

Connections

Events Calendar

JUNE 14, 2021

FLAG DAY

JULY 1, 2021

EXECUTIVE COMMITTEE
PLANNING MEETING
VIA ZOOM

JULY 4, 2021

INDEPENDENCE DAY

WHAT'S INSIDE

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RESILIENCE • RENEWAL • RELATIONSHIPS

ANNUAL MEETING HIGHLIGHTS

MAY 15, 2021

The 2021 Virtual Annual Meeting of Business and Professional Women of Iowa was held at 9am on May 15, 2021. State president Cathy Hines presided. The theme was Resilience, Renewal and Relationships. Past State Presidents were honored. Those in attendance were Janice Brown, Charla Schmid, Rose Lorenz and Lynette Fitzgerald. State Committee Chairs and Officers were introduced.

Nominations Chair and Past President Lynette Fitzgerald presented the nominees for 2021-2022 State Office: Vice President Rev Jacque McCoy, Treasurer Kristie Konz and Secretary Lyn Tackett. There was no candidate for president nor was anyone nominated from the floor. President Cathy Hines declared the candidates were elected by unanimous consent since there was only one candidate per office; per the state by-laws, she has also agreed to remain in office until a successor has been elected.

Sue Muri of the Scholarship Committee presented the Iowa BPW Foundation Scholarship to Heather Smith of Exira. The Foundation Report was presented by Rose Lorenz, Foundation President.

The BPW Iowa 2021-2022 Legislative Platform was presented by Legislative Chair, Cindy Paulsen and approved. BPW Iowa 2021-2022 Strategic Plan was presented by Treasurer Kristie Konz and approved.

Treasurer, Kristie Konz, presented current financials through May 5, 2021 and the 2020 - 2021 Profit and Loss statements plus membership report. Currently, we have 110 members in good standing. The 2021-2022 Budget was presented and approved.

The final registration numbers were reported by Jacque Wickey, Registration Chair: Eighteen (18) Members of LO and four (4) Members at Large for a total of 22 Members in attendance.

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ANNUAL MEETING SUMMARY (CONT.)

Secretary Lyn Tackett presented Executive Committee actions under Unfinished Business. The Restated Articles of Incorporation were presented and approved. It was moved that the officers of BPW Iowa take all actions to sign and file the Restated Articles of Incorporation, file with the Secretary of State, and pay the appropriate fees. The motion carried. It was moved that a special committee be appointed to study structure of the BPW Iowa's Board of Directors and report back at the fall meeting. The motion carried.

Bylaws Chair, Janet Freytag, presented the proposed complete bylaw revision. The bylaws of Iowa Federation of Business and Professional Women's Clubs, Inc. were approved.

The first annual TRAILBLAZ-HER Award was presented to Janice Brown, Atlantic.

Our guest speaker was former State Representative Anesa Kajtazovic. She talked about her childhood and how her experience in a refugee camp impacted her life. Anesa came to America at age 10, obtained two Bachelor Degrees by age 20, later a Master of Health care degree as well, and served as an Iowa State Representative for District 63. Anesa described how her life experiences have shaped her into the woman she is today and gave us some important points to think about as we navigate in a post-pandemic world. She shared two inspirational quotes: 1) "Life can either make us...or break us;" and 2) "Hope is seeing light in spite of being surrounded by darkness".

Cathy shared her appreciation for all club members, followed by installation of Jacque McCoy as the new Vice President.

The 2022 Annual conference will be April 29-30, 2022 at the Holiday Inn NW Des Moines.

The meeting adjourned at 11:50am.

Respectfully submitted,
Lyn Tackett
Secretary

Wage Gap Narrows, but why?

According to the Institute for Women's Policy Research, the gender wage gap in weekly earnings for full-time workers in the US narrowed from 19.5% in 2019 to 18.7% in 2020.

The narrowing wage gap is primarily the result of the pandemic and the disproportionate job loss in the lowest paid service occupations.

The number of all women full-time workers fell by 5.9% in 2020 while the number of women workers in lower paying service occupations fell by 18.8%. As women return to their lower paying jobs, the gender wage gap will likely return to near 2019 levels.

Racial and gender pay gaps are still deep. When looking at median weekly earnings, Hispanic women earn 59%, Black women earn 64%, white women earn 80% and Asian women earn 95% of white men's earnings. In Iowa, women on average earn 76¢ for every \$1 a man earns.

When looking at historical data, back in 1950 the female-to-male median annual earnings ratio was 61%. In 2019, it was just over 82%. At the current rate, women will not receive equal pay until 2062. Source: <https://statusofwomendata.org>



June Brides



The tradition of June brides began in Roman times. The month of June was named for Juno, Roman goddess of feminine vitality, fertility, marriage and childbirth. If a bride married in June, she was likely to give birth to a first child in early spring, which gave her plenty of time to recover before she had to help with fall harvest! Also, bathing was much less common in the Middle Ages. Bathing was thought to increase chances of disease, so nobility bathed monthly (or less) and peasants MAYBE once a year, usually in late spring. It made sense to marry in June when people smelled better! Brides carried bouquets of fragrant herbs and flowers to enhance the sweet smell. Veils protected brides from evil spirits.

Later, bans of marriage were published 3 consecutive Sundays so that anyone against the union would have time to file their objection. I remember this as a teen while reading our Sunday church bulletin not so many years ago.

The tradition of June brides continues. June is the most popular month for marriage in the US. Nearly half of all couples plan weddings together, and three out of four grooms select items for gift registries.

Today's brides have many choices to consider. Will we have separate bank accounts? Did you sign a prenup? Will you change your name? Will we have children? All are important discussions.

Best of luck and best wishes to the happy couples!

Cindy Paulsen
Women's Issues



We will not publish an issue of *Connections* in July. Enjoy summer vacation!

In Memoriam...

Lois Ann Rude passed away on May 17, 2021, in Broken Arrow, OK at the age of 73. She is survived by Ronald, her husband of 53 years, and her two sons Dan and Brian.

Lois Ann was born in Cresco, IA and resided in Cedar Rapids, IA for many years where she studied at Mount Mercy College. She held positions as director of Linn Health Services and director of Helping Hands Ministry in Cedar Rapids.

She served as BPW Iowa State President 2000 - 2001.

Virtual Annual Meeting Feedback 12 Respondents

- **Overall, how would you rate this event?** Excellent 66.67%; Very Good 33.33%
- **What did you like about the event?** 5 Organization; 6 Speaker; 1 TRAILBLAZ-HER Award
- **What did you dislike about the event?** 3 Virtual/Not In Person; 8 Nothing/Okay

VOLUNTEER OPPORTUNITIES

Seeking **Committee Chairperson and Members** for a special committee to study the structure of the BPW Iowa’s Board of Directors and make recommendations by Fall Meeting.

BPW Iowa now has a **YouTube** channel. **Volunteer** needed to **manage our channel**.

A few **Standing Committee and Special Committee Chair** positions still available for 2021 – 2022. Interested in becoming more active on the state level? Let’s discuss your interests and find a good fit for you.

If interested in any of the above, contact Cathy Hines, cathyh2032@msn.com or 319 235-6655.



Note from your BPW Iowa Registration Chair...

A very good virtual annual meeting held a few weeks ago. Thank you to our officers for their time and talents and all the work they put into keeping BPW Iowa going.

Congratulations to Janice Brown, our first TRAILBLAZ-HER Award winner. She’s a very deserving leader.

Jacque Wickey

BPW IOWA BYLAWS COMPLETE REVISION



It is that time of year again to review your local organization bylaws.

The state bylaws had a complete overhaul this year and were adopted at the Annual Meeting. A copy of the new state bylaws can be found on the website in the ‘members only’ document library.

Please review the new state bylaws and your local bylaws. Make changes to your local bylaws if there are any conflicts with the state bylaws.

If you make changes to your local bylaws, please send a copy of your complete new local bylaws to me for review. My address is Janet Freytag, 1130 Maplecrest Dr, Marion, Iowa 52302. If you prefer email, attach the Bylaws to an email and send to: olhsbn1@outlook.com.

Janet Freytag
Bylaws Chair



WELCOME NEW MEMBER!

Member At Large

Maria Olsen

Wilton, IA

maria.meyer.m@gmail.com



Lyn Tackett, Genesis Studio Spa (GSS), invites you to an Open House Saturday, June 5th from 1 - 4pm — celebrating the successful reopening at their current location, 211 East 4th St, Waterloo, IA.

Like many other businesses, GSS was closed for a period of time in early 2020 due to the pandemic. Just prior to restrictions being lifted and reopening, Lyn learned that she would be forced to relocate due to the building that housed her business closing. There were many challenges faced in reopening. First, finding a new location. Lyn secured a prime location in downtown Waterloo. There was no floor, limited funds for furniture plus a crippled supply chain. So, Lyn learned how to install flooring, build furniture, and be extremely creative in decorating.

Success! Genesis Studio Spa has seen over 200 new clients and in September of last year, Lyn hired her first employee. She’s also expanded her offerings with products from five (5) women-owned businesses including three (3) from Iowa: Ryah Candleland, Deep Root Acres, & Darcy Birch Jewelry.



Charla Schmid, BPW Iowa Past State President had been appointed to fill a vacancy on the Montgomery County Board of Supervisors last October, but there was a call for a special election. Charla ran a successful campaign and handily defeated her opponent. Charla will fill the remaining term of the vacancy expiring in January 2023. **Congratulations, County Supervisor Charla Schmid!**



Congratulations to DiAnne Lerud-Chubb Democratic Party Hall of Fame inductee! See article on page 6.

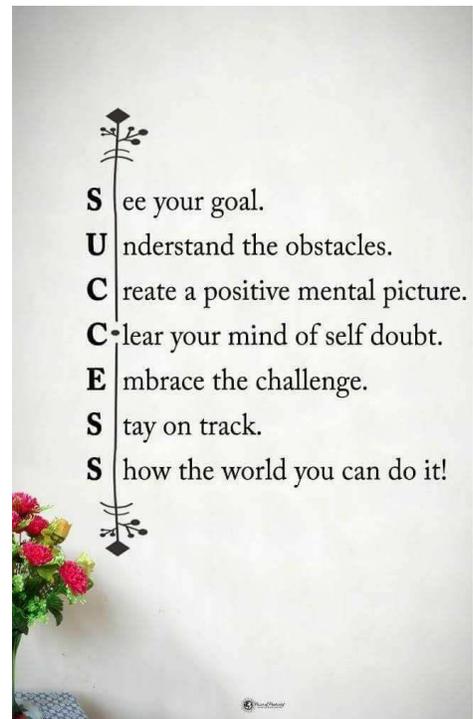
“Celebrating Success!”, recognizes and celebrates BPW Iowa member’s achievements including educational degrees or certifications, election/appointment to boards, commissions or public office, new business ventures, and other career achievements. Do you have a “success” story to share (yours or another BPW member’s)? Email Cathy at cathyh2032@msn.com with details.

Iowa BPW Foundation



The Iowa Business and Professional Women’s Foundation Trustees have approved reopening the application process this summer to award two (2) remaining 2021 scholarships.

If you are aware of a possible applicant or just need more information regarding the application process, contact Scholarship Committee Chair Marcia Dirks at mdscgirl@ncn.net or call 712 260-4680.



**IOWA DEMOCRATS' 2021
HALL OF FAME**

BPW Iowa member DiAnne Lerud-Chubb will be inducted into the Iowa Democratic Party Hall of Fame on Sunday, June 13th, for her organizational and leadership skills.

DiAnne is currently the co-chair of Des Moines County Democrats. She is a longtime educator, in Mediapolis as English teacher and later as adjunct English professor at SE Community College in West Burlington.

When the Equal Rights Amendment vote came to Iowa the first time, she was on the state committee working to get it passed. Unfortunately, it did not pass statewide, but it did pass in Des Moines County. She was also an officer in Women's Caucus, and a moderator at candidate forums for years.

DiAnne has served in most of the officer positions in her Burlington BPW club while it was functioning as a local, and she is now a member at large.

The induction ceremony will be a virtual event and requires tickets. Guest speaker will be Atlanta Mayor Keisha Lance Bottoms. More info can be found at iowademocrats.org or 515 244-7292.

Congratulations to DiAnne Lerud-Chubb!

Cindy Paulsen
Legislation

"EACH TIME A
WOMAN STANDS
UP FOR HERSELF
... SHE STANDS UP
FOR ALL WOMEN."

-MAYA ANGELOU

When In Doubt



– Celina Peerman, Ph.D., Organizational Psychologist, The Peerman Group

Any worriers reading this? (There are some.) Overthinkers? (I am in good company.) Anyone who has ever been reluctant while going through change? (Got everyone with that one.)

Many sources share with us ideas about how to deal with change:

- Maintain the vision and be clear on that goal.
- Know your why.
- Gain support of others.
- Be confident.
- Work your options and resources.
- Be resilient and persist.
- Accept feedback and learn from it.

Most lists I review do not say, “embrace doubt” or “discover reluctance.” What about hesitation? Can we add “Welcome hesitation”? That would put a new twist on the advice. But I believe it is true. We should embrace doubt. Discover reluctance. Welcome hesitation. They are part of the process of changing from “this” to “that”. It is moving current state to future state.

Of course, many advisors would offer advice like listed above, “focus on your why, stay focused on the goals, work your options and more.” I would like to recommend we add: “normalize doubt.”

Doubt is the feeling of uncertainty or lack of conviction. Similar words include uncertainty, unsureness, indecision, hesitation, hesitancy, suspicion, confusion, wavering, vacillation, questioning, reservations, leeriness and more.

Although I have to say when I looked this up, the list of similar words is so much longer than the words opposite of doubt. Opposites include certainty, conviction, confidence, and trust. That is it. Short list. Way shorter than the other.

What do you doubt? When does your hesitancy creep in? When are you most uncertain? Personally, I’ve been thinking about where doubt has showed up in my own life and what stories shape the way I consider it. I have two examples to share.

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When In Doubt (cont.)

The first is from my grandmother who I have listened to tell me stories again and again over the years, and at the beautiful age, at this time writing, of her being 92. I've always heard her say, "own your age. You have earned it."

Even as I approach 51 revolutions around the sun, I have always tried to do that. I have always believed there are too many expectations on women when it comes to age. It is a belief system that I have struggled and most often successfully dismissed. I have earned every moment of this 51 years. And I am owning every moment of that. I said that at 50, and at 40, and at 30, it has really been a sense of self of just experiencing age at each stage for what it is. Some stages have been harder than others.

When I think about doubt and the aging process there are uncertainties, reservations, and a sense of leeriness. What will come? What will be? Somehow, I am learning to embrace the doubt. The unknown. To come with expectation based on the confidence I need to exercise, to say I have learned some stuff along the way but have much more I can learn.

The second example that stays with me, a part of the story that was handed down to me, one that is woven in unknown shadows throughout my life, outside of the story itself.

I clearly remember my father, upon completing his Ph.D. and fitting into a smaller suit at graduation after doing the work on both accounts, said to me "Now they can't call me a dumb fat kid."

Here is a man who had served 30 years at that point in ministry, taking care of people at some of the toughest times of their lives, and the doubt still showed up. It showed up for him somewhere around 50 years, in that moment of honor, in that moment of when he had worked full time, gone back to grad school taking care of everybody else, pursued his studies, and that doubt still was there. He has always been one of the humblest people I have ever met. And while we lost him a few years ago, he never tried to cover his mistakes, he always tried to learn from them. He never claimed or wanted to be perfect. He just wanted to be there for others, to sit beside them, and help others do the same. He embraced his doubt and used it as strength.

For many of us, the doubts still show up in the messages we hear...thousands of them throughout our life. You might be thinking of your own right now.

While leveraging that and applying it to our current state of continuous change consider: Where does doubt show up for you in change? Are they voices that you have always carried with you? Are they new?

When In Doubt (cont.)

What questions do you ask yourself now?

- Can I do this?
- Am I good enough?
- What if I am not good enough?
- What if someone else is better?

If we apply them to the workplace setting, we may ask:

- How can I adjust to all this change?
- What will it require of me?
- Can I make this work?
- Do I have the skills? The experience? The ability to make this happen?

Where has doubt shown up for you lately? Has it been a lingering voice or something that recent popped up in a new situation or challenge?

I propose that doubt is a normal part of change. We can be wary of a change or happy for it yet likely, in some moment, for various lengths of time, we may waver. The key is not to linger too long there. Doubt is part of the process of moving from where we are to where we want to be. We know success comes from overcoming our fears and pushing beyond. I just want us to remember that doubt is ok and an opportunity to understand the process even better.

As friends and colleagues, let us help each other even more, in our moments of uncertainty. We can provide reassurance, options, support, and help. We can say, “I understand what doubt feels like. I have had my hesitations, too. How can we work through this together?”

When in doubt, honor the doubt and learn from it.

Until next time,
Celina