

MBW

Missouri Business Woman

The Quarterly Magazine of Business Women of Missouri

Board Meeting Scheduled For December 4-5 in Columbia

Mark Your Calendars for December 4th & 5th!

The annual Executive Committee's Open House, BWM Foundation Auction and the December Board Meeting are always fun and festive! All members and guests are invited to attend these events in Columbia at the Howard Johnson Inn on I-70 Drive SE. The fun starts Friday evening December 4 with the Executive Committee's Open House featuring a delicious buffet, followed by the Foundation's annual mystery gift auction. The December Board Meeting will start at 9 a.m. on Saturday morning.

The registration form is on page six of this issue. Plan to attend – it is a great way to Soar into the holiday season!



Foundation Fundraiser Auction Will Be A Big Event At December Board

**Going Once,
Going Twice,
SOLD!**

What's in that beautifully wrapped package? Can you decipher the cleverly written clue to determine what it holds? The Foundation Auction will be a highlight of the December Board Meeting.

Once again, the Foundation will hold an auction on Friday night of December Board. The Foundation asks everyone to bring a wrapped gift with a clue to the contents. The gift should be new or gently used, and something you would like to receive. The clue may be funny, mysterious or to the point.

Remember, the money raised contributes to the Foundation Scholarship Fund which aids students in furthering their education. We appreciate the EC and all the BWM sisters who help the Foundation award scholarships.

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What Do All BWM Members Have In Common?

Personal goals

By being a BWM member, we are surrounded by others who seek many of the same goals.

A quest for knowledge

BWM's many programs and meetings are structured to enable us to grow professionally, personally and politically.

A desire for self-confidence

It is through participation in the activities of the local club meetings, the regional meetings and the state meetings that we acquire confidence in

ourselves. We see others in positions of leadership and find that with mentoring, we too can be a leader.

Motivation and inspiration

By being a member of BWM, we are motivated and inspired by members who give so much to the organization and to the community.

Giving a helping hand

Through programs such as Mentoring/Uniting with Military Women and the Domestic Violence Task Force, we are able to help others who appreciate a helping hand.

The President's Message



*LuAnn Irby, President
2015-2016*

*"How did it get so late so soon?
It's night before it's afternoon.
December is here before it's June.
How did it get so late so soon?"*

I love Dr. Seuss – always have! This quote says it best – time does fly by! Summer is nearing an end and the beautiful autumn weather is right around the corner. How did it get so late so soon? Time flies when you are having fun! Here is a short review of the summer leadership meeting and

upcoming events for BWM members that we always look forward to!

The Leadership Conference in St. Clair was very informative and the PSP's skit had us LOL! The presentations by the Mayor of Washington and the St. Clair Chamber of Commerce Executive Director – both impressive ladies – gave us a glimpse of what it is like on the local political scene. The very contemporary topic of social media was presented by a member of Three Rivers - Stephanie Nissen. She gave an excellent presentation on the ins and outs of Facebook. John Edgar made a second appearance showing us effective ways leaders can work with all personality types – North, South, East and West. Cathy Covington and Sandi Stegeman Soared to Success with this Leadership Conference!

Regional Conferences are in full swing! The Regional Conferences are such a great way to visit with members from your region, to learn the goals of your region, and to meet members of the Executive Committee. This year all the

Regional Conferences will be in September. I know the Regional Directors and host clubs have worked hard to make these meetings educational and informative.

BWM Week – October 18-24 – Governor Nixon's office has been given a proclamation for Business Women of Missouri Week. We

are waiting for a confirmation from the Governor as to when the signing will take place.



December Board meeting will be December 4 and 5 in Columbia at the Howard Johnson's on I-70 Drive SE. Make your reservation today and mark your calendar! On Friday night, the traditional EC Open House will feature a selection of delicious homemade goodies and desserts, followed by the lively and fun Foundation's Annual Mystery Gift Auction. The wrapped gift you bring will be auctioned off using the riddle you created. What fun!

Saturday morning the December board meeting will be held followed by lunch. All BWM members are encouraged to attend this December meeting. It is always fun and a great way to start the holiday season!

Success begins with a fellow's will -
It's all in the state of mind!
LuAnn Irby, President

Business Women of Missouri Advertising Rates

Advertising for one year, which includes four (4) issues of the Missouri Business Woman (MBW), plus the Business Women of Missouri website (including business link):

Combo Rates (MBW + Website)

- Business Card size
plus Level 1 website \$40.00
- One Eighth Page
plus Level 2 website \$55.00
- One Quarter Page
plus Level 3 website \$75.00

Business Women of Missouri website only for one (1) year:

- Level 1: 3 1/2" x 2 \$8.00
- Level 2: 3 1/2" x 3 1/2" \$15.00
- Level 3: 3 1/2" x 5" \$35.00

Note: For a full or half size advertisement, contact the State Office at jo.mofedbpm@gmail.com or Business Women of Missouri, PO Box 28243 Kansas City, MO 64188. You may also contact the State Office at www.businesswomenmo.org

The MISSOURI BUSINESS WOMAN is the Official Publication of the Business Women of Missouri. Published quarterly in June, September, December and March.

POSTMASTER: Send address changes to:

MISSOURI BUSINESS WOMAN
BUSINESS WOMEN OF MISSOURI STATE OFFICE
PO Box 28243, Kansas City, MO 64188
816-333-6959 Phone/Fax

Governor Jay Nixon Proclaims October 18-24, 2015 To Be: Business Women of Missouri Week

Proclamation

WHEREAS, working women constitute 57 percent of the nation's workforce and strive to serve their communities, states and nation in professional, civic and cultural capacities; and

WHEREAS, 51 percent of employed women work in management or professional related occupations; and

WHEREAS, women are major players in consumer markets and are responsible for a large percentage of all consumer purchases; and

WHEREAS, women in Missouri came together on June 13, 1921, to form the Missouri Federation of Business and Professional Women's Club to support women in training, education and legislative issues; and

WHEREAS, the women in the Missouri Federation of Business and Professional Women's Club reorganized as Business Women of Missouri on December 5, 2009; and

WHEREAS, the Business Women of Missouri is a non-profit, nonpartisan, self governing, member-supported organization, which empowers women to "Believe in the Power of Women"; and

WHEREAS, the Business Women of Missouri includes members of all professions who represent a variety of skills and backgrounds that share similar objectives; and

WHEREAS, the mission of the Business Women of Missouri is to achieve equity for all women in the workplace through advocacy, education and information.

NOW THEREFORE, I, Jeremiah W. (Jay) Nixon, GOVERNOR OF THE STATE OF MISSOURI, do hereby proclaim October 18 – 24, 2015, to be

BUSINESS WOMEN OF MISSOURI WEEK

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, this 6th day of August, 2015.

Business Women of Missouri Week Update

We have received the signed Proclamation from Governor Nixon declaring October 18 – 24, 2015, Business Women of Missouri Week. We are on the list to meet with the Governor for a presentation photo, however, at this time the date has not been announced.

All clubs are encouraged to contact their local Mayor about getting a proclamation for Business Women of Missouri Week. This is a great opportunity to promote BWM, as well as your local club, in the newspaper or your city's website with a photo of the Mayor presenting the proclamation to the members. Several of the clubs use this week

to do membership drives by inviting others to the various BWM week activities. Let's make BWM "Soar to Success" by having all of the clubs hosting a special event during BWM week.

Some ideas that other clubs have done in the past are

- 1) attending a church service as a club,
- 2) hosting a membership networking luncheon,
- 3) donating sweat suits for domestic violence victims, and
- 4) hosting a Domestic Violence Awareness Program.

2015 Leadership Conference in St. Clair was a “Soar to Success” Experience



Cathy Covington, chair of the 2015 Leadership Conference, with the assistance of Sandy Stegeman, produced an outstanding event for the Business Women of Missouri.

Saturday morning, Executive Director of the St. Clair Chamber of Commerce Charlene Sailing welcomed BWM to the area. She handed out rubber bands to the group for their use throughout the

conference, advising all not to shoot at each other, but instead to use the rubber bands to remind us to “stretch and grow.” She said that we all have challenges, but by stretching ourselves we have the opportunity to grow.



Cathy Covington & Mayor Lucy

The first conference speaker, Mayor Sandy Lucy of Washington, MO, gave a humorous account of her campaign. She said she had two campaign slogans: “Hometown Girl with Hometown Values” and “I Love Lucy.” Mayor Lucy said she did not make campaign promises because politicians often make promises they can’t possibly keep. She talked about her leadership role in the city and how to work with others to accomplish goals.

Charlene Sailing



Stephanie Nissen

Stephanie of Nissen Media, gave a presentation on “Actionable Ways to Use Facebook.” She suggested using the BWM logo on all the local club Facebook accounts. Stephanie said to limit who has administrative access to the Facebook page and to limit the number of people who will post to the Facebook page. She said to post a minimum of three times a week, but to be consistent in posting. Using images or videos catch the eye of someone scrolling down the screen. Content should be relevant to the interests of the members: Meeting reminders, local news, articles about women in business, BWM events, fundraisers, scholarship

Continued on Page 5

Leadership Conference Recap

Continued from Page 4

information, photos from meetings, questions to start conversations, support fellow BWM clubs, or motivational quotes. Her slides can be found online at www.bit.ly/bwmstclair15. Stephanie said to encourage members to “like” the page.



John Edgar

John Edgar’s presentation was “Leadership Compass Points.” Good leadership begins with knowing what type of leader you are: North (action, get it done!), South (empathetic, people-people), West (must analyze and ask questions, East (visionary, see the big picture, but might miss some of the detail). He used the Beatles to illustrate the differences that make us great, but can also lead to problems if we don’t know how to work with diverse per-

sonalities. John Lennon who was a quick worker with a lot of ideas (North), Paul McCartney the perfectionist who could demand 60 takes on a 2 1/2 minute song (West), George Harrison with his solos and introspection (East), and Ringo Starr known as the calming influence (South).

Not only does a leader need to know her compass point, she must also know how to work with partners who have different compass points. Since you can’t change other people, you must learn to adapt. Shared leadership will make everyone on the team successful. Effective shared leadership means that everyone knows where they are going and agree on where they are going. A good leader knows how her partners are going to act, react, and interact. Of course, John believes in making his audience work. He divided the audience into small groups where it was determined the attendees at the conference represented 500 years of institutional memory in the room. He led the group through an exercise to point out the strengths of others in the group, and then each member identified a quality she personally brings to our organization.

The conference concluded with PSPs Ellen Hill, Sandy Majchrzak, and crew illustrating what not to do in a meeting with a hilarious skit. They followed the example of the incorrect way with the correct way of conducting an effective meeting stressing the importance of following an agenda and Roberts Rules of Order.

It was a inspirational and rejuvenating conference leaving the group with confidence that they can help move BWM forward.

~ Linda Fisher, Sedalia BWM

*Special thanks to Linda Fisher,
Sedalia BWM
for contributing this
article and photos
from the Leadership Conference.*



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(660) 281-4371

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www.mozarkpress.com

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**REGISTRATION FORM
December Board Meeting
December 4-5, 2015**

Howard Johnson Inn

3100 I-70 Drive SE
Columbia, MO 65201 US

Phone: 573-474-6161

BWM Room Rate \$55+
Valid through Nov. 15, 2015

Room Rate Includes Buffet Breakfast

Board Meeting Package is \$35

No refunds for cancellations made after Nov. 15
Registrations resulting in No Shows will be billed.

Package Includes: Registration Fee,
Meeting Materials, Friday evening Executive
Committee's Open House and Saturday Lunch.

Please list each person who will be attending and the amounts paid for each.
ALL attendees must pay the registration fee.

Early Registration Deadline –November 15, 2015

P S P	S T B D	M E M B E R	V I S I T O R	PLEASE TYPE OR PRINT LEGIBLY Use An X In The Appropriate Column To Indicate Registration Status	Registration Fee Includes Lunch	TOTAL PAID
				NAME		
					\$35	
				TOTALS		

Local Club _____ Contact Name _____

Phone Number _____ email Address _____

If you choose to pay by credit card, you may complete the form online and use PayPal at www.businesswomenmo.org. Please list December Board Registration in the description box.

You may pay with a check made payable to: BWM
Mail to the state office along with your completed registration form to:
BWM State Office, PO Box 28243, Kansas City, MO 64188.

DIETARY NEEDS and/or RESTRICTIONS:
(List by member with needs and/or restrictions)

Income Inequality: A State President's Perspective On The Topic

Submitted by President LuAnn Irby

Note: I was recently contacted via the BWM website by a high school student from Omaha, Nebraska. She was taking part in the Missouri Urban Journalism Workshop in Columbia and she asked me to help her write a story focusing on income inequality in the home and how it has changed over the years, especially concerning women in the business world. This is what I shared with her.

Topic: Income Inequality in the home and how it has changed over the years, especially concerning women in business.

From the women in business perspective, I feel that income inequality in the home focuses on two main areas: the percentage of income to the percentage of population, and the gender wage gap.

Percentage of income to the percentage of population research shows that historically income inequity has fluctuated considerably since measurements began around 1915, moving in an arc between peaks in 1920s and 2000s, with a 30-year period of relatively lower inequality from 1950-1980.

Beginning in 1970, economic growth slowed and the income gap widened, and we saw that higher average incomes resulted in higher percentages of income inequity.

It is thought that global market forces and technological progress determine inequity, as well as a country's institutional and political framework. Currently, the trend has continued because of slow labor market recovery and sluggish wage growth.

From a business standpoint, one way this problem can be approached is by students obtaining higher levels of education. Research shows that wages are higher for those who receive postsecondary education. Also, greater access to both quality early-childhood and post-

secondary education, and more business formation among people in the lower income brackets could affect in a positive way this issue of income inequality.

The gender wage gap is improving. It will take a conscious effort by all women to reduce this long-standing gap. How can we accomplish this? Here are my thoughts:

- Education – I feel the key to success is education. In order for women to compete in the workforce, college degrees and graduate degrees are necessary. If a trade career is chosen, then a degree from a business school or a vocational technical school is needed.

- Competitive Careers – Some careers pay equal or slightly higher wages for women. These include (but are certainly not limited to) economics, electrical engineers, mechanical engineers, videographers and computer repair technicians. In order to achieve pay equity, research into these types of careers is absolutely necessary. By knowing this data, more women will feel motivated to earn degrees that promise lucrative careers.

- Head of Household – As women achieve their educational goals, many long-standing household roles have changed. Today some women have chosen careers that enable their families to reverse child-care roles. The husbands are home with the small children, managing the household.

- Equal Pay for Equal Work – I feel this is the area with the greatest pay discrepancy. Many companies have policies that prohibit wage discussions. Are these policies effective? I don't think so. People talk. If a woman finds out she is accomplishing the same tasks as her male co-worker and being paid less, then that opens the door for negotiation. Good negotiating skills are needed to achieve goals and to fight for what's right.

- Women Dominated Careers – Many women choose to follow career paths that are lower paying than male-dominated jobs. For example, teaching and health-care positions generally pay less than those in the male-dominated construction industry. However, men and women should be paid equally for accomplishing the same work in any of these fields.

And always, think positive! The power of positive thought is always the best way to approach any topic. Explore all avenues, consider all options, and take the steps necessary to succeed. As Walter D. Wintle wrote, "Think that you can and you will! It's all in the state of mind!"

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Business Women of Missouri • 2015-2016 CALENDAR OF EVENTS •

2015

October 18 – 24	Business Women’s Week	
November 15	DEADLINE	Nominations for State Offices to Nominations Chair
December 4	Executive Board Meeting	Howard Johnson Inn, Columbia
December 4	Executive Committee Open House	Howard Johnson Inn, Columbia
December 4	Board of Directors Meeting	Howard Johnson Inn, Columbia

2016

February 1	DEADLINE	Foundation Scholarship Applications
March 1	DEADLINE	Local Club President’s Annual Report to State Office
	DEADLINE	Mentoring Report to State Chair
	DEADLINE	Issues Management Report to IM Chair
	DEADLINE	State Foundation Report to BWM Foundation Treasurer
	DEADLINE	Legislative Application Form to Legislative Chair
March 4 -5	Legislative Conference	Capitol Plaza Hotel, Jefferson City
April 1	DEADLINE	Individual Growth participants names to IG Chair
	DEADLINE	Generations Taking Charge participants names to GTC Chair
TBD	Lobby Day with Missouri Women’s Network	Missouri State Capitol, Jefferson City
TBD	NW Regional Inspirational Breakfast	Kansas City Metro Area
April 21	Executive Board Meeting	Camden on the Lake, Lake Ozark
April 22	Pre-Conference Board of Directors Meeting	Camden on the Lake, Lake Ozark
April 22 - 24	2016 State Conference	Camden on the Lake, Lake Ozark

Branding Our Organization

Over the past several months, we have heard the term “branding” as it pertains to an organization.

What is branding? It is the outward expression projected by an organization. Branding is increasingly being considered in strategic marketing. It is fundamentally anchored in the mission and values of an organization, and is equally important to both small and large organizations. Strong brands enable organizations to build trust, gain resources, and establish partnerships and access.

With this definition in mind, Business Women of Missouri is an organization of “Women Helping Women.”

How do we create a marketing strategy that results in connecting the BWM logo

to “Women Helping Women?” I believe we have the tools in several of the Individual Growth modules that will benefit women in a very positive way. Whether it is life events or domestic violence that prevents them from having the opportunity to learn the skills they need to land the job they want, Business Women of Missouri can help. This would start at the local club level. IG trainers on the local club level will enable this strategic plan to succeed, and will unite all local clubs with a common goal. Local clubs will also continue with the many other services they provide to their communities.

Another idea is to use our efforts to pass the Equal Rights Amendment as our brand.

All ideas are encouraged. Like the eagle, we will soar above the clouds and by seeing and evaluating all ideas, we will Soar to Success! So, please give this some thought and give us your idea for branding our BWM logo!

LuAnn Irby, President



Now Is The Time to Be Thinking of Nominations for State Office

Submitted by PSP Sharon Tuttle, Nominations Chair

As the end of summer is coming to a close, which is unbelievable, I think back to the beginning of August and Leadership Conference. Cathy Covington and Sandi Stegman did a tremendous job planning a great conference! Kudos ladies!!

The drive from NE Missouri to St. Clair was three and a half hours but time went fast. I can get in the car, by myself, and during this time I do my best thinking, I know, I'm suppose to be thinking about driving and nothing else! When I turned south on 47 at Warrenton, on a two lane blacktop road, I thought, this is going to be a long drive. But it was beautiful and relaxing on the two lane, not a lot of traffic, which was good because it was a very curvy road so no passing. I had never been in this part of the state so it was a new adventure. Thanks ladies for showing us your part of the state!

OK, I know I'm suppose to be encouraging you to serve on either the Executive Committee or the State Board. Leadership Conference inspired us through listening to Mayor Sandy Lucy of Washington, MO. She said that she didn't plan to run but opened her mouth and said she could do that and from that point there was no turning back. She shared the trials and errors she has experienced and is now in her second term in office. How many times have you sat through a meeting watching the action that is going on and said to yourself, I know I could do that but never said it out loud? Take that thought and share it with your friend and take that step. You will never regret it. You have the talent to share with the members of this great organization, I challenge you to share it with us.

President Elect Sharron Sutton, is busy preparing for her year and the most important part of her planning is getting the chairs for the committees for the Board of Directors, please let her know that you are interested in serving on her board, you won't regret giving of your time and talents. On page 60, in the manual, you will find a "Consent to Serve", fill it out and mail it to me. Working with women from all areas of professionalism helps you grow personally, politically and professionally.

While visiting with members at the Leadership Conference, I received different responses when I asked them to step forward, put faith in themselves to serve on the Executive Committee. I remember that I probably said some of the same responses when I was asked quite a few years ago. As I contemplated making the decision, I thought of what this organization had done for me. What could I do to give back to BPW/BWM that made me the woman I had become? I had more faith in myself, I was able to stand up in front my friends and voice my opinions while I grew personally and professionally. Now politically, I'm still working on that!! However, I do more reading, try to figure out which candidate, I believe would be the best leader and I vote for that candidate. Sometimes the candidate I vote for does not win but at least I voted and now I can complain! I have defi-

nately become a leader for women's equality through advocacy, education and information. These are my reasons for deciding to run for the Executive Committee, to give back to the organization for what it had done for me. I have also made many great friends through out the last 23 years.

I encourage all of our members to consider to serve on the Executive Committee. If you have served as different officers for your local, served on the State Board and want to know if you are eligible to run, check the by laws on pages 44-47; Article XII: Nominations thru Article XV in the manual. On page 49, there is a "Nomination Appendix", you need to read this also. If you don't have a manual contact your local president or the state office and you may receive one via e-mail.

While you are in the manual, pages 59-61, which is the "Elective/Appointive Office Information"; "Elective/Appointive Position Endorsement" and "Consent to Serve". please fill them out and mail them or e-mail to the address below by November 15th so I can present this information to the Executive Committee and Board of Directors meeting the first of December.

If you have any questions, please do not hesitate to contact me and if I don't know the answer, I will get it for you. When you decide to step forward and serve BWM, remember you will not be alone, you have the support of all the membership, we have your back!

Thank you for all you do for BWM. Looking forward to hearing from you before November 15th.



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The following information is from the American Cancer Society's Website

According to the American Cancer Society's Website, Breast Cancer Facts & Figures

In 2013, an estimated 232,340 new cases of invasive breast cancer were expected to be diagnosed among US women, as well as an estimated 64,640 additional cases of in situ breast cancer.

That year, approximately 39,620 US women were expected to die from breast cancer. Only lung cancer accounts for more cancer deaths in women.

Breast cancer incidence rates are highest in non-Hispanic white women, followed by African American women and are lowest among Asian/Pacific Islander women. In contrast, breast cancer death rates are highest for African American women, followed by non-Hispanic white women. Breast cancer death rates are lowest for Asian/Pacific Islander women.

Breast cancer incidence and death rates also vary by state. Cancer statistics such as these are presented in this updated edition of the American Cancer Society's Breast Cancer Facts and Figures. This publication provides updated cancer research facts about breast cancer, including incidence, mortality, and survival trends for breast cancer, as well as information on early detection, treatment, and factors that influence risk and survival.

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Details are on
Page 12.*



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A Tip From the Health Chair

Submitted by Vicki Silkwood

An hour of moderate exercise a day (that's about the effort level of a brisk walk) can compensate for the negative effects of six to seven hours of sitting. Sit more than that while exercising less and you may be putting yourself at risk for high blood sugar, high blood pressure, diabetes, and heart disease.

The most crucial nutrient to cut if you want to drop weight is carbs.

Can't resist that bag of chips? Tapping your forehead for 30 seconds can distract you from the urge.

From Women's Health Magazine.



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\$11,000 in Foundation Scholarships to Be Awarded in 2016!

Business Women of Missouri Foundation is pleased to announce eleven \$1,000 scholarships will be awarded at the 2016 State Conference. We hope to have the online application updated soon.

The application deadline is February 1, 2016.

More information and a news release for your local club's use will be printed in the Winter issue of MBW.

The Foundation is committed to women helping women through education, legislation and building self-sufficiency.

Since 1995, the Federation has awarded more than \$100,000 in scholarships to deserving individuals.



Articles to be published in the MISSOURI BUSINESS WOMAN should be mailed to the State Office before the 10th of the month preceeding publication date. All other BWM correspondence should be directed to specified officers listed on the website: businesswomenmo.org

The MISSOURI BUSINESS WOMAN is mailed to all BWM members upon payment of dues and to those who subscribe. Subscription price is \$2.00 per year.

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Our sponsors support the Business Women of Missouri. You can support them too.

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Have a desire for healthy, younger looking skin?
Check out the ad for Rodan and Fields.

Looking to spice up your everyday meals?
Contact your BWM Watkins lady.

Need speciality products like pens, t-shirts, or any kind of personalized items?
Check with PS Enterprises.

Need an outstanding realator?
Check with Gert.

Interested in learning how you can protect your assets?
Call Laurie.

Interested in learning about Juice Plus?
Contact Wendy.

Want some interesting reading material?
Did you know we have an author among us?
Refer to the Mozart ad.

Need some beauty and skin care products?
Mary Kay might be your answer.

Contact information for all of the above is contained in the ads within MBW.

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Rodan + Fields' is ranked No. 4 in premium skincare companies in the U.S. and was the fastest-growing in 2014 for the second year in a row.



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RODAN+FIELDS



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Independent Consultant
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Cheryl@GrowthMind1.com





Business Women of Missouri

Missouri Business Woman Magazine

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Kansas City MO 64188

FIRST CLASS MAIL



It's time to order your Holiday Greetings

- The winter issue of MBW is your opportunity to wish Happy Holidays or Merry Christmas and Happy New Year to the members of your Local Club, or for members to send a greeting to your local president, to the state board members, or anyone . . . the possibilities are endless!
- The greetings are a bargain at \$5 each. Priced low enough for you to send several! Deadline for greetings is November 20, 2015, and ad size is 2-1/2" wide by 1" high.



The more words in your ad, the smaller the type to fit into the box, so buy a double box, a triple or more!

- Send payment and greeting to BWM, Inc. PO Box 28243, Kansas City, MO 64188. Please write legibly.
- Or, you may email your message to jo.mofedbpw@gmail.com and pay via PayPal on the website, businesswomenmo.org.

Please put "Holiday Greeting" in the subject line.

Don't delay. Order today!