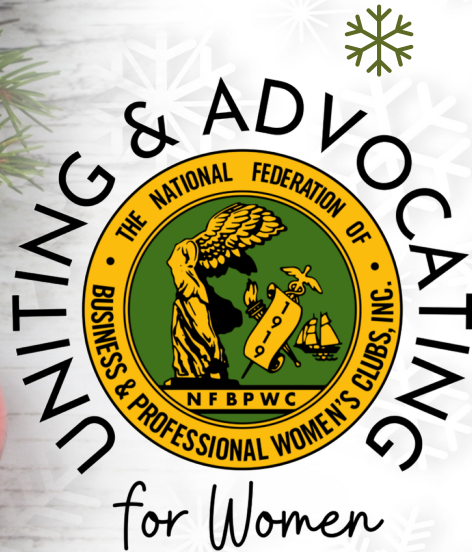




# NFBPWC Magazine

DECEMBER 2022 ISSUE



# Happy Holidays

and happy new year



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**Submission Deadline for the January Magazine is Thursday, December 22<sup>nd</sup> at 5:00 pm Mountain Time**

**Previous Issues of our e-Magazine can be found on our website at: [Magazine Archives](#)**



## Events <https://www.nfbpwc.org/events>

### National Events

#### December 3 and 10, 2022

8:00 am PST / 11:00 am EST

NFBPWC Lifelong Learning and Leadership Committee (BPW Members Only)

<https://nfbpwc.org/event-5001164>

#### 2<sup>nd</sup> Monday of the Month

Health Committee Meeting

Email for info: [Health@NFBPWC.org](mailto:Health@NFBPWC.org)

#### No December Meetings

##### 1<sup>st</sup> and 3<sup>rd</sup> Mondays of the Month

5:00 pm PST / 8:00 pm EST

Membership Committee Meeting

Email for info: [VPMembership@NFBPWC.org](mailto:VPMembership@NFBPWC.org)

#### 2<sup>nd</sup> Tuesday of the Month

4:00 pm PST / 7:00 pm EST

Young BPW Committee Meeting (Young BPW Members Only)

Email for info: [YoungBPW@NFBPWC.org](mailto:YoungBPW@NFBPWC.org)

#### 1<sup>st</sup> Wednesdays of the Month

2:00 pm PST / 5:00 pm EST

Wednesday Web Wisdom: Digital Training Team Assistance  
(Open to All Members)

#### December 14, 2022

##### 2<sup>nd</sup> Wednesdays of the Month

4:00 pm PST / 7:00 pm EST

NFBPWC Entrepreneur & Small Business Committee Meeting  
(BPW Members Only)

<https://nfbpwc.org/event-4962088>

##### 3<sup>rd</sup> Wednesdays of the Month

3:00 pm PST / 6:00 pm EST

Virtual Chapter Meeting

#### December 8, 2022

##### 2<sup>nd</sup> Thursdays of the Month

4:00 pm PST / 7:00 pm EST

Advocacy Committee (A-Team) Meeting (BPW Members Only)

<https://nfbpwc.org/event-4962306>

#### December 16, 2022

##### 2<sup>nd</sup> and 4<sup>th</sup> Fridays of the Month

8:30 am PST / 11:30 am EST

L3 Committee Meeting

Email for info: [L3Chair@NFBPWC.org](mailto:L3Chair@NFBPWC.org)

#### December 26, 2022

##### 4<sup>th</sup> Monday of the Month

Environment & Sustainable Development Committee Meeting –  
Open House for All Interested Members

4:30 pm PST / 7:30 pm EST

(BPW Members Only)

<https://www.nfbpwc.org/event-5021451>

### Regional Events

#### December 15, 2022

5:00 pm PST / 8:00 pm EST

NFBPWC / North Carolina Monthly Club Meeting (Open to All  
BPW Members)

<https://nfbpwc.org/event-49620619>

#### January 15, 2023

4:00 pm PST / 7:00 pm EST

NFBPWC / Pennsylvania Monthly Club Meeting (Open to All  
BPW Members)

Email for Zoom info: [nancy.werner73@gmail.com](mailto:nancy.werner73@gmail.com)

### Save the Dates!!

#### January 8-15, 2023

BPW North America and the Caribbean Regional Conference  
2023: BPW MOVING FORWARD TOGETHER – STRONGER  
St. Kitts and Nevis

<https://www.nfbpwc.org/event-4985224>

#### February 11, 2023

NFBPWC and the Houston Methodist DeBakey Heart and  
Vascular Center are partnering for the third time to present a  
one-day seminar on women's heart health. This will be a hybrid  
event held on February 11, 2023. It will be held in Houston at  
the Methodist Hospital and on Zoom.

## About NFBPWC

### Developing 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 at all levels.*

#### Objectives

*The objectives of the NFBPWC are to develop the professional, business and leadership potential for women at all levels, to advocate and to strive toward equal participation of women and men in power and decision-making roles.*

#### Theme for 2022-2024

*Cultivate Connections, Create Community*

#### Focus Issue for 2022-2024

*Women on the Move*

#### Contacting your NFBPWC Executive Committee (2022-2024):

Megan Shellman-Rickard, President  
Kathy Kelly, VP Membership  
Daneene Monroe Rusnak, VP Advocacy  
Sondra Nunez, Secretary  
Treasurer, Open  
Emily VanVleck, Young BPW  
Sandy Thompson, Immediate Past President

president@nfbpwc.org  
vpmembership@nfbpwc.org  
vpadvocacy@nfbpwc.org  
secretary@nfbpwc.org  
treasurer@nfbpwc.org  
youngbpw@nfbpwc.org  
immpastpresident@nfbpwc.org

#### Standing Committees:

Advocacy, Daneene Monroe Rusnak, Virtual  
Bylaw and Resolutions, Trudy Waldroop, California  
Environment & Sustainable Development, Marikay Shellman, Colorado  
Finance, Open  
Health, Keri Hess Laursen, California  
International Liaison, Sandy Thompson, California  
Justice, Equity, Diversity and Inclusion, Sher Singh, California  
Legacy Fund, Deborah Fischer, Colorado  
Lifelong, Leadership & Learning, Jane Taff, California  
Membership, Kathy Kelly, Colorado  
Mentoring, Dr. Trish Knight, Virtual  
Nominations, Manjul Batra, California  
Public Relations, Suzette Cotto, NFBPWC Virtual  
Rapid Response, Sue E. Oser, Michigan  
Small Business, Marsha Riibner-Cady, North Carolina  
Women on the Move, Nermin Ahmad, NYC  
United Nations, Open

vpadvocacy@nfbpwc.org  
bylaws@nfbpwc.org  
environment@nfbpwc.org  
finance@nfbpwc.org  
health@nfbpwc.org  
international@nfbpwc.org  
dei@nfbpwc.org

L3chair@nfbpwc.org  
vpmembership@nfbpwc.org  
mentoring@nfbpwc.org  
nominations@nfbpwc.org  
PRchair@nfbpwc.org  
rapidresponse@nfbpwc.org  
smallbusiness@nfbpwc.org  
womenonthemove@nfbpwc.org  
UNchair@nfbpwc.org

#### Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina  
Gender Based Violence, Crystal Guillory, Virtual  
Marketing, National Team  
Magazine/Newsletter, Michele Guarino, NFBPWC Virtual  
Military Affiliated Women, Alice Gallop West, North Carolina  
Social Media, Suzette Cotto, Virtual  
Website, Open

digitaltraining@nfbpwc.org  
cesh@nfbpwc.org  
marketing@nfbpwc.org  
newsletter@nfbpwc.org  
militarywomen@nfbpwc.org  
socialmedia@nfbpwc.org  
website@nfbpwc.org

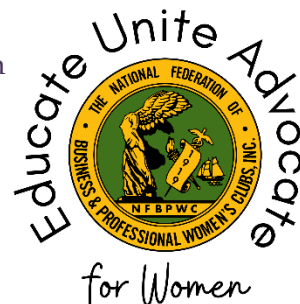


## President's Message



### Educate, Unite, and Advocate for Women

As we enter the darkest time of the year, the winter solstice, we can find light in our connections at NFBPWC. We are fortunate to have such inspirational members working to accomplish our goals as we continue to educate, unite, and advocate for women. To that end, we're excited to share our updated primary tagline logo that reflects the activities NFBPWC members and to recognize our status as an approved 501c3 educational organization.



Our Executive Committee is working hard to live our theme, "Cultivate Connections, Create Community" by creating new opportunities for networking, burgeoning friendships, and collaborations. Our focus issue, Women on the Move, is being inspired by our successful Afghan Women Project that continues its efforts this term. All of our committees are meeting and create strategic plans for this term. We see members empowering one another and finding intersections of interest and enthusiasm. Committees are banding together to create even more vibrant events for the coming year. It is exciting to be part of these meetings and if you are not yet involved, take a moment to consider connecting with a committee that inspires you to make a difference.

We began this term with our first Board of Directors meeting celebrating all of the women in NFBPWC who worked to create a thriving organization during the last term in a dedicated award ceremony. Board members shared goals for the 2022-2024 term, 5 attainable goals and 2 dream goals. As president, my goals are as follows:

#### Attainable Goals:

- Increase membership to 500 through Heritage members and organic growth.
- Meet with all committee and task force/special projects chairs.
- All EC members to find members interested in their office as nominees by Dec 2023.
- More NFBPWC swag (sustainable and classy, of course).

#### Dream Goals:

- UN consultative status for NFBPWC.
- Each month one committee hosts an exciting event.
- National on-line membership to streamline the joining process, available for affiliates as an option.
- In person executive committee meeting before the next General Assembly.

I encourage all members to take a moment to look at the Board of Directors meeting minutes when they are emailed to you. There are phenomenal ideas from each leader, and it will take motivated members to move them forward in a meaningful way. We know that collectively; our influence is stronger.

NFBPWC will continue to light a path for our future that promotes justice, solidarity, diversity, inclusion, innovation, and celebration in 2022. Sending personal wishes of celebration, health, and **progress** around the globe!

Kind Regards,

Megan Shellman-Rickard  
NFBPWC President  
2020-2024

## 1<sup>st</sup> Vice President Membership News



By: Kathy Kelly  
1<sup>st</sup> Vice President of Membership, NFBPWC (2021-2024)

### WELCOME NEW AND RENEWING MEMBERS!

|                  |                             |
|------------------|-----------------------------|
| Amy Gardner      | BPW California/Downtown Sac |
| Barbara Williams | BPW California/Burbank      |
| Beth Cole        | BPW California/Burbank      |
| Erin Zarko       | BPW Colorado - Student      |
| Kalee Carmel     | Virtual/MA                  |
| Liz Herrell      | Virtual/OH                  |
| Michele Guarino  | BPW Colorado                |
| Natalie Hawkins  | BPW California              |
| Rebecca Roberts  | BPW Colorado - Student      |
| Shaaron Casey    | BPW California/Burbank      |
| Shayna Hamburg   | BPW Colorado - Student      |



The Membership Committee is in final editing on the document **"How to Start a New BPW Club in 8 weeks."** We're (re)discovering fabulous tips on how to grow your membership. You'll find it in the NFBPWC Members-Only Resource Library in the coming weeks. A special thanks to President Bessie Hironimus for her work and wisdom in first creating this document.

Oh no! Did we miss someone from your club? Be sure to forward information on new or renewing members to: [newmember@nfbpwc.org](mailto:newmember@nfbpwc.org).



Have you checked out our **New Member Welcome Guide** on the website? It's the latest addition as an exclusive member benefit. Remember, you'll need a login in get in!

<https://www.NFBPWC.org/New-Member>

Join us at our bi-weekly Membership Committee meetings on Zoom. **First and Third Mondays (one hour), 5 PM Pacific, 6 PM Mountain, 7 PM Central, 8 PM Eastern. No meetings in December.**

Contact VP Membership Kathy Kelly at [VPMembership@NFBPWC.org](mailto:VPMembership@NFBPWC.org) for more information.

## 2<sup>nd</sup> Vice President Advocacy Report



By: Daneene Monroe Rusnak, 2<sup>nd</sup> Vice President of Advocacy, NFBPWC 2020-2024

### WE MADE IT!

The 2022 midterm election has passed and overall, things seem to have panned out well for supporters of issues like those addressed in our advocacy platform. The projected “apocalyptic” outcome



managed to escape us...this time.

Voter turnout was down from 2020 and 2018 but still fairly high as far as midterms go. This is a sign that more folks are engaged and/or are unhappy with the current state of affairs.

There were some historical elections that occurred too. Here are a few candidates that made their mark in the history books with their 2020 election wins:

[Wes Moore](#): first Black governor of Maryland

[Sarah Huckabee Sanders](#): first female governor of Arkansas

[Maura Healey](#): first female governor of Massachusetts, 1 of 2 first openly lesbian US governors

[Tina Kotek](#): first lesbian governor of Oregon, 1 of 2 first openly lesbian US governors

[Markwayne Mullin](#): first Native American senator in 2 decades, first from Oklahoma in a century

[Maxwell Frost](#): first member of Gen Z (born after 1996) to win a seat in Congress

History was also made because for the first time, lesbian, gay, bisexual, transgender and queer people ran for office in all 50 states. In addition, there was a record number of women running for governor.

### SAVE THE DATE!!!!

The Advocacy and Health Committees are proud to present Dr. Sophia Yen, CEO, Co-Founder of [PandiaHealth.com](#) who will present Dr. Yen’s 6 Tips After Roe on (what would have been) the 50<sup>th</sup> anniversary of the Roe v Wade decision. Join us on Sunday, January 22 at 4pm PDT / 7pm EDT to learn more about contraception, medical abortion, emergency contraception and more!

Keep your eyes on the website for the opening of registration and be sure to invite your friends! This event will be open to the public.



NFBPWC ADVOCACY AND HEALTH COMMITTEES PRESENT

## DR. YEN'S 6 TIPS AFTER ROE

SPEAKER

**DR. SOPHIA YEN**  
FOUNDER, PANDIA HEALTH



 SUNDAY  
JAN 22  TIME  
4PM PDT/7PM EDT



**SAVE THE DATE!**

**COVERING:**

- MEDICATION ABORTION
- CONTRACEPTION
- EMERGENCY CONTRACEPTION
- AND MORE
- #PERIODSOPTIONAL

P.S. As always, don't forget to check out the [TAKE ACTION](#) section of our webpage to take a minute (again or for the first time!) to advocate for issues we currently have campaigns for.

And be sure to take a moment to read the supplementary Advocacy submissions by Nancy Werner and Sue Oser!

Thank you for all you do!

## LGBTQ+ Team Report

By: Susan E. Oser, NFBPWC Advocacy Team LGBTQIA+ Lead

Learning more about the LGBTQIA+ community

If you do not identify part of the LGBTQIA+ community, you can show your support by buying from businesses that support the community, donating money and time to causes that support and be an active ally in helping fight the many challenges members of the LGBTQIA face. Support goes beyond Pride Month. In addition, you can educate yourself on the finer details on the community's history.

## Flag of the month – Polysexual Flag

The history of the polysexual flag started in 2012. It was designed by a Tumbler user who said that they felt a flag was needed for polysexual people. At the time of its creation, there were already flags for bisexuality and pansexuality, but not one for this kind of person.

So what kind of person is a polysexual? These individuals are sexually attracted to more than one gender, but not all of them. It is mainly a middle ground between bisexuality and pansexuality with a strong emphasis around the feminine and masculine rather than the actual gender.



### What the colors mean:

**Pink** – Represents those who identify as attracted to females.

**Green** – Represents attraction to people who are not of the male-female binary.

**Blue** – Represents those who identify as attracted to males.

The design borrows from the blue and pink from the pansexual and bisexual flags. The purple and yellow stripes from those flags are replaced with a green one.

### Source(s):

<https://www.seventeen.com/life/g32577915/lgbtq-pride-flags/>

<https://www.unco.edu/gender-sexuality-resource-center/resources/pride-flags.aspx>

<https://www.deviantart.com/savvyred/journal/Pride-Flags-Colors-explained-379547414>

### Other Sources on Polysexual:

<https://www.healthline.com/health/polysexual>

<https://www.mindbodygreen.com/articles/polysexual>

<https://www.medicalnewstoday.com/articles/polysexual#signs>

### This month's FYI:

Lesbian Connection is the free worldwide forum of news, ideas, and information for, by and about lesbians. It is based near Lansing, Michigan and has been in the publishing since 1974. The editors mail issues out every other month in plain brown envelopes (the word "lesbian" doesn't appear anywhere on the outside).

This magazine is a grassroots forum, which means is reader-based and reader-created. On its pages you'll find info for lesbians on places to live and where to travel, lesbian B&Bs and guesthouses, websites, cruises, festivals, conferences, lesbian land and retirement communities, products (books, CDs, DVDs, etc.), campgrounds and retreats, lesbian lawyers, and realtors, and much more. There are also reviews, articles, letters and topics dealing with whatever issues LC's readers are talking about, from health issues and politics to relationships and pets.

So, if you're a lesbian (or you know of any) and you'd like to gain another resource, all you need to do is email us ([LC@LConline.org](mailto:LC@LConline.org)) your full name and complete (snail mail) mailing address and they will be happy to add you to the list. (By the way, the mailing list is totally confidential and will never be shared or used for other means.)

LC survives on the donations received from readers. However, contributions are voluntary, and subscriptions really are free to all lesbians. The goal is, quite simply, to connect the lesbian community worldwide.

If they hear from you by the end of the month, we should be able to get you into the next mailing. Also, If you'd like to donate online you can simply click mail a check anytime (payable to Elsie Publishing) or click on their website at [www.LOnline.org](http://www.LOnline.org). You can also find them on Facebook at <https://www.facebook.com/LOnline/>

The official name and address is Elsie Publishing Institute (EPI), PO Box 811, EastLansing, MI 48826, ph 517-371-5257, fax 517-371-5200, [www.LOnline.org](http://www.LOnline.org). EPI is a U.S. tax-deductible 501(c)(3) nonprofit charity.

## ERA Team Report

By: Nancy Werner, NFBPWC Advocacy Team ERA Lead

### EQUAL RIGHTS AMENDMENT-GETTING ATTENTION EQUAL RIGHTS AMENDMENT



**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.

The ERA Coalition-Post Election Wrap UP zoom took place on November 21. On the panel were: Zakiya Thomas, Cate Gormey, Amanda Lierman Brown, and Jeri Burton, Nevada NOW. They each presented thoughts on what they saw during the 2022 Midterm Elections.

Amanda Lierman Brown shared finding in the state of Michigan. There were 58 million contacts made in MI prior to November 8. These were motivational as well as informational contacts. Women were being underestimated for there was rage, fear but hope was the key word. They had now developed coalition building among many of the women's groups in MI. She also shared that they were able to collect over 700,000 signatures rather than the 300,000 as expected on the petition to our ERA. The headlines should read that the majority of voters are WOMEN.

Jerri Burton of Nevada shared her view of the election process in her state. At everyone of the 34 events that took place prior to the election, ERA showed up. It was mentioned at the parades, rallies and gatherings of all sizes. Volunteers were more than expected. But again the term, “coalition building” was a key phrase. It was happening everywhere. Even though the Governor lost, everyone was in action. She was most proud to share that they maintained their two female U.S. Senators.

Cate Gormley shared the usage of polls. You need to talk to the voters and find out what and why they plan to vote. Always do a randomized cross section of voters. As much as she has studied polling outcomes, they are really hard to predict. She followed 3 state -California, Kentucky and Montana to see how the voting would play out. One observation was young women whose parents were Republicans shared that they would vote for the opposing party. They shared stories on why and almost all shared the reproductive rights of women. Having the young women share their opinions was empowering for it shared the importance of the rights of women.

The ERA is still in the U.S. Senate. With the Senate remaining in Democratic control, we have new members that maybe are in your state. Please contact them and share the importance of ERA being in the U.S. Constitution. Plus make another plea to our “sitting” senators.

Remember to visit our [www.nfbpwc.org](http://www.nfbpwc.org) site and under advocacy, please use the “one click.” You are never too late to notify your US Senator(s) to vote against the time element restriction on the ERA.

2023 is soon upon us and it will be 100 years since Alice Paul wrote her ERA passage. Let's think how we can celebrate and bring attention to its importance to all women.



## NFBPWC Young BPW

By: Emily VanVleck  
Young BPW Chair, NFBPWC 2022-2024

### Share With Us!

Are you a YBPW with something exciting to share? Are you working on a cool project or get a promotion? Maybe you are studying abroad! Send me your great news so we can all celebrate your success.

### What is Young BPW?

If you're between the ages of 18-35 and are looking to collaborate on BPW initiatives, career, leadership, and women's rights -- then Young BPW is for you!

When you join NFBPWC at the local, chapter, or virtual club level, you automatically become a member of Young BPW. We participate in formal and informal activities that allow us to network with members in our local communities as well as all over the world to

exchange ideas and information. We even host an international conference for Young BPW every 3 years!

Email [youngbpw@nfbpwc.org](mailto:youngbpw@nfbpwc.org) to get involved as a Young BPW or Student today!

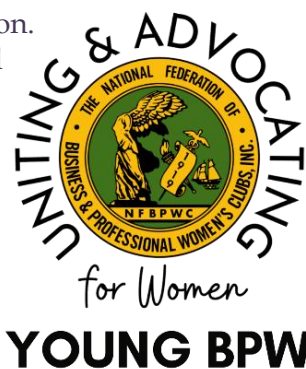
Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



<https://www.facebook.com/groups/YoungBPWUSA>



## Immediate Past President's Report

By: Sandra Thompson, NFBPWC's  
Immediate Past President

### SAVE THE DATE

NFBPWC is partnering with the Houston Methodist DeBakey Heart and Vascular Center for the third time to present a one day seminar on women's heart health. This will be a hybrid event held on February 11, 2023. It will be held

in Houston at the Methodist Hospital and on Zoom.

President Megan, Vice President Advocacy Daneene and myself are planning on attending. We hope that others of you will be able to join us either in person or on Zoom.

It will be an outstanding day of presentations and workshops. Some of the workshops that might be of interest are:

How to Detect Heart Problems  
Healthy Heart Supplements  
Diabetes Effects on Her Heart  
Ethnicity and Keeping Her Heart Healthy



Exercise at Work and in the Elderly  
When Her Legs Swell and Ache  
Meditation  
And More

Some of the morning presentations will include Covid Effects on Her Heart and Her Heart Healthy Diet, plus more.

Heart disease is the number one killer of women. In 2020 314,186 women died of heart issues or 1 in every 5 female deaths. About 1 in 16 women over the age of 20 have coronary heart disease. This affects all of us.

So please join us for this important seminar so you will not be one of these statistics. Please invite your friends and family.

**MARK YOUR CALENDARS TODAY FOR FEBRUARY 11.**

More information will be coming soon.

## Environment & Sustainable Development Committee

By: Marikay Shellman, NFBPWC Virtual  
Chair, NFBPWC Environment and Sustainable Development Committee (2022-2024)  
Every member of the ESD Committee contributed to this article for our magazine: Sue Oser, Daneene Monroe Rusnak, Megan Shellman Rickard & Laurie Dameron

### Simple Acts to Make a Difference in Climate Change

The holiday season is upon us with shopping & gifting and time with family & friends. It's a joyous time, but unfortunately also a time of great waste & use of energy. How can we make our celebrations more sustainable?

#### Green Holiday Shopping

Make sure that you bring your own reusable tote when shopping for gifts or groceries. And totes make great gifts. There are so many styles & flavors of tote bags from Butterfly Photo Cotton Tote Bag with memorable family photos to fancy designed totes that can be reused for everyone's shopping needs.



Gifts that encourage sustainability such as a cookbook for leftovers or reusable carry-out containers are useful. Bar soaps purchased from bins at Whole Foods or Natural Grocers are always welcome. If you give gifts that require batteries include rechargeable batteries.

We can all use more life experiences such as gift certificates to local restaurants or museums, upcoming concerts, movie theatres, art classes. Grandkids can give coupons of things they would do such as "One free Foot Massage". The gift of time is the best you can give a loved one.

Homemade gifts such as knitted or crocheted hat or scarf, herbed vinegars, jellies or jams, cookies, repurposed jewelry. My sister gives us a family calendar every year with photos, old & new, of our growing family. Such fun that we all submit photos year-long for her to include.



### Climate Friendly Wrapping

Gift bags are a great alternative to wrapping paper and can be used over & over again. President Megan saved the Sunday Comics all year in which to wrap her gifts for this season. Another idea is to use the “wrapping” as part of the gift such as a garden pot filled with garden supplies or mixing bowl filled with goodies for the kitchen. I am always envious of the beautiful woven totes I see many women carry when shopping at Farmers Markets. Perfect to fill with breads or cookies. Make your own reusable gift bags; one needs only a glue gun, scissors, cloth, & ribbon.

### Environmental Holiday Decorations

LED (Light Emitting Diode) lights are not only 90% more efficient than traditional lights, but they also last much longer. Many big box stores offer recycling or holiday light exchange programs for those old energy-sapping lights.

Rather than an artificial tree, cut trees are a much greener choice with, of course purchasing a potted native evergreen tree to be replanted after the holidays being the best. Stay away from tinsel & plastic ornaments (see NFBPWC ESD September 2022 newsletter on PLASTICS). Ornaments from berries, evergreen branches, dried flowers, & herbs add an essence of fragrance to your home.

### Green Parties

It's time to bring out all those beautiful dishes and silverware. Avoid plasticware, paper plates & napkins. Stay away from individually packaged drinks. Purchase locally grown produce & foods whenever possible. Many Farmers Markets offer holiday markets for just this purpose. Plan your menu to minimize food waste. Ask guests to bring reusable containers to send them home with leftovers. Donate leftover food to local food banks and compost food that is not donated.

## Bring Back the Pollinators by Marikay Shellman

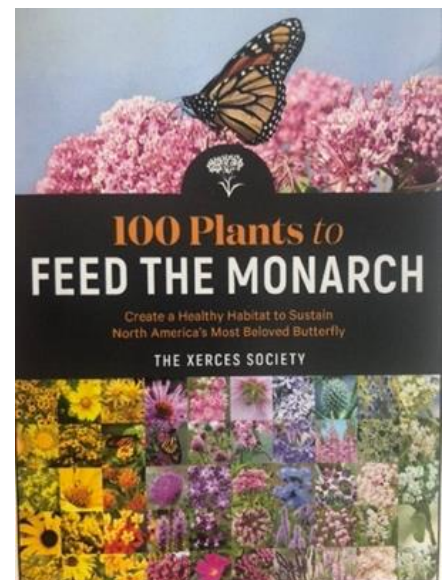
By: Marikay Shellman, BPW Colorado Virtual Member

In keeping with the purchasing of gifts for the holiday season that are long-lasting & useful, 100 Plants to FEED THE MONARCH by The Xerces Society offers detailed designs on how to create monarch-friendly landscapes. This book gives us an in-depth guide in observing this butterfly's life cycle, its relationship with milkweed essential to its survival, and its incredibly migration. It highlights the threat to the Monarch's dwindling populations due to habitat loss & climate change & how we can help save the monarch.

For your more advanced gardener The Garden Jungle or Gardening to Save the Planet by Dave Goulson introduces the creatures that live in one's backyard & how to create a space for them to exist. The complexity of gardens & plant selections is discussed as are the

importance of all these voracious predators of garden pests- earwigs, moths, ants.

In both of these books, the sobering truth of how pesticides have altered the health of our planet reminds us that we must all work together to make our yards, parks, & communities places that support our pollinators.





## Zero Waste Initiative by Laurie Dameron

By: Laurie Dameron, BPW Boulder Member

### Sustainable Holidays!

When shopping for gifts this holiday season, take note of your consumption and all the packaging involved. A few gift ideas are Eco Sheets for laundry detergent instead of plastic tubs (there are several if you google but I like Earth Breeze). If you have a Natural Grocers or Whole Foods, look for their bin of soaps without any packaging. Or how about a French Press for coffee that uses no plastic or paper filters. You can also reduce your carbon footprint by using recyclable wrapping paper or better yet using holiday bags that can be used over and over!



The Environmental Protection Agency (EPA) states that striving for zero waste is one of the quickest and easiest ways to fight climate change!

This past November 15th, 2022, our population on earth surpassed 8 billion people! in the year 1800, we reached one billion people and that took thousands of years to happen. In the past 200 years we've reached 8 billion. Even if you don't believe in climate change, we cannot sustain life on the planet with the way we consume and our population growing exponentially.

I always include a link every December for Annie Leonard's *Story of Stuff*. It is about 21 minutes long and it is ingenious! It cleverly depicts the process of all our stuff from its origins; extracting precious resources from the earth, transportation, energy use at factories and more transportation to get to us, the consumers and even to get rid of or recycling takes energy. I hope you'll watch it [HERE](#).

A way to raise your awareness: Every time you buy something, every time you throw something away, think about where it is coming from and where it is going.

Happy sustainable holidays to you!

### YOU ARE A PART OF THE SOLUTION!

To sign up for Laurie's monthly music and "Green News," write to [WindchimeL@aoL.com](mailto:WindchimeL@aoL.com)

Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

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

BPW Colorado Chair of Environmental and Sustainable Development

Join a chapter of Business and Professional Women

## Health Committee Report

By: Keri Hess Laursen, NFBPWC Health Committee Chair, Downtown Sacramento Member

Women tend to experience high levels of stress during the holidays. We're hosting my in laws for the first time this year and I'm worried about keeping the house clean, having food to accommodate everyone's diet, and handling any political arguments that come up.

I'm fortunate to have an active partner in this endeavor, but I do think I will have to hand him a list of cleaning duties. For more information on handling holiday stress check out this page from Sanford Health: <https://news.sanfordhealth.org/womens/managing-holiday-stress/>

**Upcoming Events Supported by Health Committee:**

Heart of a Woman

Houston **Methodist, Houston, TX**

February 11, 2023

Description: Heart disease is the number one killer of women in the United States, yet many women are

unaware of their risk factors and potential symptoms, which differ from those of men. Increased awareness is key to preventing heart problems. Thus, Heart of a Woman is designed to educate women about the gender-specific symptoms, diagnosis and treatment of heart disease and how women can proactively improve their own heart health. Attendees can customize the experience with small-group breakout sessions in the afternoon.

*Health Committee Meets on the 2<sup>nd</sup> Monday of every Month from 5:00 pm to 6:00 pm Pacific Time, and we invite all of you to join us in discussions on health and wellness-related issues.*

*Please email: [Health@NFBPWC.org](mailto:Health@NFBPWC.org) for meeting information.*

## Rapid Response Committee Report

By: Susan E. Oser, NFBPWC Rapid Response Committee Chair

### **Rapid Response vs Reaction**

Have you ever thought of what the difference was between a response and a reaction?

It might be helpful to understand what these terms mean to better understand what it means to not only give a response but why it's also called a rapid response.

You can look these terms up online or in a dictionary. To save you some time, let's look at each one via Google with Oxford Language as a source:

First let's look at the word response. As a noun, it is a verbal or written answer or a reaction to something. In psychology and physiology, it refers to a nerve impulse caused by a change, event, or stimulus. It is also part of the liturgical church service that is said or sung by a congregation to answer a minister or cantor.

So, what's a reaction? This is an action performed or a feeling experience in response to a situation or event. It is also referred to as the person's ability to respond physically and mentally to stimuli. It could also be a negative physical response to a substance that has been breathed in, ingested, or touched (i.e., an allergic reaction to something).

So, when something happens in the world such as the war in the Ukraine, the latest incident in Colorado Springs, or this past election what do most people do? Most people react. Most people vent out their feelings with their friends, neighbors and even on social media. However, once the intense feelings die down just enough to keep the story in the headlines, formal statements released from various public officials, organizations connected to the situation, or a formal family letter will be released to the public and read over the airwaves or printed in newspapers. That is the reaction.

So, as a member of NFBPWC, which would you prefer? The response or the reaction?

Consider that the committee title is Rapid Response. This means that that group needs to react quickly to a situation but also find a solution to a problem based on the information received. While there are a lot of issues we could react to, it's better to respond to those that would not only be most important for the organization, but also would follow the Advocacy platform.

If you are interested, please contact me here: [rapidresponse@nfbpwc.org](mailto:rapidresponse@nfbpwc.org).

I look forward to working with you.

## Small Business Committee Report

By: Barbara Bozeman and Marsha Riibner-Cady, NFBPWC Small Business Chairs



"The Elevator Pitch – Creating a Compelling and Concise Introduction" was the topic for November 9<sup>th</sup>. Everyone who participated, left the meeting with not just a unique and distinctive opening pitch, but a way to carry that initial pitch forward to success.

Topic content will be available on December 1<sup>st</sup> via the NFBPWC Entrepreneur & Small Business (ESB) Committee page on the website, and the Blog Page for NFBPWC, as well as the NFBPWC Facebook page(s), and the NFBPWC Marketplace page.

ESB Page - <https://nfbpwc.org/entrepreneur-business-program>

Blog Post - <https://nfbpwc.org/NFBPWC-Blog>

NFBPWC FB - <https://www.facebook.com/NatlFedBPWC>

NFBPWC Marketplace -

<https://www.facebook.com/groups/nfbpwcmarketplace/>



The December meeting topic (December 14<sup>th</sup> at 7pm ET ) will be opening and maintaining an Etsy Store with guest speaker Jo Naylor (NC). Registration is now open. <https://nfbpwc.org/event-4962088>

We encourage everyone to submit their business to be shared on our page. Please complete the form <https://nfbpwc.org/Business-Directory-Submission-Form> so that we can showcase your business.

See you next month and Happy Holidays to all! Remember to shop small and buy local for your holiday gifts.

**Small Business Committee meets:  
2<sup>nd</sup> Wednesday of the month, 7:00pm EST**



## Women on the Move Committee Report

By: Nermin K Ahmad and Sher Singh, NFBPWC Women on the Move Committee Co-Chairs

Members: Emily VanVleck and Veronica Sexton

Article Submission By: Nermin K. Ahmad

At the General Assembly in Sacramento, CA it was determined to create a Women on the Move (WOM) Committee that would develop project-based programming to build awareness around the special needs of and opportunities which exist for business and professional women who relocate – for whatever reason. If you are interested in helping shape this effort, please visit the Committee page on [nfbpwc.org](http://nfbpwc.org) for more information, and/or email [womenonthemove@nfbowc.org](mailto:womenonthemove@nfbowc.org).

This article provides a special focus to the Let Us Learn Project.

### **Afghan Women Project:**

If you are interested in welcoming these new Americans, and answering their questions of offering the hand of friendship please contact us at [Afghanwomen@nfbpwc.org](mailto:Afghanwomen@nfbpwc.org), visit our home page at <https://www.nfbpwc.org/Afghan-Women-Project>.



### **Let Us learn! Project**

**An advocacy voice from Afghan women for Afghan women most important right education!**

In order to focus all individual efforts to create a stronger collective advocacy voice for girls' education in Afghanistan, Zohal hosted a meeting with Nema Sortgar, university teacher, writer and former president of the girls' basketball team in Afghanistan. Nema is currently teaching global feminism at the University of Texas. They talked about different aspects of girls' education and how to best advocate for them. She is interested to send the Ning website information to her students in Afghanistan.

### **Meeting with Tucson Afghan community members:**

The leader of the Let Us Learn campaign, Zohal had a chance to attend in one of Tucson Afghan community meetings where she met with Afghan women in Tucson, and presented her initiative, asking them to join her. She also reached out to Ms. Claudia currently working at the Tucson refugee ministry and learned more about their programs in support of refugees who seek to continue their education here in the US.

On Nov 17, Zohal had a meeting with Becky Campos, who had been deployed to Ft. Dix in New Jersey for Operation Allies Welcome, the military mission to welcome our allies from Afghanistan. Zohal talked about Let Us Learn! Goals and Becky is very interested in becoming involved with our project.

On Nov 19, Zohal joined Khahari club and talked about her next goals and she also asked Afghan girls to invite more people to join our Ning Website.

### **Next month's goals:**

- Making an organized action plan for the next 6 months
- Meeting with Dr. Bethany Galipeau-Konate. Education Abroad Director at Shenandoah University.
- Drafting a fund-raising plan for girls' education in Afghanistan

## United Nations Report

### CSW67 (2023)

The sixty-seventh session of the Commission on the Status of Women will take place from 6 to 17 March 2023.

Priority theme: Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls;

Review theme: Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls (agreed conclusions of the sixty-second session).

**Information about CSW 67 from IFBPW President Catherine Bosshart, read all details at the website here: [www.bpw-un.org](http://www.bpw-un.org)**

#### **Leaders' Summit in New York at Harmonie Club, March 3-4, 2023**

Since 2019, we have not been able to organize a Leaders' Summit in New York. At present, BPW International intends to meet with its members for the Leaders' Summit from 3rd to 4th of March 2023. The dates are reserved. We are waiting for the quote for the

food for the two days which then will decide the price of this event so that we can open registration.

#### **Consultation Day, March 5, 2023**

NGO CSW New York will organize the Consultation Day. Details will be published on the website of BPW International.

#### **Claire Fulcher Dinner, March 5, 2023**

The Claire Fulcher Dinner is organized to celebrate our UN Representatives who do excellent work during the year. In 2022 we had the anniversary of the 75th anniversary of our Consultative Status with the Economic and Social Council of the UN. That we were registered so early was due to the work of Ester Hymer to whom we owe a lot. As we could not celebrate in person in 2022, we will do this on the occasion of our Claire Fulcher Dinner.

#### **Hotels during CSW67-2023**

Rooms for BPW will be provided in the hotel Westgate New York City Grand Central Station, 309 East 42nd Street (2nd Ave). Go to [www.bpw-un.org](http://www.bpw-un.org) for more information.

## Military Affiliated Women Committee Report

Alice Gallop West, NFBPWC Military Affiliated Women Committee Chair

### **Help Military-affiliated Women Succeed in Their Personal and Professional Endeavors**

The Military Affiliated Women committee is made up of NFBPWC members who have experienced first-hand, the opportunities and challenges for those who wear or have worn the uniform and those brave souls who married into the military.

We are welcoming new committee members, please email [militarywomen@nfbpwc.org](mailto:militarywomen@nfbpwc.org) to participate.

## Social Media Committee Report



By: Suzette Cotto, NFBPWC Public Relations Chair

### Engage with NFBPWC on Social Media



Organization Page:

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



Group Page

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



Organization Page

<https://www.linkedin.com/company/nfbpwc>



[https://www.youtube.com/channel/UC2l\\_ciXLyvbuldbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbuldbBOsV9Tg)



<https://twitter.com/nfbpwc>



[https://www.instagram.com/nfbpwc\\_usa/](https://www.instagram.com/nfbpwc_usa/)

### December Highlights in US Women's History

- December 1, 1955 – Rosa Parks refuses to give up her seat on a bus to a white person; her arrest sparks the modern civil rights movement in the US
- December 5, 1935 – Mary McLeod Bethune creates the National Council of Negro Women
- December 7, 1941 – Capt. Annie Fox receives the first Purple Heart awarded to a woman for her service while under attack at Pearl Harbor
- December 9, 2002 – Award-winning ABC News journalist, Michele Norris, becomes the first African American female regular co-host of National Public Radio's news magazine, All Things Considered, she stepped down in 2012
- December 10, 1869 – Wyoming is the first territory to give women the right to vote
- December 10, 1938 – Pearl S. Buck receives the Nobel Prize for Literature for The Good Earth
- December 13, 1993 – Susan A. Maxman becomes first woman president of the American Institute of Architects in its 135 year history
- December 14, 1961 – President's Commission on the Status of Women is established to examine discrimination against women and ways to eliminate it
- December 14, 1985 – Wilma Mankiller is sworn in as principal chief of the Cherokee Nation of Oklahoma – the first woman in modern history to lead a major Native American tribe
- December 17, 1993 – Judith Rodin is named president of Univ. of Pennsylvania, the first woman to head an Ivy League institution
- December 28, 1967 – Muriel Siebert becomes the first woman to own a seat on the N.Y. Stock Exchange

(Source: <https://nationalwomenshistoryalliance.org/events/December/>)



## International Relations Chair Report



By: Sandra Thompson, NFBPWC's International Chair, [international@nfbpwc.org](mailto:international@nfbpwc.org)

Unfortunately, we have lost another Past International President, Dr. Chonchanok (Nok) Viravan. I was fortunate enough to attend the International Congress in Mexico City when she presided. We had a wonderful time. Those of us in Southern California were lucky enough to have lunch with her a few times when she was here visiting her sister. We always appreciated

that she took time to meet with us. She will be greatly missed. Please see her full obituary on the International website to see all of her wonderful contributions to BPW.

For the rest of the International news please see the attached newsletter. Hope to see you all in St. Kitts!



## BPW International News – President Dr. Catherine Bosshart



(Source: November 18, 2022 BPW International Email Newsletter)

Dr. Catherine Bosshart  
BPW International President 2021-2024

Dear Presidents of BPW

Dear Members

The Commission on the Status of Women 67, CSW67-2023, is in preparation. You will find all our information in this Newsletter and on the website.

Finally, it is possible to visit the next Congress location in Argentina. COVID-19 did not help, travel was not feasible for quite some time. Until now, we were not able to do a Congress venue inspection.

Usually, this task is the responsibility of the President of the previous triennium. If you remember, by the time the Latin-American Region decided on which Federation would want to be the organizer of the next Congress, the whole world was under lock-down and it would have been very risky or virtually impossible to travel to Argentina.

During the last Face to Face Session of the Executive, the International Planning Committee (IPC) was decided upon. The whole 2021-2024 Executive will help to organize the Congress. This month, the Treasurer, the Vice President Membership, the Director of President's Office – who is fluent in Spanish and Portuguese – will accompany me to Mar del Plata, the location of the next Congress. We will combine the site inspection with participating in the XXXIV CONFAM, the National Conference of Brazil, and with visits to several Clubs and Federations in this region. This is the starting point. We will inform you of progress through the Newsletter and the Website as soon as we know more.

The choice of the time of the XXXI Congress was solely determined by the season (November is early Summer in Argentina), the hotel prices and the commitments of BPW International. In March we are all engaged in the Commission on the Status of Women, the Leaders' Summit and the Claire Fulcher Dinner in New York which absorb our full attention.

The last weeks have been very difficult emotionally. In the space of two weeks, we lost two Past International Presidents. Dr. Patricia Harrison was followed by our youngest Past President, Dr. Chonchanok Viravan. You will find the obituary for her at the end of this Newsletter. BPW International owes her a lot. She also worked tirelessly as Past International President and put all of her energy into supporting the respective International Executives. She will be greatly missed. May she rest in peace, released from all pain and suffering.

November, a rather dark month in the Northern Hemisphere, is defined by preparations for Thanksgiving and many other different festivities. I wish you all well-deserved time with your family and loved ones.

## BPW Topic - Challenges of Women's Rights

### Challenges of Women's Rights

In the last issue of our newsletter (Oct 23, 2022), we talked about the challenges to women's rights:

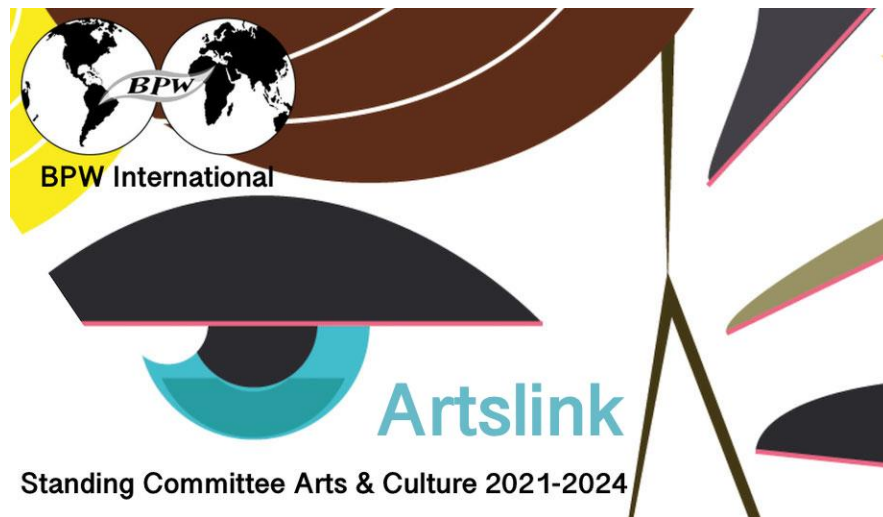
*"We see as an example the decision of the US Supreme Court to repeal Roe v. Wade, the national solution to the abortion issue that had been in force in the US since 1973. With the decision of 24 June 2022, this fundamental question was repealed with the so-called Dobbs decision. In the absence of a comprehensive federal law, the states can again decide on the legality of abortions. For women in many states in the USA, this means the deprivation of the freedom to decide for themselves whether to terminate or continue their pregnancy. At the NFBPWC National Conference in Sacramento in August 2022, Congresswoman Judy Chu, Los Angeles, spoke on this topic."*

Today, we are glad to present the explanations and reflections of Rep. Judy Chu on this subject as we promised in our last newsletter. Watch her video on our > [website](#).



## BPW International - Standing Committee Arts & Culture - Artslink

Artslink, the flagship project of BPW International Standing Committee Arts & Culture, is planned as an online platform highlighting the issues, people, and events impacting the practice and creation of art & culture throughout the world. The launch of this platform was on 9 November 2022, and you find the link to Artslink on the Standing Committee page. > [Website](#)



## BPW International - Obituary



† Dr. Chonchanok Viravan, BPW International President 2005-2008

May Her Soul Rest in Eternal Peace

Dr Chonchanok Viravan (Nok) was born on 10 July 1962 in the year of the Tiger (Chinese year) in Bangkok, Thailand. Nok in Thai means “Birds” which is why she liked birds very much. She was always the leader with her 5 younger sisters.

Nok attended Chulalongkorn School until the 10th grade, then moved to USA to continue her studies there. She attended the University of South Carolina, majoring in Computer Science and continued her Master’s and Doctorate degrees in Computer Science at Purdue University.

When she came back to work in Thailand, she and her sister Deon were invited by Khunying Natthika Wattanavekin Angubolkul to join BPW Bangkok, Thailand.

From then on, Nok became supremely active in BPW.

[...] > [read the full Obituary \(en, fr, it, es, de\)](#)

Dr. Amany Asfour, BPW International Immediate Past President

> [Website](#)

### Speech for the Chanting Ceremony

Dear Family Viravan, Dear All,

On behalf of BPW International I would like to express my deepest sympathy on the passing of our dear Past International President Dr. Chonchanok Viravan to her family and friends. She was an icon of our organization. I wish I could be with you all physically at this moment.

Besides her personal achievements in her profession, she put her manifold talents, her work ethics, her ideas, her creativity, and her artistic skills into the service of BPW National and International. She was a tireless worker. Our dear Dr. Nok seemed never to sleep and was available at all times of the day and night to the members around the world. The empowerment of women was a genuine part of her life. You all know of her awards and



achievements. I will therefore take the liberty to recall what Dr. Nok meant to me personally. I was one of many people whom she mentored, advised, and supported.

[...] > [read the full speech \(en, fr, it, es, de\)](#)

Dr. Catherine Bosshart, BPW International President 2021-2024

Fribourg/Switzerland, November 8, 2022

> [Website](#)

# State Federation & Clubs News

## NFBPWC Arizona

### Executive Committee:

Theresa Dolan                      President

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

## NFBPWC California Federation

### Executive Committee 2022-2023:

|                  |                          |
|------------------|--------------------------|
| Bessie Hironimus | President                |
| Maria Desousa    | President-Elect          |
| Lynn Wen         | Treasurer                |
| Katherine Winans | Secretary                |
| Sandy Thompson   | Parliamentarian          |
| Lynn Brandstater | Immediate Past President |

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

By: Bessie Hironimus, California Federation President

## NFBPWC Colorado Federation

### Executive Committee 2022-2023:

|                                     |                                |
|-------------------------------------|--------------------------------|
| Evie Hudak                          | President                      |
| Linda Sue Shirkey, BPW Cherry Creek | 1 <sup>st</sup> Vice President |
| Angie Layton, BPW Northwest Metro   | 2 <sup>nd</sup> Vice President |
| Sharon Simmons, BPW Boulder         | Secretary                      |
| Cynthia Wieme, BPW Denver           | Treasurer                      |

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



## NFBPWC South Florida

### Executive Committee 2021-2023:

|                           |                   |
|---------------------------|-------------------|
| President                 | Liz Benham        |
| Vice President Advocacy   | Marianne Miccoli  |
| Vice President Membership | Mariela Borrello  |
| Treasurer                 | Paulina Kucharska |
| Secretary                 | Mary Antoine      |
| Immediate Past President  | Susan Gingerich   |

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

By: Liz Benham, South Florida BPW Club President

**Wishing all our BPW members nationwide a very joyous Thanksgiving and a blessed Holiday Season!**

So, Fla club continues to meet monthly at various venues as we still have not secured a permanent meeting venue.



We collected Holiday Decorations and delivered them to Women in Distress at our November meeting.

Our December 12th Holiday Party will be at the Hilton Rooftop Hotel in Pompano Beach with beautiful views, fire pits (it does get cool in Florida!) and merriment.

At our Holiday meeting we are also collecting toys to distribute to Women in Distress.

Toys for boys & girls ages infant to 12.  
Teen gifts for boys & girls ages 13-19  
and Gifts for moms & dads.

Our General Assembly to elect a new board is scheduled for January 16<sup>th</sup> and we are grateful that there will be a full slate of officers.

Happy Holiday wishes to all

## NFBPWC La Grange-Chicago

### Executive Committee:

|                |           |
|----------------|-----------|
| Kathleen Ray   | President |
| Barbara Miller | Secretary |
| Barbara Yong   | Treasurer |

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

## NFBPWC Michigan

### Executive Committee 2022-2023:

|                |                            |
|----------------|----------------------------|
| Shirley Zeller | President                  |
| Susan Oser     | Vice President, Membership |
| Amy Courter    | Vice President, Advocacy   |
| Susan Murphy   | Treasurer                  |
| Lynn Card      | Secretary                  |

For more information about this club, go to: [www.NFBPWC-NYC.org](http://www.NFBPWC-NYC.org) or become involved on our social media site, [nfbpwc.ning.com](http://nfbpwc.ning.com).

By: Shirley Zeller, President, NFBPWC Michigan

## NFBPWC New York City

### Executive Committee:

|                   |   |
|-------------------|---|
| Nermin K. Ahmad   | President   |
| Devika Gopal Agge | 1 <sup>st</sup> VP Membership                     |
| Nesli Cakiroglu   | 2 <sup>nd</sup> VP Advocacy                       |
| Djenabou Bah      | 3 <sup>rd</sup> VP Programs (3-months sabbatical) |
| Voyka Soto        | Secretary   |
| Francesca Burack  | Immediate Past President                          |
| Emily VanVleck    | Young BPW Board Member                            |

For more information about this club, go to: [www.NFBPWC-NYC.org](http://www.NFBPWC-NYC.org) or become involved on our social media site, [nfbpwc.ning.com](http://nfbpwc.ning.com).





By: Nermin K. Ahmad, President, NFBPWC New York City

**New Date:** We are preparing for our AGM on *December 28th* and are still seeking candidates for Treasurer on our Executive Committee. Members of the NYC Affiliate Chapter – this is your chance to add to your resumes! Board service brings so much in terms of personal growth and experience and looks fabulous on your resume!

We submitted four entries for funding through the People's Money initiative in NYC. As a reminder, our Mayor's Office in NYC has established a new program under the Civic Engagement Commission called the People's Money. Through this program, \$5 million of mayoral expense funding has been allocated for community-driven projects. After project evaluation and vetting, a vote will be held in the spring of 2023, eligible to any New Yorker over the age of 11.

The Vice-President for Programs, Djenabou Bah, is lining up events – keep an eye out for dates as these are finalized!

- International Day for the Elimination of Violence against Women 2022
- Financial Freedom: Introduction to investment! (Learn about Investing)
- Cultural competency series 3: Holiday traditions around the world

The Afghan Women Project is now being managed by our Afghan Sisters, The Let Us Learn! Leader has been networking at an unprecedented level, and the Women on the Move project is looking for individuals interested in making a difference for all women on the move from anywhere to anywhere. Please contact [womenonthemove@nfbpwc.org](mailto:womenonthemove@nfbpwc.org) if you are interested in helping shape and lead this initiative.

## NFBPWC North Carolina

### Executive Committee:

|                     |                                       |  |
|---------------------|---------------------------------------|--|
| Marsha Riibner-Cady | President                             | <a href="mailto:nfbpwcnc@gmail.com">nfbpwcnc@gmail.com</a> |
| Barbara Bozeman     | NFBPWC-EC Liaison                     |  |
| Lea-Ann Berst       | NFBPWC-NC Webpage Master and Facebook |  |
| Varnell Kinnin      | SDG/ Advocacy                         |  |
| Jo Naylor           | Secretary and Bylaws Chair            |  |



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

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

We invite everyone to attend our meetings, the third Thursday of the month at 8:00 pm Eastern by clicking on the link here:

<https://us06web.zoom.us/j/83070332328?pwd=bjExWnBYVGx5YThBdDNzNG5FNzkyUT09>

Meeting ID: 830 7033 2328

Passcode: 612268

or contact Marsha at (252) 423-0819 (text is okay) for details or [nfbpwcnc@gmail.com](mailto:nfbpwcnc@gmail.com)

At our November 17 meeting Barbara showed us some ideas for our state logo. Watch out for the final design coming soon.

We would like to welcome our new member, Gail Harper. Gail is a former NC state president and currently owns an Accounting Solutions in Kenansville, NC.

Alice is participating in a panel with the NYC club on Gender Based Violence on December 10, 2022, at 3 pm via Zoom. The registration link is below.

[https://www.eventbrite.com/e/panel-discussion-on-gender-based-violence-tickets-471467270297?keep\\_tld=1](https://www.eventbrite.com/e/panel-discussion-on-gender-based-violence-tickets-471467270297?keep_tld=1)

We had our first frost alert of the year on November 17. It's nothing like the snow they got up north, thought.

Marsha got to see the national Christmas tree on its last stop in NC before heading to the White House. They named the tree Ruby!

Our Virtual December 15 meeting will include: a holiday sweater contest, holiday virtual appetizer share, and secret Santa gift exchange. The rules this year are to purchase, re-gift, or make a gift for your person. You don't send it to them until you present it to them at the meeting. After the meeting you will send the gift to your person. It's a NC twist on the Secret Santa thing! The meeting is open to all please register on the website, <https://www.NFBPWC.ORG>

Our January 2023 meeting is our annual meeting

On February 16, 2023, our speaker is Elaine McGowan who will share her environmental advocacy with us.

NC wishes everyone a safe and happy holiday season.



## The Power of Women

By: Varnell Kinnin

I know you all voted, but have you ever wondered why we vote before Halloween and before Thanksgiving? Well, my thought is, you are scared to death that the opposing party may win and your party loose. Then if your party wins, you have something to be thankful for at Thanksgiving. Food for thought.

Back to the topic. When the SCOTUS decided to lose its collective mind and reverse Roe vs Wade, they did not know the power of women. It was like they verbally slapped all women in the face at once. Not that every woman believes in or would have an abortion, it was the fact that we had the choice. Just as we have the choice to vote or not to vote, it is our right.

So, what did every self-respecting woman do? We put our hands on our hips and said, "It isn't going to happen under my watch." Or to put it more colorful, "Oh hell no!"



After that, the women started talking to sisters, mothers, cousins, daughters, grandmothers, girlfriends, and any man that would listen. Women made it their business to vote and tell everybody they knew to go vote. You know the old saying, "Telegraph, Telephone and tell a woman?" Well, it works.

Although the right has not been made a law through the legislative process, the people in power will think long and hard before arbitrarily stopping a law or taking a right from citizens just because they can or because their religious or political preference say so.



The sad part of it is the judges on the Supreme Court were not "voted" in by the masses. They were approved by a few. Anyway, cross your fingers, eyes, and toes that Congress will put a bill on the floor asap and make abortion a right. I am sure the House of Representatives and the Senate will think long and hard before casting their vote "nay." They know the power of women.

So, all you ladies who voted to show the power of women in this country, have a Merry Christmas. Hopefully your present is on the way from the U.S. Congress.

## Pennsylvania Affiliate Chapter

### Executive Committee:

|                 |                     |
|-----------------|---------------------|
| Nancy Werner    | President           |
| Cathy Collins   | Vice-President      |
| Nancy Thomas    | Recording Secretary |
| Denice Robinson | Treasurer           |
| Cathy Collins   | Membership          |
| Lilly Gioia     | Legislation         |



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

We held our meeting on Sunday, November 6, 2022 via Zoom and we held our elections for the 2023-2025 term. I am proud to announce that Cathy Collins was elected our new President. Our Vice-President will be Laura Whetstone, Recording Secretary will be myself, and Treasurer will be Denice Robinson. Cathy has appointed Terry Miller, Esq., as our Parliamentarian. We are looking to a smooth transition of leadership as we continue to grow our membership. They will begin office on January 1, 2023.

We are in the middle of collecting dues from our members. Know we need to submit our membership roster to our new national treasurer in December and be ready to submit our dues in early January 2023.

But our November 8 National Election brought the discussion of reproductive rights of women to the ballot. The Pennsylvania candidates that supported our views were elected. Josh Shapiro was elected as the incoming governor while John Fetterman was elected as our incoming U.S. Senator.



We were also elated to learn that after 12 years of Republican rule in our State House of Representatives, the Democrats will once again be in the majority. Our discussion of the State Constitution including women's reproductive rights on the ballot of next Spring is void. We still have work to do but we are breathing a little easier.

I am back on the job with the L3 (Lifelong Leadership and Learning), starting with December 3 as I train with the new group of L3 facilitators. We will have a class on December 16 to continue our work.

Our Internet Connection to Facebook continues to be a great asset. Find the page and follow. (NFBPWC-Pennsylvania). I can't thank Ginny Bailey and Emily Holgash, both members, for all their help.

Our PA Affiliate Chapter of NFBPWC presently has 23 members.

Our next meeting will be Sunday, January 15 at 7:00 p.m. on Zoom.

I plan to write the next month report as I leave office as 6 years as the President of the PA Affiliate Chapter of NFBPWC. Many thanks to my PA members need to be shared.

May you all have a joyous Holiday Season in the coming weeks.

## Pennsylvania Advocacy Report

By: Lilly Gioia, BPW Pennsylvania Legislation (Advocacy) Chair

### NEVADA PASSES THE STRONGEST STATE EQUAL RIGHT AMENDMENT IN THE NATION!

By a vote of over 57%, Nevada voters amended their State Constitution to ensure equal rights for all, "regardless of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, ancestry, or national origin." This is widely considered to be the most comprehensive state version of the Equal Rights Amendment in the nation. It is a sweeping update that puts protections in the state Constitution for people who have historically been marginalized, according to an Associated Press report. It is more wide-ranging than the federal ERA that outlaws discrimination based on sex. Proponents of Nevada's ERA believe it will provide new tools to challenge discrimination and close loopholes where those rights are not necessarily guaranteed. Tangible differences in Nevada's ERA provide age protections for older workers laid off during the pandemic and transgender people having their identity protected. Conservative groups who opposed the new ERA objected to the gender identity protections and age discrimination protections. They argued that expanding rights for gay marriage could infringe on their religious freedom. They also expressed concern that under the new ERA, there would be legal justification for taxpayer-funded abortion in the state. Nevada law guarantees the right to an abortion. Nevadans for Equal Rights backed this initiative that passed in the Legislature with bi-partisan support. "Nevadans have decisively rejected hate and unequivocally declared that our differences should be celebrated and protected under law," the group said in a statement. "Passing the most inclusive state ERA in the country uplifts Nevada as a beacon of light and a model for fighting back against hatred and bigotry in all its forms." Nevada ERA advocates see this Constitutional Amendment filling gaps for more legal protections, including against unequal pay for women and pregnancy discrimination.

### "WOMAN Corp," the First & Only 'Woman' in America with Rights the Government Protects:

In November the ERA Coalition aimed to ensure that at least *ONE* woman will have constitutional rights moving forward, Forbes.com reported. Taking a bold new approach, the ERA Coalition announced the launch of a fully incorporated WOMAN Corp, the first and only 'woman' in America with rights the government will fight to protect. ERA Coalition President and CEO Zakiya Thomas said, "We need our government to stop playing politics with our rights and do better. Currently corporations have more rights than women." The goal of this satirical campaign is to highlight how ridiculous this is. Since the Citizens United Supreme Court ruling, corporations can act as "natural persons," and now have more protected rights than women who become pregnant. Gabby Pizzola, in the Netflix blockbuster 'Stranger Things' series, introduces the founding of WOMAN Corp. in a satirical video appearing across various digital and social platforms. "The government



loves protecting corporations. Which got me thinking...if that's true then I could hypothetically create a corporation, name it WOMAN, and the government would care more about protecting WOMAN, the corporation, than this woman sitting right here," Pizzolo said. Through WOMAN Corp. the ERA Coalition seeks to empower Americans fighting against prodigious inequality, and mobilize a new Congress to pass legislation affirming the Equal Rights Amendment as part of the U.S. Constitution.

#### RECORD-SETTING NUMBER OF WOMEN ELECTED AS GOVERNORS:

In the 2022 mid-term elections voters began to reevaluate what they value in a leader. This could help explain how women were elected to lead their states in Alabama, Arkansas, Iowa, Kansas, Maine, Massachusetts, Michigan, New Mexico, New York, South Dakota, Arizona and Oregon. Voters in these 12 states by electing women, broke the prior record of nine states set for the first time in 2004. "Seeing some of the failed leadership at executive levels of men might have also helped some of these women," said Kelly Ditmar, research director at the Center for American Women in Politics. In total, there were 25 women running in gubernatorial races this year out of 36 total campaigns, a significant increase from the 16 female candidates who ran for governor in 2018, according to an 11/10/22 PA Capital Star report. Female governors now have a longer record of showing women can succeed in the role, helping erode some stereotypes that have hamstrung female candidates. Women have increasingly moved up to the statehouses, boosting the pool of women well positioned to run, a place that used to be dominated by male candidates, Kelly Ditmar said. "Who sits at that table deciding who's going to run next and who's going to be backed have often been small groups of politically powerful men," she added. This election year also had a lot of turnover and opportunity for female candidates, combined with the fact that several women have stepped up following scandals by male politicians over the years.

#### PA SUPREME COURT HEARS ARGUMENTS ON CONSTITUTIONALITY OF MEDICAID FUNDING

Oral arguments by advocates seeking to establish abortion protection under the Equal Rights Amendment in Pennsylvania's State Constitution were heard in late October, according to a 10/31/22 Rewire News Group report. A 1982 law prevents Medicaid funding from being used for abortions, but providers argue that this violates the Keystone State's Equal Rights Amendment. "Not allowing Medicaid to pay for abortions is essentially an abortion ban for those already overwhelmingly living in poverty or disabled and it would only serve to further an economic and wealth divide," Kelly Davis, executive director of New Voices for Reproductive Justice, said at a press conference following the arguments. The PA Women's Law Project supported this lawsuit.

## NFBPWC El Paso Texas West

### **Executive Committee:**

Gloria Flores

President

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](mailto:laurajuradoa@yahoo.com) (don't miss the 'a' after jurado). We'll be delighted to see you!

## NFBPWC Houston

### Executive Committee:

To be announced.

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

## NFBPWC Paso Del Norte

### Executive Committee:

Lourdes Reynes                      President

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

## NFBPWC Virtual Club

### Executive Committee:

|                       |                   |
|-----------------------|-------------------|
| Daneene Monroe Rusnak | President         |
| <i>Vacant</i>         | Secretary         |
| Leona Phillips        | Interim Treasurer |

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

Or email: [nfbpwcvirtual@gmail.com](mailto:nfbpwcvirtual@gmail.com)

Please join the Virtual Chapter in welcoming and congratulating our newly elected officers who will begin their terms on January 1, 2023.

President: Barbara Bozeman

Secretary: Valentina Solarin



Congratulations NICE GOING!  
GREAT! Way to Go!  
Yea! FELICITATIONS  
CHEERS Take A BEST  
BOW! WISHES!



Wishing you both the very best. Your Virtual Chapters sisters are grateful for your willingness to serve. Join the Virtual Chapter for a timely, effective, and engaging event featuring our very own Jacqueline Delibe!

### Massive Stress Relief

Wednesday, December 21, 2022 at 5pm PDT / 8pm EDT

Visit the NFBPWC website for registration



Most of us walk around with unrecognized chronic stress. Untreated, it undermines health and productivity. Stress creates emotional disruptions, which impacts office culture. When people quit, that costs money.

Massive Stress Relief is an immersive, lively but ultimately calming 35-minute stress reduction program

[View the program flyer here](#)

A brief membership meeting will precede the event. Stay tuned for more information via email. All the Best!

## Virtual Club | NFBPWC Benefits

### 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 for members not associated with another NFBPWC organization.) Click here for more information: [NFBPWC Virtual](#). Check out this link for more news (below) about the [NFBPWC Virtual Club](#)

### Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, it is imperative to communicate the value of a membership at NFBPWC. For less than \$5 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 the time to access and utilize of what is offered.

Please email Kathy Kelly, 1<sup>st</sup> 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.

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

- **Regular Zoom meetings to support members and ability to use our Zoom platform.**
- Grow through NFBPWC's formal **Lifelong Leadership and Learning Program**.
- Share your successes on the **NFBPWC Spotlight**: <https://www.nfbpwc.org/spotlight>.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the magazine, on the website, and on social media platforms (Email [vpmembership@nfbpwc.org](mailto:vpmembership@nfbpwc.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.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!





## Advertising Opportunities with NFBPWC

The Executive Committee has approved the following Advertising Opportunities in the NFBPWC monthly e-Magazine. Your targeted audience ... women who support women.

If you are interested in advertising your business in our monthly e-Magazine, please follow the following procedure:

**DEADLINES FOR SUBMISSIONS OF ADVERTISING** are 2 weeks before the end of the month.

*As an example, if you wish to advertise in the upcoming March e-Magazine, you must send your submission and payment on or before February 14, 2021.*

1. Submit your digital image to the Executive Committee as an attachment to: [ec@nfbpwc.org](mailto:ec@nfbpwc.org)

**Format requirements:** Static images only in JPG or PNG format. NFBPWC reserves the right to refuse any advertising that does not conform to our mission statement.

2. Submit the appropriate payment amount using the pricing schedule below by Zelle, Venmo, or PayPal to: [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org)

You can submit a check, but this may cause a delay in your advertisement being approved if payment is not received before the deadline submission date. Checks are made payable to: “NFBPWC” and mailed to Deborah Fischer/NFBPWC, 748 North Downing Street, Denver, CO 80218.

If you are paying by check, I would also suggest that you email the [treasurer@nfbpwc.org](mailto:treasurer@nfbpwc.org) to let her know that the check is being mailed.

3. You will receive a response by the Executive Committee after they have reviewed your submission.
4. If your submission is accepted by the Executive Committee, they will forward your submission to the Newsletter Chair ([newsletter@nfbpwc.org](mailto:newsletter@nfbpwc.org)) for publication in the next monthly newsletter.

Here is our pricing per month for current NFBPWC Members:

- Full page \$85
- Half page horizontal \$50
- Half page vertical \$50
- Quarter page \$25

Here is our pricing per month for Non-Members:

- Full page \$100
- Half page horizontal \$65
- Half page vertical \$65
- Quarter page \$40

# National Federation of Business and Professional Women's Club's (NFBPWC)

## Advocacy Platform 2022-2024

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
- Support repeal of Forced Arbitration as a sole means of dispute resolution

### **Health Equity and Justice**

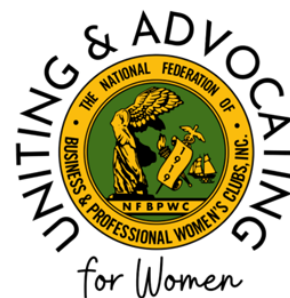
- Access to affordable reproductive healthcare, including contraception and legal abortion care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education 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

- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Ratification of the Equal Rights Amendment (ERA)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Support universal background checks for all ~~firearm~~ gun purchases
- Reinstate the Violence Against Women Act
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity including adequate funding of public education, preschool through postsecondary
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against all women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women
- Support our women in prisons
- Support protection of human rights and equitable treatment of all migrants, including refugees and asylum seekers

## NFBPWC MEMBERSHIP

A BROAD RANGE  
OF BENEFITS



Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the professional, business and leadership potential of women at all levels.

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 five regions and 100 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 legislative 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 Ambitions

#### ***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 globally.
- Engage in networking and mentoring programs.
- Continuous development of personal and professional skills through the Lifelong Leadership and Learning© Program.
- 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!

### Benefits of Affiliation

- Dedicated Board of Directors working to achieve the mission and goals of NFBPWC while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 100 countries.
- Opportunity to be part of an organization that has over 100 years of legacy and strength supporting it.
- Leadership opportunities locally, regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-magazine.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders locally, 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

- Cultivate worldwide friendships in one of the original women's networking organizations.
- Formal Lifetime Leadership and Learning (L3) personal and professional growth education programs.
- Formal Mentoring Program.
- Business networking opportunities to market and support your own business and professional services.
- Access to the Young BPW Program (age 18-35) that is supported both globally and nationally.
- Access to Student Membership opportunities.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the e-magazine, website, and social media platforms.
- Members-Only 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 local, national and global level.
- 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.
- Informative monthly e-magazine 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 (30€ to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization.

Please see specific organizations within NFBPWC for more information on their dues structure by visiting

[www.NFBPWC.ORG](http://www.NFBPWC.ORG)



## LADIES, YOUR HEALTH IS IMPORTANT!

The **Good Health Program** was designed to help NFBPWC members and their families save on costly health care and wellness expenses. Enjoy discounts on telemedicine, vision, dental, prescription drugs and more!



**Good Health Program** makes it easy to save money on the care you need. As a member, you can save 15% to 50% on your prescription medications along with vision care savings of 15% off contact lens exams. You'll also see dental savings of 20% to 50% off most dental procedures. Plus, as an added bonus, plan members will receive virtual access to round-the-clock doctors and mental health professionals. Sign up for the Good Health Program today and start saving!

### GOOD HEALTH PROGRAM FEATURES:



Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings and more



Direct access to state-licensed and fully credentialed doctors, via phone or video consultations



Save on eye exams, contact lens exams, glasses and more



Access to mental health assistance from licensed counselors via virtual or telephonic counseling sessions



Save on generic drugs and brand name prescriptions

See the reverse side for more plan information.

## What's Included in this plan?

### Telemedicine

DialCare Physician Access is a modern, easy-to-use telemedicine solution for non-emergency illnesses and general care. Members and their families have direct access to state-licensed and fully credentialed doctors, via phone or video consultations, to receive treatment and advice for common ailments, including colds, the flu, rashes and more.

### Mental Wellness

DialCare Mental Wellness is a program designed to provide safe, secure and private means of seeking mental health assistance from licensed counselors via virtual or telephonic counseling sessions.

**A consult fee of \$70.00 applies to all consults.**

### Dental Care

Save 20% to 50% on most dental procedures including routine oral exams, unlimited cleanings, and major work such as dentures, root canals, and crowns through one of the largest dental networks nationally with a focus on neighborhood dentists.

### Vision Care

VSP Vision Savings Pass is a discount vision program that offers savings on eye care and eyewear. Members receive Exclusive Member Extras and special offers in addition to access to discounts through trusted, private-practice VSP doctors on eye and contact lens exams, glasses, and sunglasses.

***This plan is not insurance.***

*Not available in WA.*

### Prescriptions

Members are entitled to prescription savings from 15% to 60% off the retail price of generic drugs and from 15% to 25% off the retail price of brand name drugs at over 62,000 participating pharmacies nationwide.

## Plan Options

 **Member Only**  
\$16.00 / month

 **Member + 1**  
\$20.00 / month

 **Member + Family**  
\$25.00 / month

Use Promo Code **NFB10** for 10% off retail rates.

To learn more about how you can get started today, visit  
**[nfbpwc.solutionssimplified.com](https://nfbpwc.solutionssimplified.com)** or call us at **(855) 335-2255**.

**Disclosures: THIS PLAN IS NOT INSURANCE and is not intended to replace health insurance.** This plan does not meet the minimum creditable coverage requirements under M.G.L. c.111M and 956 CMR 5.00. This plan is not a Qualified Health Plan under the Affordable Care Act. This is not a Medicare prescription drug plan. The range of discounts will vary depending on the type of provider and service. The plan does not pay providers directly. Plan members must pay for all services but will receive a discount from participating providers. The list of participating providers is at [nfbpwc.solutionssimplified.com](https://nfbpwc.solutionssimplified.com). A written list of participating providers is available upon request. You may cancel within the first 30 days after effective date or receipt of membership materials (whichever is later) and receive a full refund. Discount Plan Organization and administrator: Careington International Corporation, 7400 Gaylord Parkway, Frisco, TX 75034; phone 800-441-0380. This plan is not available in Vermont or Washington.