

Up & Coming

President's Letter



Dear RWN Friends,

I welcome you to The RWN 30th Anniversary Gala Year!

It has been a stellar experience working with you as President-elect this past year. I extend a very special

thank you to **Donna Rawady**, our 2007 President. Donna's superb leadership qualities coupled with her sparkling personality and analytical approach to problem solving, successfully spearheaded many positive shifts in the RWN re-engineering process. Bona Fortuna **Mary Peters** and **Barbara Capiersheo**! Your grace and dedication to the RWN mission is truly appreciated. Best wishes to **Crista Deniz**, the RWN Executive Director! Crista will be in the office daily from 9:30 am to 12:30 pm.

Throughout the year, I look forward to meeting many RWN current and future members. Until then, I will introduce myself to you. For over twenty-five years, my career has included the academic, business and non-profit world. In preparation for this integrated professional experience, I earned my Ph.D. at SUNY Buffalo in Higher Education Administration and Policy Studies. Post graduate studies at Harvard University, Wellesley College, Cornell University and the International School of Holocaust Studies at Yad Vashem, Israel, prepared me to think strategically; predominately on the theme: "Women's Voices and Global Decision-Making." Throughout my career, I have related this theme to all levels of women's professional development. My board leadership experience locally, nationally and internationally continues to strengthen this "all encompassing resolve."

As the Special Projects Advisor, reporting directly to the late President Katherine Keough at St. John Fisher College, to Marketing/PR Consultant and Founder and President of The Rose and Joseph Denaro Interfaith Center for The Study of Genocide and Violence Prevention, I believe that I have come full-circle both philosophically and operationally in preparation for my service as RWN Board President.

During my tenure as RWN President, I believe that it is important to continue building upon the work of my predecessor: recruitment of young and seasoned professionals, state-of-the-art IT, inclusion, PR awareness, community connections and financial stability.

>> *Continued on p. 2*

President's Letter (con't.)



 ROCHESTER WOMEN'S NETWORK

BUSINESS
CONFERENCE

ECONOMIC DEVELOPMENT
IS EVERYONE'S BUSINESS

INTEGRATE PRIVATE & PUBLIC SECTOR TOOLS
TO SUPPLEMENT YOUR GROWTH STRATEGY

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In addition, the following initiatives are a sample of innovative opportunities for RWN that are already in motion:

- **Strategic Plan** - Mimi Bacilek, President, SuccessBuilders, LLC, and Wendy Heppell, a new board member and Chair of the Strategic Planning Committee, will facilitate the task of revisiting the previous RWN Strategic Plan with the RWN Board and its constituencies. Wendy Heppell is President and Owner of Simple Success Solutions.
- **Revenue Development** - Dawn Hampsey, a member of the Ernst and Young Accounting Firm, is a new board member and the first RWN Board VP for Revenue Development. Dawn will oversee and create an innovative committee structure for the purpose of developing and energizing multi-revenue development initiatives that will increase RWN revenue in a timely and more sophisticated manner.
- **Volunteer Management** - Brigid Ryan, a Volunteer Manager for the Girl Scouts of Genesee Valley is a new board member. She is the Chair of Volunteer Management. She will share her expertise with the board and its committees in the areas of cultivating, training and mentoring new volunteers.
- **The RWN College Chapter Model** - Dina Natale, a new board member and VP for Major Events will create a model for RWN college chapter affiliation. She has an excellent background in working with college students.
- **More to come!!!**

Do you have ideas that would advance the mission of RWN? Be sure to send me an e-mail at emaltese@frontiernet.net. I will be looking for them!

Warm regards,

Esther

Esther Denaro Maltese, RWN President

12th Annual Business Conference

"Economic Development is Everyone's Business; Integrate private and public sector tools to supplement your growth strategy"

Date: Friday, May 2, 2008

Time: 7:30 a.m. – 5:00 p.m.

Place: Rochester Riverside Convention Center

Traditionally and successfully hailed as a business women's conference, Rochester Women's Network, **in its upcoming conference, is broadening its reach** to all audiences **with an all business objective** - connecting **regional** businesses with private and public sector resources. This year's conference,

"Economic Development is Everyone's Business; Integrate private and public sector tools to supplement your growth strategy," Friday, May 2, 2008 at the Rochester Riverside Convention Center, will help drive the message that our region needs an economic upturn, and **will** provide resources so it can be achieved.

"We're building on a solid model," says Monica Mattioli, conference co-chair, "now we want to make sure we also attract some of our area's versatile niche manufacturers, tool and die and other specialty sectors, as well as continue to reach out to our growing education and health care employers." Mattioli adds that by increasing the business sector presence, coupled with opportunities available through the city's, county's and state's economic development initiatives, as well as federal initiatives, this sets the stage for educating attendees on business prospects they may not have known existed. "Equally important, of course, is the exposure this offers our members to network and showcase their goods to a broader audience."

Helping with that exposure is a new partnership with the Democrat and Chronicle *Her Magazine* as the official media sponsor for the event. Karen Schuhle-Williams, conference co-chair, says this will greatly enhance opportunities for event sponsors, exhibitors and advertisers. Schuhle-Williams adds, "We look forward to this new partnership, and the benefits for organizations."

Media Sponsors packages will be posted on-line at www.rwn.org and details are available through the RWN office at 271-4182.

Of course, the Up and Coming Awards continues to be **the centerpiece** of the day's events. The prestigious businesswomen's award is presented **annually to local women** who have worked full-time in their current career fields for fewer than 10 years and **who** have successfully demonstrated their professional influence in that field through accomplishments, career growth and advancement, innovative and creative thinking and initiative at work and in the community. Nomination forms are available at RWN website. The nominee does not have to be a member.

The full day conference, **consisting of a variety of concurrent workshops and panels featuring regional business and economic development experts**, will **wrap-up** with **"after hours" style social networking, including hors d'oeuvres and refreshments, and will feature a local leader**. The call for presenters is available at www.rwn.org.

Winter Wine & Chocolate

Date:	Tuesday, February 5, 2008
Time:	6:30 PM - 8:00 PM
Place:	Glendoveers 2328 Old Browncroft Rd. in Penfield
Cost:	\$27 members \$35 non-members

Beat the winter blues! Gather around the cozy fireplace, exposed beams and winter woodland at the picturesque Glendoveers Banquet Facility as we sample wines from around the world. Hors d'oeuvres and chocolate desserts will be paired with five wine selections. With over 6,500 wines available to the consumer at any given time, it is no wonder selecting wine can be intimidating! **Andrea Bornheim**, wine educator and owner of A Wine Party, Inc. will be on hand to teach members one-on-one about the basics of wine tasting, tips for food and wine pairing, and strategies for deciphering wine labels in an overwhelming market. Ask Andrea and members from the Wine SIG your individual wine questions—tonight is an opportunity to take the intimidation out of wine and enjoy two of life's extraordinary pleasures: Wine & Chocolate!

Directions and a map to the facility can be found on www.glendoveers.com.

RWN's 30th Anniversary Gala

Date:	Wednesday, October 15, 2008
Time:	6:30 PM – 9:00 PM
Place:	Bausch & Lomb Winter Garden

*Get on board sister, sister...get on board! We're gearing up to celebrate RWN's 30th Anniversary Year and **we need your help!***

For 30 years RWN has supported thousands of women who drive the economic engines of the Greater Rochester region and next year we're going to celebrate!

Be part of this exciting event by becoming a GALA SPONSOR! Contact Bonnie Wetzel (Gala Co-Chair) at bonnie.wetzel@century21.com.

Visit the 30th Anniversary Gala webpage at www.rwn.org.

New Member Orientation & Recruitment

Date:	Tuesday, January 15, 2008 Wednesday, February 27, 2008
Time:	5:30 PM – 7:00 PM
Place:	Cornell Cooperative Extension Building, Lilac Room, 249 Highland Avenue
Cost:	No Charge

Are you...New to our Network? New to the area? Changing careers? A long-time RWN member looking to reap more benefits from your RWN membership? Interested in learning more about what RWN has to offer? If you answered yes to any of these questions, you are cordially invited to join us for an Orientation & Recruitment meeting. Learn more about RWN, one of the largest networking organizations of its kind. Network with new people. Enjoy light refreshments. And begin to take full advantage of a networking organization with more than 500 members from 450 local businesses.

Please register on-line at www.rwn.org or call the office at (585) 271-4182.

Early Bird Networking

Dates:	Tuesday, January 29, 2008 Tuesday, February 26, 2008 Tuesday, March 25, 2008
Time:	7:30 AM – 9:00 AM
Place:	Bruegger's Bagel Bakery 548 Monroe Avenue (Corner of Monroe Ave. & Goodman St.)
Cost:	No Fee (Members only please)

We heard you when you told us you wanted more networking opportunities. Beginning in January 2008 we will restart our monthly Early Bird Networking program on the last Tuesday of the month. There is no fee to attend and no registration is required. If you cannot come for the full 90 minutes, stay as long as your schedule allows. This is a great opportunity to meet new people and make vital connections. Mark your calendar and join us as often as you can throughout the year.

SIG-nificant NEWS!

Announcing TWO New Special Interest Groups!

1.) OUTDOOR ADVENTURES

We are a group that explores nature, fitness and networking while hiking and walking in the beautiful Rochester region. Occasionally, we have events involving bicycling, cross-country skiing, alpine skiing, snow shoeing, canoeing, guided tours, camping, etc. This is an opportunity to enjoy and enhance your well being while connecting with and learning more about other members in a non-threatening and non-competitive environment. You may pick up a new outdoor skill, too!

First Gathering: February 7, 2008. We will plan the venue depending on weather and interest. Please call Amy, Karen or Susan if you are interested in joining us. Generally, we will meet on the second Thursday of each month at 5:30.

Coordinators: **Amy Austin** – 385-5143, Amy.Austin@morganstanley.com
Karen Howe – 263-7233, karen.howe@us.pwc.com
Susan Morris – 381-4400 (x219), smorris@realtyUSA.com

2.) RESTAURANTEERS! Conquering Rochester one restaurant at a time!

Interested in great food, great company and a chance to try your hand at writing a restaurant review? Join us to enjoy a different restaurant each month while getting to know each other. We will write a review to post on the RWN website. This way our members learn about Rochester's restaurants and how their peers rate them. Dining out may include dinners, lunches, and/or brunches. We will be looking at food presentation and taste, atmosphere, service, appearance and cleanliness of the restaurant. This SIG is open to all RWN members. Our first meeting will be at a restaurant to discuss more details on how we want to design this SIG.

For meeting information, please contact: **Allison Pope** – 223-6204, apope@rochester.rr.com
Kim Johnston – kimbersj2000@yahoo.com

BALANCING BABIES AND BUSINESS is looking for new members and guest speakers.

This is a great new group of moms who are connecting around the joy of motherhood while maintaining their professional lives. Great topics, tips and success stories are the focus of the meetings. If you would like to join us and/or would like to be a guest speaker, please contact Lisa Altman at lisa.altman@crental.com.

SIG LIST

We have many diverse and exciting Small Interest Groups (SIGs). RWN members are invited to come join us for networking, professional growth and fun! For more information, please feel free to contact the SIG Chair, **Leanne Reed** at (585) 473-8877 or LeanneReedAssociates@gmail.com.

- **Balancing Babies & Business** — Coordinator: **Lisa Altman**, 545-1460, lisa.altman@crental.com
- **Book Club** — Coordinator: **June Ogden**, 473-2635, junecogden@hotmail.com
- **Chocolate Lovers** — Coordinator: **Dawn Hampsey**, 328-4990, hampseyd@frontiernet.net
- **Eat Right... It's Easier Than You Think** — Coordinator: **Michele Groden**, 546-6448, michele.groden@nmss.org
- **Finance** — Coordinators: **Jeanne Morelli**, 454-4161, jmorelli@dkcb.com & **Joyce Moyer**, 978-6084
- **Leveraging Experience and Diversity (LEAD)** — Coordinator: **Regine Calvar**, macalvar@rna-css.com
- **Leadership in the New Millennium** — Coordinators: **Mary Bonaccio**, 325-6304 x113, marybonaccio@theverdigroup.com & **Maria Caton**, mariacaton1@yahoo.com
- **Not-For-Profit Executive Directors/CEOs** — Coordinator: **A. Gidget Hopf**, 232-1085 x214, ghopf@abvi-goodwill.com
- **Restauranteers** — **Allison Pope**, 585-223-6204, apope@rochester.rr.com & **Kim Johnston**, kimbersj2000@yahoo.com
- **Sales and Marketing** — Coordinators: **Beth Timmerman**, 594-0096, beth.timmerman@proforma.com & **Lynda Tibbits**, 224-8888
- **Wine and Wisdom** — Coordinator: **Andrea Bornheim**, 671-2571, awineparty@yahoo.com
- **Women in Career Transition** — Coordinator: **Ann Johnson**, 385-5892, vaughn@frontiernet.net
- **Young Professionals** — Coordinators: **Allison Pope**, 223-6204, apope@rochester.rr.com

Board Transitions...

Beginnings

Congratulations to Ellen DiSano, Dawn Hampsey, Wendy Heppell, Dina Natale and Brigid Ryan elected for a two-year term; and to Jillian Erika Dart and Holly Hewins, elected to serve a second two-year term.

We also extend a warm welcome to the officers of the 2008 Board of Directors: Esther Denaro Maltese, President; Jeanne Morelli, Vice President of Finance (Treasurer); Dawn Hampsey, Vice President of Revenue Development; Lisa Powers, Vice President of Membership; Holly Hewins, Vice President of Programs; Dina Natale, Vice President of Major Events; and Ellen DiSano, Vice President of Marketing and Communications.

Endings

Donna Rawady's term as President ends on December 31, 2007. We are extremely grateful to Donna for her vision, leadership, time, energy, and dedication.

We say goodbye to our outgoing Board members – Ellie Cope, Deborah Harper, Lynette Loomis, Alana Miller, Deborah Stendardi and Sally Ward – with gratitude and sadness. They will be missed.

Welcome New Members!

Welcome to the following new Rochester Women's Network Members

Jaime Anderson	American Lung Association of NYS	Raquel Laude	
Anne Blythe	Juvenile Diabetes Research Foundation	Barbara Marianetti	Light Fabrications, Inc.
Donyelle Booker	Stantec	Zory Martinez-Allocco	Rochester YMCA
Sylvia Bryant	Alfred University	Lori Nolasco	St. John Fisher College
Laurie Clayton	University of Rochester	Christine Peters	Family First Federal Credit Union
Susan Davis	Croop-LaFrance	Sheila Peters	Sheila Peters Studio
Crista Deniz	Rochester Women's Network	Jackie Ruffolo	JR Language Translation Services Inc.
Jackie DiBella	JEM Global Consulting	Jennifer Sanfilippo	Governor Eliot Spitzer
Susan Evans	USA Payroll	Debbie Schnall	Compass Financial Group
Elaine Gauthier		Cathy Schwegler	Cat's Cradle
Joan Gerrity	YWCA of Rochester & Monroe County	Jill Stark	Darden Restaurants
Helen Gulack		Jody Stolt	PAETEC
Karen Howe	PriceWaterhouseCoopers	Kelly Tressler	Kellogg's
Shalana Jackson	Party Gals	Christine Vargas	Vargas Associates, Inc.
Elaine Johnson		Kim Vowell	AdvizeX Technologies, LLC
Alison Kearney		Karin Wormley	AdvizeX Technologies, LLC
Cheryl Kesel	Hire Success LLC		

Membership Renewal Reminder!

2007 Rochester Women's Network Memberships expired December 31, 2007. If you haven't renewed your membership, do it today. You won't want to miss out on another exciting year of RWN events and programs. In the next few months alone, there will be programs on LinkedIn, Wine & Chocolate, Early Bird Networking, and more.

If you have not attended an Orientation and Recruitment meeting recently, consider reacquainting yourself with RWN. You might be surprised at what you don't know about us. Plus, it's a great opportunity to introduce yourself to other members and tell us about your business. To get even more out of your membership, consider upgrading to the Patron, Advocate or Mentor level. Renew online at www.rwn.org with your credit card or go online, print off your "profile" and return it with your payment to Rochester Women's Network, 249 Highland Avenue, Rochester, NY 14620.

Volunteer News

RWN Members are some of the best volunteers in our community. As the Volunteer Coordinator, I will be serving as a liaison between the members and committees, and the board and committees. I am looking forward to getting to know more members, and help you get the most from your membership. Look for more information about volunteer opportunities and recognition in future *Up&Coming* publications. For further information, please contact **Brigid Ryan** at www.gsgv.org or 585-239-7921.

Farewell - 2007 RWN President

My best wishes for a healthy, happy and successful 2008! It has been a pleasure and a rich experience to serve you as 2007 President. Thank you!

A special thank you to the **2007 RWN Board and volunteers, Mary Peters**, who has now joined Sojourner House, and **Barbara Capierscho**, our Administrative Assistant, for their invaluable contributions to RWN's current and future successes. It's been such a pleasure working with Barbara, and I'm sure you join me in wishing her every happiness with her own exciting transitions and future endeavors.

Looking forward to crossing paths with many of you as we celebrate our 30th year! Enjoy.



- Donna Rawady, 2007 RWN President

Corner on Community Service

Wilson Commencement Park was the setting for the August 30th annual **Back to School Bash**. 300 people enjoyed a picnic style dinner, games and good times at the end of summer celebration. RWN volunteers were: **Rosa Wims, Nancy Nurick, Karen Kremer, Patti Carter-Morrison, Donna Rawady, Erica Czop, Jane Sutter, Sue McKee and Lin Czop.**

On September 28, eleven women volunteered their entire day to help build 2 houses for **Habitat for Humanity**. These strong ladies worked on framing, painting, building walls and laying plywood flooring. Our thanks go out to **Wendy Salmon, Donna Rawady, Sue McKee, Karen Kremer, Laura Haykel, Pat Cummings, Jean Blasdell** and special thanks to **Antonia Orlando** for organizing the day. Our thanks also go to 3 non-RWN members: **Kelly O'Brien, Lindsey Rice and Melissa Lamphon.**

Safe Journeys Spa Day, on October 20, was a successful afternoon of pampering for some special ladies. **Carol Kennedy** donated 10 minute chair massages, **Pat Cummings** taught relaxation through yoga, **Brigid Ryan** helped the women with make-up tips and facials and **Rebecca Mullally, Sue McKee, Amy Celuck and Lin Czop** were busy giving manicures. **Jean Blasdell** organized the afternoon and she and her daughter, **Vanessa Wildermuth** brought snacks and music for everyone to enjoy.

During the monthly community service committee meetings, the members have been making tags for the **Healthy Sisters Soups** that **Catholic Family Center** puts out to benefit the women in their residential programs.

A warm and special thank you to all our community service volunteers and our hardworking committee members for 2007: **Jean Blasdell, Lin Czop, Laura Haykel, Lynanne Ingrato, Karen Kremer, Sue McKee, Antonia Orlando, Brigid Ryan, Theresa Seil, and Jane Sutter.**

Upcoming Event!

Mark your calendars (potentially) for **Valentines Day, February 14th, 2008** to help cook and serve a dinner for the residents of **Sojourner House**.

This is a very special annual event that RWN has been helping with for years. More information will follow.

Executive Director Profile

Crista Deniz

Hello RWN Members! My name is **Crista Deniz** and I am the new part-time Executive Director for the RWN. I started at the beginning of December and have already had the pleasure to meet many of the extraordinary women that make up this organization. I am excited to meet more of the membership and encourage you to share your thoughts with me. Fixed office hours will be changing in 2008 to 9:30am to 12:30pm. During this time I will be in the office, so feel free to pop your head in if you are able.

As I am meeting people, I have been asked two questions over and over: Who am I? and What do I do as Executive Director? Who am I? I grew up in Syracuse and graduated from SUNY Potsdam with a dual degree in Computer Information Sciences and Mathematics, and from Clarkson University with an MBA. I came to Rochester in 1995 to work as a consultant for Arthur Andersen's Business Consulting practice. I developed custom applications, performed system selections, implementations and various other technology related tasks. Work included endless challenges, outstanding colleagues and a travel all over the Eastern US. However, when my daughter was born in 2000 I chose to leave work and put my children at the center of my life.

Shortly thereafter a friend from Arthur Andersen asked me to join her in planning an event for a local women's technology association. This was my first work on a non-profit Board and I really enjoyed it and felt good about my small contribution to our community. I remained on the Board for seven years serving in many different roles including President. Soon other opportunities presented themselves and I again volunteered. I have acted as President for a local MOMS Club chapter, Chair for a Cooperative Nursery School, Chair for my Church's Board of Christian Education and their Annual Antique Show; Girl Scout Troop Leader, and Classroom Parent. Each organization was unique, faced different challenges, and possessed a clear potential to be a positive impact in the community.

My kids are now in school all day and I was interested in finding an opportunity to use both my technology skills and leadership skills to benefit the community while still being able to support my family. The Executive Director position at the RWN was very exciting to me since it met each and every requirement as well as giving me the opportunity to work with some of the terrific women in Rochester.

As Executive Director I am currently learning the administrative end of my duties from Barbara Capierscho who will be retiring at the end of December. I am also gaining technical mastery of the new Run My Club website and MDO virtual file cabinet systems to enable RWN to do more with less while still growing benefits for the membership. I am attending meetings on the many initiatives within the RWN and seeking ways to add value and vision. My scope is very wide and I am optimistic about partnering with the Board and Committees to help RWN grow.

Thank You to Our *Up&Coming* Volunteer

A sincere thank you to **Ashley Waltz** of the Printing Industry Center at RIT for the design and layout of the *Up&Coming* Newsletter!

Have You Linked In to **LinkedIn?**

Members are invited to connect via the RWN Members Only Group on LinkedIn. LinkedIn is the leading professional online networking tool used by over 3.4 million professionals worldwide. It is designed to facilitate business networking by helping you leverage your network as well as your contacts' networks. Visit LinkedIn at **www.linkedin.com**, or access the RWN Members Only Group by logging into the Members Only portion of the RWN website.

January/February/March Program Registration

INSTRUCTIONS: Use this form to register. You can also register online at www.rwn.org or by calling 585-271-4182. Your registration must include your payment for the programs and events selected. To register, complete and send/email this form to RWN with your check or VISA/MC information as described below. Once we receive your registration and payment, you are a confirmed participant unless we contact you. We do not mail tickets or confirmations. **Note:** If using this form to purchase membership and sign up for programs/events, register at the member rate. Returned checks incur a fee of \$25.

ADDRESS: Mail your form and payment to Rochester Women's Network, 249 Highland Avenue, Rochester, NY 14620. You may fax your reservation(s) to 585-271-7159 or register online at www.rwn.org if you are paying via credit card. All registrations via check must be mailed or hand-delivered. Please use one reservation form per person.

EVENT: At each function there will be a registration table to pick up your nametag. Be sure to register and wear your nametag and enjoy networking!

Date	Check Here	Program Title	Reservation Deadline	Cost Member/Non-member
15-Jan	<input type="checkbox"/>	New Member Orientation & Recruitment	08-Jan	No Fee
05-Feb	<input type="checkbox"/>	Winter Wine and Chocolate	29-Jan	\$27 Member/\$35 Non-Member
27-Feb	<input type="checkbox"/>	New Member Orientation & Recruitment	20-Feb	No Fee

Membership or Renewal: REGISTER ONLINE at www.rwn.org, call 271-4182, or complete the following form and mail to the Rochester Women's Network.

Basic Membership \$100 Patron Level \$200 Mentor Level \$350 Advocate Level \$650

Name _____

Total Amount: \$ _____

Address _____

Phone _____ Fax _____

City/State/Zip _____

Email _____

Check enclosed Charge: VISA MC

Card # _____

Signature _____

Exp. Date _____



RWN - Rochester Women's Network

Phone: 585-271-4182

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Web: www.rwn.org