is designed to give as a webinar or in person. It comes with a script and all you need to do is change out a few slides to meet your local needs. Contact Kathy for more information.

GREEN NEWS

By: Laurie Dameron, BPW Boulder Member
Chair BPW Colorado Environment and Sustainable
Development Committee
Chair NFBPW Environmental and Sustainable
Development Committee

Marie Montessori

Just before the COVID-19 outbreak shut everything down, I was able to take Spaceship Earth: What Can I Do? to the Compass Montessori School Golden, "The Farm School," in Golden, Colorado. I met with almost 200 eager, receptive, respectful, and creative students, half in the morning and half in the afternoon.

In between my presentations, science teacher Bekah P. showed me around the farm and the school's several hands-on classrooms. Bekah has been with the school for 17 years, and lives at the edge of the property. She informed me that Compass Montessori was originally a farm prior to the school opening in 1998. The school kept the farmland, planting trees and growing gardens with fruits and vegetables. It also has beehives, chickens, goats, and alpacas. The school cafeteria uses the food produced there, and the kids collect the alpaca fur, spin it to make thread, and then make products from the thread! Students also learn to can and to make jams, honey, and even soap, along with their more traditional academic studies.

This was the most sustainable and awesome school I have ever seen! I initially thought that the students probably already knew much of what I share in the Spaceship presentation, but they came up with many creative ideas after the program. One young girl said she had started a "Litter Club," where folks get together and pick up trash in her neighborhood. Another little girl said she would watch some environmental documentaries with her parents to learn more. And another kid said he would tell his parents not to go through drive-throughs (cars that sit idling put out even more CO2 than when driving).

During my visit, I garnered quite an unexpected education about Montessori schools! I was so inspired

that when I got home, I researched information about the founder of Montessori schools, Maria Montessori. I'd like to share some of what I found out.

Maria Montessori, born in 1870, became the first woman physician-scientist in Italy. She enrolled in an all-boys school for engineering, but then changed to medicine. She was not allowed to work on naked cadavers with the men and faced harassment simply because she was female. She almost gave up on her education in the face of adversity and discouragement, but she forged on, graduating as a Doctor of Medicine in 1896. She also became an activist and did public speaking on equal pay for equal work!

Maria fell in love with Giuseppe Montesano, a fellow doctor who was co-director, with her, of the Orthophrenic School of Rome, and with whom she had a son, Mario, in 1898. She chose to keep working rather than marry Giuseppe, since married women then were expected to stop working professionally. Also, because of Italian law, Maria was forced to place her son into an orphanage for several years. She was allowed visitation and later they were able to connect and had a close relationship and Mario proved to be a great assistant in her research.

Over time, Maria began working in psychiatric hospitals with children with mental and learning disabilities, which led her to develop novel teaching methods and, eventually, to create the Montessori style of education. This unique style involves a hands-on approach that works with children independently as individuals, allowing each student to reach his/her full potential as a person.

Early in the 20th century, Maria started her first experimental Montessori school. After its success, she began establishing training centers for this new method of teaching. Soon schools sprouted up everywhere in Italy and beyond, attracting the attention of prominent educators, journalists, and public figures internationally, including Woodrow Wilson, Thomas Edison, and Sigmund Freud.

When Benito Mussolini came into power in Italy around 1922, he was at first supportive of Maria and the Montessori schools, but later his Fascist government clashed with the Montessori system. Many Montessori schools were shut down and Maria left Italy. Years later Hitler would do the same in Germany.

She traveled extensively, speaking widely about world peace and her unique education style, as other Montessori schools were established worldwide. Maria lived in India throughout World War II, where she met Mahatma Gandhi, who said, "We should learn from so-called ignorant children." Have you ever noticed how children of all different skin colors play with one another!?

Over time, many creative and successful figures have been schooled in the Montessori method, including Jeff Wales, the founder of Wikipedia; Jeff Bezos, the founder of Amazon, who also started a \$2 billion fund benefiting Montessori education; the two founders of Google, Larry Page and Sergey Brin; actors George Clooney and Dakota Fanning; rapper Sean Combs ("Puff Daddy"); gourmet chef Julia Child; and video game pioneer Will Wright.

Today there are 20,000 Montessori schools around the world, with around 4,500 in the USA. Up until her

death in 1952, Maria published numerous books and articles. She was nominated three times for the Nobel Peace Prize. Her image and schools appear on coins and banknotes in Italy and on stamps of Netherlands, India, Italy, the Maldives, Pakistan, and Sri Lanka. In 2020, *Time Magazine* nominated her as one of the top 100 women of the year.

Maria said that children have shown her that all of humanity are connected as one. She also said, "Don't look at me; look at the way I am pointing." Great advice, right?

Please see photos on my March 17, 2020 post on <https://www.facebook.com/WhatCanIDoSpaceshipEarth/>

Here's where we left off with Pope Francis:

IV. DECLINE IN THE QUALITY OF HUMAN LIFE AND THE BREAKDOWN OF SOCIETY

43. Human beings too are creatures of this world, enjoying a right to life and happiness, and endowed with unique dignity. So we cannot fail to consider the effects on people's lives of environmental deterioration, current models of development and the throwaway culture.

Continue reading [HERE](#)

Read the entire encyclical: [POPE FRANCIS https://laudatosi.com/watch](https://laudatosi.com/watch)

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News,"

write to WindchimeL@aoL.com Or visit www.LaurieDameron.com

Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>

Join a chapter of Business and Professional Women <https://www.nfbpwc.org>

SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WOMEN IN THE WORKPLACE

By: Jackie Melvin, NFBPWC Task Force Chair
jamelvin@pacbell.net

CONGRESSIONAL LEGISLATION

IT'S TIME, again, to write your U.S. Congressperson. The **EMPOWER** Act was re-introduced by Rep Lois Frankel of Florida about a year ago and has gathered some 86 co-sponsors including the original 54. It is a bipartisan bill that restores the rights of employees to fight workplace harassment. We must continue to keep making noise about our issues with our legislators as there are indeed so very many societal issues on their plates including most obviously the coronavirus.

Is your Congressperson a co-sponsor on this bill - HR 1521? If so, please write a thank you note. If not, please write a note asking him or her to become a co-sponsor. Use social media, or write a simple NFBPW post card to remind your Congressperson that you, a constituent, are a member of our great BPW organization and concerned about things in addition to the coronavirus. Cards are available from President Sandy Thompson.

How to know? Check out house.gov, add your zip code in the upper right-hand box, and get the name of your Representative; then, check out co-sponsors-H.R.1521-116th Congress. Click on that item and you will see a list of all 86 cosponsors through February, 2020.

HARVEY WEINSTEIN

It was called a "Referendum" on the #MeToo Movement. The New York trial of movie mogul Harvey Weinstein for sexual abuse and rape ended with a verdict. Would the women victims be believed when physical evidence was lacking? Would the case of SheSaid, HeSaid, become another silencing of women and enabling of perpetrators? Would the claims of 90 women over several decades result in anything when this man declared they didn't happen and/or were all consensual.

He received a sentence of 23 years - long enough for a fella of 67 years of age. He'll be transferred out to California for an additional trial in Los Angeles, where a plea bargain is predicted. But just in case he lives beyond 90, perhaps an additional amount of time might be added to the "yea" vote in New York for Elimination of Sexual Harassment and Sexual Abuse against Working Women in our global society.

RAINN

RAINN is the acronym for the **Rape, Abuse, and Incest National Network**, an American non-profit anti-sexual assault organization founded in 1994, and the largest in the U.S. RAINN did a national survey and found **995 of 1000 sexual assault perpetrators go unpunished**. It's broken down like this:

... of the 1000 assaults, only 230 are reported to the police; 46 of the 230 lead to arrests; 9 of the 46 are reported to prosecutors; 5 of the 9 lead to felony convictions; 4.6 will be incarcerated

HEALTH COMMITTEE REPORT BY MARION WAELSCHLI

By: Marion Waelschli
NFBPWC Health Committee Chair

I'm not going to bother telling you about what we all know is going on. Remember, stay in, stay CALM, be kind to each other and check on your friends thru email. An idea, start sending cards, make someone's day. Take care, till next month.

OBITUARIES

A Very Sad Farewell

Elizabeth Vanardenne



It is with great sadness to advise that our NFBPWC has lost a long-standing member and a dear friend of mine, Elizabeth Vanardenne.

Elizabeth passed away February 23, 2020.

I was introduced to Elizabeth by Alyce Daly who told me to go to the Congress in Venice 1996 and that I should share the room with another member who spoke Dutch like I did because she was from Holland. Elizabeth and I had the most fun in Venice. We laughed so much all of the time even at night till all hours. Our neighbors had to bang on the (very thin) hotel wall to silence us.

Elizabeth and I worked tirelessly on getting our New York Federation affiliated with BPW International.

As the IFBPW president 2008-2011, I appointed her as one of our NY UN reps which she took on with great delight and she stayed engaged with all UN issues as our NFBPWC UN Liaison from 2013-2020. Elizabeth will be greatly missed.

If you have any stories or photos, please send them to me as we are going to include them in our booklet celebrating our 100-year anniversary which is in process.

Email to Elizabeth Benham:
president.liz.benham@gmail.com

News From National Women's History Alliance

Since NFBPWC is a member of the National Women's History Alliance, you may wish to take advantage of some of the following offerings. For more information and resources, you can visit their website at:

<https://nationalwomenshistoryalliance.org/>



LET'S STAY CONNECTED

Dear NWHF Friend,

During these challenging times the National Women's History Alliance wants you to know that we are continuing to find ways to adapt to our mission to promote women's history. Women are symbols of strength and courage and their stories remind us that together we can weather the challenges that come our way. We will continue to promote women's history stories and education so that you might draw from these incredible women at this time. We are also working daily to create opportunities to connect even though many of us find ourselves at home at this time.

We have each of you in our thoughts. NWHF



NATIONAL WOMEN'S HISTORY ALLIANCE

Virtual Programming

NWHF will bring us together with Suffrage Centennial online presentations and workshops.

Online Presentations on Suffrage History

March 25th
7pm-8pm, pst

"Teaching Women's History Online"
Hosted by: High School Teachers Sherron Williams and Kristen Kelly and High School Student Paige Melnauskas

April 22nd
7pm-8pm, pst

"Queering the History of the Suffrage Movement"

Hosted by: Professor Wendy Rouse

Email us at info@nwfa1980.org for the link to this workshop.

Write With Us!

Tuesdays
12pm - 2pm, pst

Bring your suffrage research and project ideas. We will meet virtually to share best writing practices, provide support for historical research and document your local suffrage stories.

The Art of Women's History

Artist led workshops that offer an opportunity to connect artistic expression and women's history.

*Check website for workshop dates.

More events to come! Check our website for updates and new virtual events.

Find Your Local Suffragist!

With the purchase of your "Honor a Suffragist Kit":



- ★ Electronic copy of Toolkit
- ★ Hard copy of the Toolkit
- ★ Access to 5 Research Workshops to assist you with your search.

WWW.NWFA1980.ORG | 707-636-2888

State Federation & Clubs News

NFBPWC CALIFORNIA FEDERATION

Executive Committee 2019-2020:

Rosemary Enzer	President
Lynn Brandstater	President-Elect
Sally McMahon	Vice President
Trudy Waldroop	Parliamentarian
Elaine Wakeham	Treasurer
Maryann Wesson	Secretary
Immediate Past President	Katherine Winans



For more information about this club, go to: <https://www.nfbpwc.org/California> or <https://bpwcal.org/>

NFBPWC COLORADO FEDERATION

Executive Committee 2019-2020:

Kathryn Wallace	President
Evie Hudak	1 st Vice-President
Sharon Simmons	2 nd Vice-President
Cheryl Rotkovich	Treasurer
Teresa McEldowney	Secretary
Deborah Fischer	Immediate Past President



For more information about this club, go to: <https://www.BPWColorado.org>

BPW COLORADO ADVOCACY REPORT

By: Sharon Simmons, BPW Colorado Vice President of Advocacy (2017-2020)

International Women's Day Event BPW Boulder/Women's Collaborative of Boulder County/YWCA Each for Equal: Celebrating Progress Towards Equal Pay, Equal Representation & Equal Voices for Women

On March 8, we commemorated International Women's Day by celebrating the progress that's being made in our community to increase gender equity on several fronts and across many communities. We honored the strong women in Boulder County who are making that progress become a reality.

Our amazing speakers were Honoree KC Becker (Colorado representative and Speaker of the House), Lucy Marsh Keynote Speaker and Carmen Ramirez 2020 Honoree. We also had a panel of awesome women who each spoke to many questions we asked about women and



women's rights, equal pay, health care, representation, etc. Everyone spoke eloquently and we learned a lot. This event is done every year by Women's Collaborative of Boulder County. Food was provided this year by YMCA of Boulder County. It was healthy and all compostable items, which our very own Laurie Dameron made sure got sorted correctly and took home to dispose of in her compost bin--Go BPW!

Thanks to all our BPW Boulder attendees! Our table of information was cheerfully attended. Karen McGee did a great job of explaining our organization along with CWF and our partnership.



NFBPWC SOUTH FLORIDA

Executive Committee 2019-2021:

Susan Gingerich	President
Patty Harris	Vice President, Membership
Colleen Kelly	Vice President, Advocacy
Liz Benham	Treasurer
Lynne Hale	Secretary

For more information about this club, go to: <https://www.nfbpwc.org/Florida>

Board of Director Report as presented by Susan Gingerich (March 17, 2020)

Strategic Planning Meeting - January 13, 2020

Survey to the Members –

Member Survey Results – More political and community events, and socials. Build upon membership. Do not continue with soliciting the past members.

Unity in the Community Event – booth participation which highlighted our initiatives, mission and vision for the future – acquired 15 names of potential members and mailing list data.



February 2020

Go Red and Be Heart Smart Meeting - February 10, 2020

Phyllis Ahearn, RN MSN – Broward Health Imperial Point Hospital

Nearly 80 percent of cardiac events can be prevented, cardiovascular diseases continue to be a woman's greatest health threat. Cardiovascular disease is the No. 1 killer of women, causing 1 in 3 deaths each year.

DON'T SMOKE Practice Good Nutrition – EAT HEALTHY
Get Active – Exercise regularly! WATCH YOUR CHOLESTROL – Know your levels



Heart Warning Signs - If you have any of these signs, call 9-1-1 and get to a hospital right away.

1. Uncomfortable pressure, squeezing, fullness or pain in the center of your chest. It lasts more than a few minutes or goes away and comes back.
2. Pain or discomfort in one or both arms, the back, neck, jaw or stomach.
3. Shortness of breath with or without chest discomfort.
4. Other signs such as breaking out in a cold sweat, nausea or lightheadedness.
5. As with men, women's most common heart attack symptom is chest pain or discomfort. But women are somewhat more likely than men to experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting and back or jaw pain.

Stroke Warning Signs - If you have any of these signs, call 9-1-1 and get to a hospital right away.

1. Sudden numbness or weakness of the face, arm or leg, especially on one side of the body
2. Sudden confusion, trouble speaking or understanding

3. Sudden trouble seeing or blurred vision in one or both eyes
4. Sudden trouble walking, dizziness, loss of balance or coordination
5. Sudden severe headache with no known cause

March 2020

Women's International Day Celebration Meeting - March 9, 2020



Leslie Stanley – Independent Mary Kay Consultant

International Women's Day 2020 campaign theme is #EachforEqual. An equal world is an enabled world.

We can actively choose to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women's achievements. Equality is not a women's issue, it's a business issue. Gender equality is essential for economies and communities to thrive. A gender equal world can be healthier, wealthier and more harmonious - so what's not great about that?

The race is on for the gender equal boardroom, a gender equal government, gender equal media coverage, gender equal workplaces, gender equal sports coverage, more gender equality in health and wealth. The 2020 #EachforEqual campaign runs all year long. It doesn't end on International Women's Day. The campaign theme provides a unified direction to guide and galvanize continuous collective action, with activity reinforced and amplified all year.



During the meeting we created a "Commitment Wall" with commitment from our members to:



- Call it out when I see or hear gender stereotypes or bias
- Boycott products where advertising stereotypes women
- Take children or friends to women's sporting matches
- Buy from women-owned businesses more
- Donate time or resource to a women's charity or initiative
- Question and challenge all-male speaker panels
- Mentor a woman and help her build her networks
- Fly the flag for women amongst family and friends
- Listen more openly to everyone, all genders
- Notice gender representation on boards of director

Commitments will be made at every meeting going forward and the "Commitment Wall" will be present to post these commitments.

We initiated a meeting with Andrews High School – Heather Greene to provide the services of the club to assist students. This school has children at risk, who have had a scrape with the law, who need help with self-esteem, guidance and knowledge of how to budget, interview for a job and create a path for more education.

We seek to open a Door of Opportunity for the students by:

- Presentations to students on careers, motivation with guidance on how to properly conduct business and their person in a professional manner
- Presentations on the employment process from how to successfully complete a job interview to developing a strong work ethic
- Organize Special Guests presentations with community partners who can provide education on finances, budgeting and how to plan for the future (home ownership, life events that drain finances, etc.)
- Mentorship for those seeking additional assistance
- Create a College Scholarship of \$500 for a deserving student
- Arrange College tours with Broward College and Atlantic Vo-Tech
- Introduce people, places, events and opportunities they may not otherwise experience

Currently, we are in negotiations with the school to present our first session to the students, which will be a "Mock Interview" Program, to provide education, clothing from a clothing drive for interviews and the actual experience to be interviewed by a club member and receive constructive feedback for a successful interview.

NFBPWC LA GRANGE-CHICAGO

Executive Committee 2019-2020:

Kathleen Ray	President
Barbara Yong	Vice President
Barbara Miller	Secretary
Mary Lou Lowery	Treasurer

For more information about this club, go to: <https://www.nfbpwc.org/LaGrange-Chicago>

NFBPWC MICHIGAN

Executive Committee 2019-2020:

Shirley Zeller	President
Susan Oser	Vice President, Membership
Amy Courter	Vice President, Advocacy
Denise Garn	Secretary
Susan Murphy	Treasurer

NFBPWC NEW YORK CITY

Executive Committee:

Francesca Burack	President
Harriet Friedlander	Vice-President of Membership
Julia Forman	Secretary
Isabella Hutchinson	Young NFBPWC
Michelle Kawka	Webmistress

For more information about this club, go to: www.NFBPWC-NYC.org

NFBPWC NORTH CAROLINA

Executive Committee 2018-2020:

Marsha Riibner-Cady	President
Barbara Bozeman	NBPWC-NC Momentum Club Liaison
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook
Varnell Kinnin	SDG-NC Chair
Jo Naylor	Bylaws Chair

For more information about this club, go to: <https://www.nfbpwc.org/NorthCarolina>



By: Marsha Riibner-Cady, President, NFBPWC North Carolina

NFBPWC-NC meets the third Thursday of the month at 8pm via zoom. Our next meeting will be on April 16, 2020.

We are 10 members strong for our NC club and welcome 16 members from Chatham County, NC!

On March 19, 2020 our guest speaker for the night was Gretchen Edwards-Bodmer from the Girl Scout Council of the Colonial Coast. Gretchen shared information on the Explore Women's Suffragette of NC patch. Any Girl Scout is welcome to work on this patch or the one she put together for VA. What a great way to teach our younger girls about the suffragettes! For more information, go to gscnc.org.

A special thank you to everyone who voted for Shelawn Burton for the NC School Heroes award from the NC Education Lottery. We will know on May 6, 2020 if she is one of the 10 lucky winners to be picked to receive \$10,000 for themselves and \$10,000 for their school. Shelawn's final vote count was 39,006! This put her in ninth place out of 4500+ nominees across NC.

We received a lovely thank you note from Tessa Weisenborn, Edgecombe Community College Student Success Coach for supporting their food pantry. School is closed to students, but all are working online to complete their requirements. We will continue to support this program and look forward to all schools reopening as soon

as possible. For more information about this program, please contact Varnell Kinnin at varnellk@hotmail.com. Picture (below) of the pantry.



Alice reported that she is still making quilts for the Women's Clinic at the Hampton, VA Veteran's Hospital's May baby shower. She shared a pattern with us that looks incredibly difficult. It's called Dresden Plate, which is pictured here. If anyone would like to help with this project, contact Alice at algall@aol.com.



#WhyIMake by Barbara Bozeman,

The other night, I saw one of the [#whyImake](#) commercials from Infosys Foundation, USA. It made me reflect on my own "whys" and how much I appreciate the blessings life has bestowed.

At that moment, I was kicked back in my recliner, crocheting a blanket for a friend - because my grandmother taught me how.



Only a few hours earlier, in the next room, I had cooked and shared a meal with my neighbors - because as a kid, my mom taught me how to cook and set a table.

A few hours before they arrived, in the workshop beyond my kitchen, I was building a nightstand for my bedroom - because my dad inspired me and taught me.

It was in that moment I realized my own unique [#whyImake](#) story. Beyond need and necessity, "whyImake" is because it is a meditation on my roots and connects me to my family.

Why do YOU make?

(Infosys Foundation USA)

One of the initiatives for Infosys Foundation is [#WhyIMake](#). The [#WhyIMake](#) campaign is to create a platform for makers to tell their own stories, serving both as role models and inspiration for others. Short videos showcase stories from prominent makers and invite others to share their own [#WhyIMake](#) stories on various social channels.

To watch these videos or share you own stories, visit www.WhyIMake.org

It took me 40 years to get to Australia by Jo Naylor

It took me 40 years to get to Australia. I fell in love with Koalas when I was 6 years old. On July 24, 2018, my dream came true. My mother, MaryAnn, daughter, Diana, and I visited the Currumbin Sanctuary in Australia. I was able to hold a koala named Rocky and get a picture with him, Diana, and my mom. The rest of the day was spent visiting with Kangaroos and other native Australian animals. While waiting outside the aviary, I spotted what I thought was a lost animal laying under a plant. It turned out to be a mother possum and her two babies. The staff rushed them to the onsite hospital for treatment. I was able to name the possums Jo, Diana, and Lindsay and received email updates until the babies were released.



The hospital is funded by donations and helps animals that are injured. With the recent fires in Australia, they have been inundated with injured animals. I have decided to donate \$1.00 from every pair of earrings, and \$2.00 for each hat and scarf that are purchased from my [etsy.com](https://www.etsy.com/shop/joniquas) shop Joniqua's to the Currumbin Sanctuary in Australia to help provide care for the koalas and other animals that need medical care.

Please join me in helping the animals of Australia that need medical attention. You can either donate directly to the Currumbin Wildlife Hospital in Australia, their **Email:** foundation@cws.org.au **Website:** www.currumbinwildlifehospital.org.au

Or stop by and buy from www.etsy.com/shop/joniquas and I can send your donation to them.

Thanks, Jo.

PENNSYLVANIA AFFILIATE CHAPTER

Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
Marion Waelchli	Recording Secretary
Nancy Thomas	Treasurer
Laura Whetstone	Parliamentarian
Cathy Collins	Membership
Lilly Gioia	Advocacy/Public Policy



For more information about this club, go to: <https://www.nfbpwc.org/Pennsylvania>

By: Nancy Werner
President, NFBPWC Pennsylvania

Highlights since August Board:

The Tournament of Rose Parade was a huge success as the Suffragette Float received much press coverage. The yellow roses on the float were purchased for \$20.20 each and label with the honorees name. The PA Affiliate

donated to the float and to purchasing 17 yellow roses. The NFBPWC donated over \$5,000 to the needed \$300,000 collected.

The Alice Paul Institute has announced that the KIND food bar is donating profits to the work of the Institute. This was just released last week. If you purchase in two days, KIND bars will be giving the Institute \$10,000.

We continue to support the work of the ERA and have written to our Senators to ask for the Bill to come to the floor of the Senate, it has passed the House with a vote. There still is work to be done but we know that the Senate will be in recess for the next 3 weeks. Now is the time, to call our PA Senators especially Mr. Toomey for his support. We already know that Mr. Casey has signed on to support this bill when it comes to the floor. S.H. 6.

Thank you.

NFBPWC EL PASO TEXAS WEST

Executive Committee:

Rocío González	President
Minerva Villareal	Vice President
Virginia Chacón	Treasurer
Laura Jurado	Secretary
Gloria Flores	Past President

El Paso West meets the second Tuesday of every month at 11:00 a.m. at member's homes and sometimes at La Madeleine Restaurant.

Whether you are in the area and would like to attend, just contact Laura Jurado (El Paso West secretary) for the address at laurajuradoa@yahoo.com (don't miss the 'a' after jurado). We'll be delighted to see you!

NFBPWC HOUSTON

Executive Committee:

Paola Ferrari	President
Simin Banister	1 st Vice President of Membership
Desyre Morgan	Vice President At Large
Sheryl Tuttle	Treasurer
Maya Ford	Recording Secretary
Soheila (Sue) Nawamooz	Events Chair

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Houston>

NFBPWC PASO DEL NORTE

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Paso-del-Norte>

NFBPWC VIRTUAL CLUB

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>

Or email: ccbpu@aol.com

Executive Committee:

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

Be sure to stop by the [Virtual Chapter page](#) on the NFBPWC website. We've added a few "bells and whistles," including a calendar and some of our "open to the public" webinars.

Stay tuned for more updates soon!

NFBPWC YOUNG BPW

By: Ashley Maria
Young BPW Chair, NFBPWC
Contact: YoungBPW@NFBPWC.org



Join Young BPW!

Let's work together to build up Young BPW in the USA! Members of Young BPW (18 - 35 years old) have the opportunity today to create a new community of support.

Ashley Maria, Young BPW Chair pictured to the right,

had the honor of representing North America at the United Nations this year as a Young BPW Delegate. Let's create more opportunities like this for our Young BPW members!

If you qualify for Young BPW, please fill out our survey (<https://www.surveymonkey.com/r/CSYGSCCL>) and tell us what you'd like to get out of this new community of support. Thank you for jumping in to support Young BPW!

Link to Young BPW Website:

<https://www.nfbpwc.org/Young-BPW>

- Photos, poems, collages, and creative writings are welcome for submissions for future newsletters.
- State and Local Chapters - Have you reached a milestone or an accomplishment that you would like to share? Toot your own Horn!

Send your submissions to Michele Guarino at: Michele@ASecondOffice.com

Submission Deadline for the May eNewsletter is Friday, April 24th at 5:00 pm Mountain Time

DISCLAIMER: We reserve the right to reject any submissions that are not in line with the mission statement of The National Federation of Business and Professional Women's Clubs.

ENGAGE WITH NFBPWC ON SOCIAL MEDIA



<https://www.facebook.com/NatlFedBPWC/>



<https://plus.google.com/104658286477356273688>



<https://twitter.com/nfbpwc>



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



<https://www.instagram.com/nfbpwc/>



<https://www.linkedin.com/company/national-federation-of-business-and-professional-women%27s-clubs>





DEVELOPING THE BUSINESS, PROFESSIONAL, AND
LEADERSHIP POTENTIAL OF WOMEN SINCE 1919

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the business, professional and leadership potential of all women through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.

The National Federation of Business and Professional Women's Clubs (NFBPWC) is a 501(c)(3), member-driven and member-led organization dedicated to empowering women to reach their full potential in the workplace, with equal participation in power and decision making roles.

We are an affiliate of the International Federation of Business and Professional Women, which spans across 5 regions and over 110 countries throughout the world. BPW International has consultative status at the United Nations with members serving on various United Nations committees globally.

NFBPWC takes action to achieve women's equality in social, economic, community and political terms. By developing policy, collaborating on projects and advocacy. NFBPWC strives to obtain equal rights, equal pay, equal representation, equal opportunities and safety for women.

Our NFBPWC Heritage



Dr. Lena Madesin Phillips,
A Founder of NFBPWC
Founder of BPW International

"Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined actions. Each woman must dedicate herself to protect and promote the interests of all other women in business and the professions."

Our ambition

*Equal participation of women and men in power
and decision-making roles.*

- Take professional responsibility on all levels in the economy, politics and society.
- Think and act locally, nationally and internationally.
- Engage in networking and mentoring programs.
- Enjoy lifelong learning.
- Develop the professional, business and leadership potential of all women.
- Work cooperatively with the United Nations and other national and international organizations.

Incredible benefits available to leaders, members, and affiliate organizations for less than \$4 per month per member!

Affiliate Benefits

- Dedicated Board of Directors working to achieve the mission and goals of the organization while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 110 countries.
- Opportunity to be part of an organization that has 100 years of legacy and strength supporting it.
- Leadership opportunities regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-newsletter.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders nationally and globally.
- Dedicated Executive Committee with the goal of seeing the organization and its members succeed.
- Platforms and leaders that support membership growth and brainstorm for recruitment.
- Programming for members available digitally every month.
- Access to a national 501c3 parent organization and guidance in creating localized nonprofit status.
- Planned events for members that empower and inspire advocacy for women worldwide through education and information.
- Support and guidance for documents and procedures needed to run an effective, efficient, and thriving organization.

Individual Benefits

- Formal Lifetime Leadership and Learning Program.
- Formal Mentoring Program.
- Business Network to market business and professional services.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the newsletter, e-alerts, website, and social media platforms.
- Private Membership Directory supporting members and their organizations.
- Participate in the United Nations System worldwide through the Commission on the Status of Women and other programs annually.
- Advocate for women's issues on a national and international level.
- Cultivate worldwide friendships in one of the original women's networking organizations.
- Access to programming through digital platforms on a monthly basis.
- Invitation to attend the Biennial General Assembly for NFBPWC, the Triennial Congress for BPW International, Regional BPW International Conferences and the BPW International Leaders Summit.
- Access to a Young BPW Program that is supported both globally and nationally.
- Informative monthly newsletter that compiles our efforts across the globe and empowers members through education.

Membership dues are less than \$4 per month, per member for a total of \$45.75 each year (\$25 to BPW International).