

Connections

Events Calendar

OCTOBER 11, 2021

COLUMBUS DAY
INDIGENOUS PEOPLE'S DAY

OCTOBER 17-23, 2021

NATIONAL BUSINESS WOMEN'S
WEEK

NOVEMBER 2, 2021

ELECTION DAY

NOVEMBER 11, 2021

VETERAN'S DAY



WHAT'S INSIDE:

- Fall Meeting Summary
- Domestic Abuse Awareness Month
- Women's Rights March
- Welcome New Members
- Atlantic Craft Show
- Emojis at Work
- The Knot Prayer
- Cedar Falls Salute to Women
- How Passion Starts and Persists — Dr Celina Peerman
- Committee Chair Contact Info

BPW Iowa

Fall Conference

STRENGTH & RESILIENCE

September 18, 2021

President Cathy Hines called the meeting to order at 10 AM and welcomed everyone to the 2021 Fall Conference. The video presentation "Standing on the Shoulders" was played to introduce the theme of our conference "Strength & Resilience".

Marcia Dirks lead the Collect and Donna Willoughby lead the Pledge of Allegiance. Charla Schmid conducted a brief memorial honoring BPW Iowa Vice President, Rev Jacque McCoy, who passed away in August.

Executive committee actions over the past 4 months were reviewed:

- Accepted resignation of Secretary Lyn Tackett effective July 1.
- Preparation and distribution of the annual BPW Iowa Federation Manual has been discontinued.
- A memorial donation will be made to Iowa BPW Foundation in memory of Rev Jacque McCoy.

In her report, President Cathy Hines highlighted some of the accomplishments since Annual Meeting in May and explained the importance of membership and dues in achieving our mission.

Treasurer Kristie Konz presented two financial reports: one for the fiscal year ending May 31, 2021, and one through September 16, 2021. She also reviewed Membership numbers and supplied a copy of the Budget for 2021-2022. [The Budget is available on our website in the 'Members Only' Document Library.]

Bylaws Committee Chair, Janet Freytag, reported that the new bylaws adopted in May have been uploaded to the website document library.

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Fall Meeting Highlights Cont.

The Foundation Scholarship Luncheon honored 2021 Scholarship Recipient, Angela Anderson of Grinnell. Two additional scholarships were awarded this year: Heather Smith of Exira and Tawni Hanson of Esterville.

Dr. Celina Peerman lead our workshop, “Stronger Together: Strength & Resilience”. Attendees worked through a process of connecting our values, mission and vision to strategy for the coming year.

Women’s Issues/Legislation Chair, Cindy Paulsen, provided instructions on signing the petition to declare August 26th Women’s Equality Day as a National Day of Celebration with the ultimate goal of declaring it as a National Holiday. The petition can be found at www.change.org/DemandADayForWomen.

Auditing Committee Chair, Debbie Leistad, reported that the auditing committee including Debbie Leistad, Jacque Wickey and Sue Muri of Atlantic, completed the audit September 17, 2021, and found the records to be in good financial order.

Registration Chair, Jacque Wickey, reported a total of 17 members and 2 guests attended.

A motion by Susan Foster to rescind the motion made at annual meeting, May 15, 2021 regarding the formation of a special committee to study the structure of the board of directors was adopted.

A motion by Celina Peerman that a taskforce be authorized to create a summary and potential action plan to bring back to the Executive committee to assess next steps from the workshop today was passed.

Celina Peerman will convene the task force with Kat Zeglen and Lisa Ambrose as members. The task force will report back to the Executive Committee by November 15th.

Announcement: Annual Meeting 2022 will be held April 29-30, 2022, at Holiday Inn Merle Hay, Des Moines.

The 2021 BPW Iowa Fall Conference adjourned 2:50 PM.



OCTOBER: DOMESTIC ABUSE AWARENESS MONTH

Innocent until proven guilty.... but facts are suspicious for Gabby Petito’s fiancé Brian Laundrie, who has disappeared since returning home alone after a vacation together. Petito’s remains were later found in Wyoming. Police say Laundrie is a “person of interest” and now is still on the lam.

One (1) in 3 women and 1 in 4 men experience some form of violence by their partner, more than 10 million cases yearly, or 20 people per minute, and 1 in 7 women have been injured by partners.

In homicides, women are 6 times more likely to be killed when a gun is in the house. Worldwide, nearly 38% of women murdered, are killed by partners.

Domestic violence includes physical, sexual, and psychological violence, and neglect or isolation.

Iowa Victim Service Center phone is 1 800-770-165. Emergency help phone is 911. Please help yourself or someone you love, to find peace in their heart and mind.

Cindy Paulsen
Women’s Issues

WOMEN'S RIGHTS MARCH

You'll remember that the 2017 Women's March brought out millions of women protesting for women's rights, just one day after Trump was inaugurated. Trump appointed conservative judges to the Supreme Court, after stating during his campaign that his aim would be to eventually overturn Roe vs. Wade.

Women marched in Washington D.C. and around the USA, including Des Moines, on Saturday, Oct 2, 2021, to demand continued access to abortion. According to Des Moines Register, third generation Elaine Baijal, age 19 and living in D.C., said her mother told her of marching for legal abortions with HER own mother back in the 1970's! Alexis McGill Johnson, president of Planned Parenthood, said, "The moment is dark... but that is why we are here. No matter where you are, this fight is at your doorstep right now."

Restriction on abortion rights is going on all over the country. A Texas law effective Sept. 1, bans abortions as early as 6 weeks and exceptions for health reasons are very narrowly drawn to allow termination of pregnancy only if the mother's life is endangered or there is "substantial and irreversible impairment of the major bodily functions". There are no exceptions for rape, incest or other sexual trauma. The law allows private citizens to file lawsuits (and be awarded damages) against anyone who assist a woman to terminate her pregnancy.

In Feb 2020, the Iowa legislature passed a constitutional amendment saying there is no right to abortions in Iowa constitution, which must now pass again in 2023, and a 2024 statewide vote to become Iowa law. Legislators need to realize life also includes rape, incest, stillborn, problems with developing fetus, high risk to mothers, etc.... varied reasons motivated by life situations.

Free contraception, morning - after pills, improved adoption system.... these things would reduce requests for abortions, but there will always be requests as long as women continue becoming pregnant.

Cindy Paulsen
Legislative Issues

Welcome New Members!

MEMBERS AT LARGE

Cara Grefe

OTTUMWA

cara.grefe@gmail.com

Susan Tallieu

NORTH LIBERTY

stallieu01@gmail.com



51st Annual
Atlantic BPW
Fall Craft Show

Saturday, October 23rd, 2021
9 AM to 3 PM

Cass Co. Community Building
805 W. 10th Street, Atlantic

Only \$1 Admission

For more info contact Janice Brown
at 712 243-4698

Proceeds benefit local
community projects &
scholarships

Face covering & social distancing
encouraged

Emojis at Work



Initially, emojis were confined to messages between friends, but they are everywhere these days — business emails, texts, press releases, advertising, etc. Emojis are fun and can be a creative addition to business communication, but we must be careful when we use them to effectively communicate, and we run the risk of not being correctly understood or in worst case scenarios perceived as offensive.

Many emoji images are not universally understood. For example, a red-faced emoji could convey anger or embarrassment. The thumbs up generally indicates approval or ok (especially in aviation). However, flashing this gesture in Australia could be viewed as an insult. The thumb up in Germany means one (1) while in Japan it means five (5). The crossed fingers mean good luck in many places, but it’s an offensive sign in others. It’s so important to know your audience.

Is it OK to use emojis in business? Before using emojis as part of your business communication, check to see if there are office/industry standards that speak to the use of these symbols. If no standards are set, start with only the most common emojis. Observe how the people you are communicating with use emojis before you expand your range to include less-common ones. Always be aware of cultural difference and exercise additional caution. It’s important to only use emojis to reinforce what you are saying, not to convey the message on their own. Be as careful with your emojis as you are with your words.

The Knot Prayer

Dear God,

Please untie the knots that are in my mind, my heart, and my life.

Remove the have nots, cannots, and the do nots.

Erase the will nots, may nots, and might nots that may find a home in my heart.

Release me from the could nots, would nots, and should nots that obstruct my life.

And most of all, dear God, I ask that you remove from my mind, my heart, and my life, all of the "am nots" that I have allowed to hold me back.

Especially the thought that I am not good enough.

Amen



CF Business & Professional Women
P.O. Box 1164
Cedar Falls, Iowa 50613



Tuesday, October 19, 2021
4:30 pm - 7:30 pm
Hilton Garden Inn
Cedar Falls, Iowa

SALUTE TO Women ^{16th Annual}

“Dare to Disrupt: Seven Opportunities for Women to Lead”

Mo Collins, Keynote Speaker

Shopping/Networking 4:30 PM, Dinner 6:00 PM

RSVP including dietary restrictions, by Oct. 8 to LuAnn at 319-242-7947

Or email LuAnnR@firstiowa.bank

Mail payment: CF BPW, PO Box 1164, Cedar Falls, IA 50613

Tickets \$35 in advance
\$40 at the door

How Passion Starts and Persists

Reflection

Consider something you love; a commitment, cause, endeavor... a clear motivator in your life that you couldn't imagine not having, because it is such an important part of who you are and how you see yourself.

If you'll agree to it, find a space to pause. Sit comfortably. Unclench your jaw. Drop your shoulders. Take a few deep breaths. Gently exit out of all the "tab buttons" you have running simultaneously in your brain.

Think back to a moment when something or someone inspired you to a new passion – maybe it was an idea or an action to take. What was that moment like? Did you know right away? Or did it take some time to fester and build?

Was it a circumstance? Teacher? Role model? A hard decision? What simply "stuck" with you? How did it develop? Were there multiple steps or something that immediately captured and held on to you?

Could you describe that passion and how it formed to someone else? Have you ever articulated that out loud? It's not that you need to, yet I've found myself really curious about this lately. What is that spark, drive, pure need to... and how was it discovered?

Pursuit

While my professional endeavors focus on our relationship to the changing workplace, I have always been fascinated by what people take up as their "thing". I marvel at what drives them so feverishly in a particular area, passion, or cause.

It took me a long time to understand that in life, I am more a "generalist" than a "specialist". I have a variety of hobbies but not ONE that I must do. I have a number of interests but not ONE that I am absolute about. Ok, maybe the need to travel... that might count, but likely falls under my "generalist" umbrella passion of experiencing as many things as possible. Although it would not take you much time with me and a few questions would reveal values and causes that are nearest and dearest to me. But not just one or two, likely ten.

To this day I remember a conversation from my teens with my stepmom as part of an already difficult relationship. And in a moment of frustration with me and sounding very exasperated, she asked, "Why can't you just pick one thing and do that?" From that moment I knew "one" thing was never going to be "my thing." It may be someone else's, just not mine. It took me a long time to be comfortable in my own skin with that.

Why do I admire it so much – that passion, that focus; those who can pursue a goal with such determination that it consumes so much of them?

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How Passion Starts and Persists

In reflection over the years, I've decided mine is more like an experience junkie. I want to try everything. Which fits my "day job" well but sometimes leaves me lacking. I recently realized that with now 27 plus years of experience being a "student" of organizations, I have developed expertise, but is it my passion? It is my professional endeavor, a way that I love spending my time in the pursuit of making a living, and I do have some strong opinions about how we take care of people in organizations but is it my passion?

By definition, a passion is a strong and "barely controllable emotion".

Huh? Because if I won the Lottery Powerball, I'm pretty sure I would give up a least part of this work or at least a few grouchy clients.

Just as you've considered on your own journey, I've reflected on similar questions. What am I passionate about? Why is my goal? How can I fulfill a purpose? I've learned that many pursuits complete me and there is a theme to all of them: be a good person, take care of good people, and create opportunities so everyone knows, especially youth, they have a purpose and a place in this world. Yet again, in my generalist lifestyle, that can be accomplished in many, many ways. I've had to decide how to spend my time (and say no, but that is a different article...)

I've always wanted to say to the Olympic medal winner, the Mt. Everest climber, the Scientist studying a specific plankton their entire adult life, thank you! While we may see that dedication and focus, I've also come to reflect on the multi-dimensional aspects that allow that focus and passion to shine.

Persistence

It seems that passion is inextricably connected to persistence. Even if passion is that emotional push, it can't last without renewal and reinforcement. It must matter to us enough to see it through.

Recently we took this conversation up in our household as we are discovering what being "official" empty nesters means to us and what comes next. With some new time on our hands (sort of), we've been exploring a range of hobbies to try. Some didn't make it out of conversation, some made it to a list, a few made it to the "let's try it stage" and yet it's not entirely clear yet what will "stick."



The last few years have taught me that passions can change too and that is ok. Life stages, interests, circumstances allow new things to emerge and other activities to phase out.

How Passion Starts and Persists

While things can and should change, our commitment to our values and mission in this work together at BPW, can remain steadfast. And to that passion? We can all come together for a cause, develop a body of work and feel passionate about different parts of the work.

What passion are you are will you pursue next? With passion, drive, and support, we can do anything!

Celina



State Committee Chairs 2021—2022

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