



ROCHESTER
WOMEN'S
NETWORK

CONNECT. GROW. SUCCEED.



May/June 2020

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News from the RWN President, Megan Flanagan Mills

RWN Friends,

I hope this finds all of you safe, healthy and semi-sane! I mean what is the fun in being fully sane?!

All kidding aside, we are in a challenging environment, working remotely, losing jobs, kids at home full time, trying our best to teach the kids so they don't fall behind, the list could go on for days. One of the worst parts for me right now is not having the human connections we are so used to with RWN. We are all struggling with our own things and that is ok, we will get through this together.

I am proud of our RWN Board of Directors and Committee's for pulling together right now to offer as many relevant virtual sessions as we can. As I am sure you have seen there are a few virtual programs that are now being offered from our Program Committee; they have done an amazing job adapting and thinking outside the box on how to continue to support our members. The Board of Directors is also trying to host a regular virtual networking just to catch up and see familiar faces. I always feel so motivated and happy after attending one of those!

The Board also decided in early April to extend memberships for an additional 60 days at no cost to our members. We reached this decision after careful consideration and believe it is the right thing to do for our membership right now. If you have any questions about how this works please reach out to Sandy Richardson, she will be happy to help explain in more detail.

We sent a survey out as well to get feedback from all of you on what kinds of things we can help you with right now. We are reviewing those results and working to implement as many ideas as we can. Your feedback is always appreciated and welcome.

May 14th at 9am, we will be hosting a virtual Annual Meeting. I hope we can have many of you in attendance. Each of our committees will be giving an update on what they are doing now and what they are expecting the remainder of the year to look like.

Again, if you have any questions or any ideas please don't hesitate to reach out to me or another [Board Member](#).

We are here for you!

Stay well,
Megan Mills

News from the Office

I hope everyone is staying healthy and connected to family & friends! Are you getting into a routine? Hopefully you are able to stay positive but I know I have my moments! My dog is exhausted from all the extra walks he is receiving. And my 88 year old Mom is anxious to get back to her routine – she is tired of me being her only 'in-person' contact to the outside world. Thank you all for doing your part to keep our community well.

Happy Mother's Day to all the Moms & Grandmas out there!

Many of our committees and SIGs continue to meet virtually during the NYS Pause. I will be happy to connect you to SIG Leaders or Committee Chairs if you would like to get engaged with a SIG or Committee NOW. The contact information for the respective leaders is also contained in the newsletter under the SIG or Committee sections below.

We have several virtual programs over the next several weeks - please check out our event calendar: <https://rwn.z2systems.com/np/clients/rwn/eventList.jsp>

Supporting our members at this time is important to RWN. We hope the 60-day extension will provide relief to those members who need it as well as offer support to all members. RWN does continue to incur monthly expenses, so we do appreciate members renewing their membership. For members who have financial constraints, please reach out to me at rwn@rwn.org to discuss payment arrangements or other options.. Our mission is to maintain all current members and obtain new members to help RWN continue to grow and succeed!

Engagement is the best way to maximize your membership. I may be reached at 585.383.8080 or

rwn@rwn.org if you would like help navigating our Organization.

Interested in sponsoring an RWN event? This is a good opportunity to gain some visibility for you and your company. There are opportunities to sponsor annual major events or monthly programs.

We can work with you on your budget and work to find a good match for your organization. If you are interested please contact me and I will get you connected to the correct committee to move this opportunity forward. rwn@rwn.org OR 585.383.8080.

Educational
Partner Network
NAZARETH COLLEGE

RWN continues their partnership with Nazareth College, a significant opportunity for members interested in pursuing a master's degree. The

Nazareth College Educational Partnership provides RWN members with a 20% tuition discount and opportunities for professional development, career advancement, network building, and acquisition of necessary, relevant skills that benefit our members.

Members receive the tuition discount for graduate degrees in education, human resources, management, or marketing at Nazareth, in addition to any employer tuition benefits. Please visit the [Nazareth Partnership Network Webpage](#) for more details and how to apply.

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Reminder: RWN has a new phone # 585.383.8080.

RWN New Members and Renewals

Renewals

Christina Breen Hale
Miranda Wilcox
Lynn Kerr
Megan Mills
Chelsea BaileyShea
Kelly Herron
Susan Jefferson
Patricia Cummings

Welcome

Sharon Kramer Graney
Molly Haggerty

RWN Board Spotlight: Joy Piccolo, CFO, MicroPen Technologies



Joy Piccolo is the Chief Financial Officer and HR Manager for MicroPen Technologies, a small, specialty electronics and printing company located in Honeoye Falls. She is a seasoned financial manager with a blend of finance,

accounting and operations skills. Joy recognizes the importance of and values building and supporting a strong team, providing quality, timely outputs, fostering continuous improvement and maintaining a positive attitude. In her current role, she puts her experience and values to work on a wide variety of activities including cash flow management, financial reporting, budgeting and taxes.

Prior to joining MicroPen Joy was a member of the Financial Management Associates team for 3 years providing small businesses with part-time financial leadership. She also spent 30 years at Xerox in a variety of financial and operational roles earning Lean Six Sigma Green Belt certification. She has a CPA license in both New York and Michigan as well as an MBA from the University of Michigan. Her personal interests include gardening, landscaping and viticulture, which she formerly studied at FLCC.

Joy has been a member of RWN since 2017, participating on the Community Service SIG and is active on RWN's Finance Committee. **Joy is RWN's VP of Finance**

Job opportunities in the Rochester Area

The RWN Office continues to get Job listings from the following organizations. If you are looking for a new position consider these resources.

For employment opportunities go to [EXCELLUS](#)

HR WORKS: Various Opportunities: <http://www.hrworks-inc.com/careers/job-opportunities>

Public Relations Society of America Rochester

<https://prsarochester.org/classifieds.php?type=job>

Upcoming Events

Wellness Presentation: If not now, WHEN? It's never too late to make changes!

Speaker: Dr. Kelly Herron, Founder, Hygeia Life

Date: Thursday, May 7, 2020

Time: 5:30 p.m.

Location: Virtual – Zoom Info will be forwarded once you register.

Price: Free

RSVP: [Register online NOW](#)

RWN Annual Membership Meeting

Date: Thursday, May 14, 2020

Time: 9:00 a.m.

Location: Virtual – Zoom Info will be forwarded once you register.

Price: Free – Members only please 😊

RSVP: [Register online NOW](#)

RWN May Monthly Networking

Sponsor Angela LaVecchia, Franchise Consultant, FranNet

Date: Wednesday, May 20, 2020

Time: 5:30 pm

Location: Virtual – Zoom Info will be forwarded once you register.

RSVP: [Register online NOW](#)

RWN Explore – Information Session on RWN

****Save the Date****

Date: Tuesday, June 16, 2020

Time: 5:30

Location: Perkins Mansion, 494 East Ave Rochester, 14607

RWN Making Space: A Diversity & Inclusion Series – Watch for a new date soon....

Part II: *Creating a Culture of Belonging*

Speaker: Michelle Wescott

RWN Committee Announcements

Marketing Committee – Meeting Virtually

The Marketing Committee is committed to getting the news out about all of the amazing things that RWN has to offer...but we can't do it alone! We need you to share our posts, forward the emails, and invite friends and colleagues to our events and to membership. Follow us on [Facebook](#), and [Twitter](#). Join our committee to share your marketing talents with RWN!

Interested in getting published in the RWN blog?

As a benefit of membership, all RWN members are invited to submit blog posts about work life, business/professional education, and advancement.

Need ideas? Read our past posts at [RWN.org](#) for inspiration, ask your RWN co-members to help you develop your blog post idea, or get in touch to discuss. If you are interested in submitting a blog post, please contact Terra Osterling terra@suddenwriteturn.com to discuss topics and timelines. [Review our guidelines](#) to help you format and organize your post.

Date: FIRST Thursday of the month.

Next meeting May 7th and June 4th

Time: Noon

Location: Virtual

RSVP: No Registration Required. For more information, contact Clarissa Markiewicz at cjimage79@gmail.com

Ambassador Committee – Meeting Virtually as needed

Ambassador Committee Members mentor new RWN Members to help them maximize their RWN experience. Committee members contact new members to explain their own RWN experience and how it has benefited them as well as finding the right SIG and/or Committee that matches the new members' goals and purpose for joining RWN.

The Ambassador Committee is always looking for new volunteers to share the benefits of their RWN experience with new members. Our group generally meets quarterly.

The Committee will be hosting a Zoom Meet Up for all new members who have joined RWN since January 1, 2020 –

the committee will be reaching out over the next week. Please look for this email from your Ambassador.

Date: Meet Quarterly. Next meeting: Thursday, July 23, 2020

Time: 9:00 am

Location: Brueggers, Monroe Ave

For more information, contact Nancy Woolver at newoolver@ft.newyorklife.com or (585) 683-2981.

Membership Committee – Meeting Virtually

First and foremost, we hope that everyone receiving this newsletter, and their loved ones are healthy – physically and mentally- and staying safe during these surreal times. We know that financial concerns are uppermost on your minds, and we sincerely understand. Because we understand, we have extended every current member's expiration out two months, hoping to alleviate the burden that many are experiencing. It is our mission to allow each of you to continue to experience everything that RWN offers to our members while we learn to navigate this crisis.

RWN Membership committee is continuing to meet virtually and we encourage all members who would like to attend to contact us: lynn@bookeepkerr.com so that we can send a link to connect.

HELP RWN CONNECT. GROW. SUCCEED! As a membership run organization, you are the backbone of RWN. In order to continue to CONNECT, GROW, and SUCCEED, RWN needs your help. Please encourage your friends and colleagues to join RWN and enjoy the same benefits and opportunities you do.

PLEASE consider sharing your "RWN story" by submitting it to Lynn Kerr at: lynn@bookeepkerr.com

Please contact Sandy at (585) 383.8080 or at rwn@rwn.org if you have any questions.

The Membership committee works on developing strategies to retain current members and recruit new members. New committee members are always welcome to attend our meetings and share growth opportunities, retention initiatives, and explore potential RWN opportunities. If you can't make a meeting, suggestions for membership initiatives are always welcome via email.

The Membership Benefits document is posted on the RWN website <http://www.rwn.org/levels.html>. We encourage members to review the benefits of different levels of membership and determine which level best suits their needs.

Reminder: SIGs are a member benefit. Please keep your membership current.

Remember your loyalty card when attending RWN events. Once you have had your loyalty card signed for attending twelve different RWN events in one year, you are entitled to get 20% off your next year's membership dues, whether you stay at the same level or upgrade to a higher membership level!

LOYALTY Cards: Everything you always wanted to know but were afraid to ask!

1. They do not expire.
2. Free networking events do not apply.
3. Member can have card signed once per year by committee chair or co-chair, for each committee they participate in.
4. Member can have card signed once per year by SIG leader for each SIG they participate in.
5. Member who brings in new paid member will have card signed for each new member.

We meet the fourth Wednesday of every month at noon. If you have any questions, or want more information, please contact Lynn Kerr at lynn@bookkeepkerr.com.

Date: May 27, 2020 & June 24, 2020

Time: Noon

Location: Expect to be meeting virtually but hopeful we may get back to 1115 East Main St (Old Hungerford Bldg.) Rochester, NY 14609

RSVP: Contact Lynn Kerr if you plan to attend at lynn@bookkeepkerr.com.

Finance Committee – Meet via Conference Call

Have you ever thought about where RWN's revenue comes from or where it goes in a non-profit organization? Now is a good time to join our Finance committee and learn more about the financial obligations of an organization. Our committee works behind the scenes in areas that keep RWN running to include; providing annual budgets, reviewing contracts and supporting other committees as the financial liaison. I am confident that the knowledge you acquire from this committee will benefit your own career (or personal) success. Come join our group, no financial experience required. Interested? Please contact me, Cindi Crowley, cindic30@gmail.com or 585 329-9079.

Date: May 26 & June 30

Time: 7:30 to 8:30 am

Location: Conference Call: contact Cindi for details

If interested in joining our committee, contact Cindi Crowley at 585.329.9079 or cindi@rochester.rr.com.

Explore RWN - Orientation & Recruitment Committee

The Explore RWN committee is seeking volunteers to share their RWN experiences and their enthusiasm about RWN. The Committee organizes and holds orientation and recruitment sessions approximately every six weeks for potential members, new members, and members who just want to find out more about RWN. This is a great opportunity to practice your public speaking skills. This is also a great opportunity to network with potential and new RWN members.

Next Explore RWN: June 16, 2020.

Please note location: Perkins Mansion on East Ave.
See event details above to register.

For more information or to join the committee, please contact Amy Varel at avarel@mccmlaw.com or (585) 546-2500.

2020 Program Committee – Meeting Virtually

Develop programs to engage RWN members on a professional and personal level. We reach out to cultural organizations, corporations, and individuals to achieve goals and objectives of RWN in a fun, relaxed environment.

We welcome all RWN members to stop in for one of our programming meetings to see what it's about, and see if it's something for you! I look forward to seeing new faces at our next meeting.

Please join us for our upcoming programs. Details are available online at [RWN Upcoming Calendar of Events](#)

Date: First Thursday. Next meeting: May 7, and June 4

Time: Noon

Location: Virtually

RSVP: Come join us! For more information, please contact Alissa Lusardi OR Linda Heeler

Alissa.Lusardi@Northwest.com

linda@liveinspiredlifecoaching.com

Monthly Networking Committee

Enjoy RWN's monthly Free Networking event? The committee is looking for members to participate on the committee. Great opportunity to be on the front line to meet members and event attendees. Greet our guests, help develop & execute the ice breaker, identify members interested in sponsoring and share information about RWN.

Members are invited to sponsor and host this monthly event – if you would like more information please contact Irene McKenna - irene@irenemckennacoaching.com

Or Sandy Richardson at rwn@rwn.org.

Community Service Committee – Working on Hosting Virtual Meetings

Network while giving back to the community. For more information, contact Brigid Ryan <mailto:brigidsryan@gmail.com>

Date: First Monday of the month, next meeting
May 4, 2020 & June , 2020

Time: 6:00 p.m.

RSVP: Please contact Brigid Ryan at brigidsryan@gmail.com

Revenue Development Committee

Seeking additional committee members – see committee information below...

Please call or email Jillian Jones at 716-397-8932 or jillianj@supportivedivorcesolutions.com

What are the benefits of serving on the Revenue and Development Committee?

1. Going to meetings where you see the same group of women means you get to know about their business and/or profession on a deeper level. That is how real relationships are made both personally and professionally.
2. Committees are a friendly, safe environment to practice skills that you want to build up such as leadership, marketing, public speaking, to name a few.
3. Feeling like you should volunteer more but just don't "have the time"? Well yes, you are volunteering your time but serving on a committee does more than just putting in volunteer hours and making your heart warm. While giving back to your community you also get to have fun with other like-minded women and your marketing yourself and/or your business at the same time! Triple whammy!

Why is this committee important to RWN?

1. Revenue and development is closely intertwined with our other committees such as: major events, programs, marketing - we support them and work together for success.
2. We are a nonprofit and need to ensure that our programs and events are successful so that we have funds to run RWN; from SIG's to running our website. We

want to continue to offer members what they are asking for and we can't do that without a healthy bottom line.

Are you interested in learning more?!

Please call or email Jillian Jones at 716-397-8932 or jillianj@supportivedivorcesolutions.com

I'm looking forward to reconnecting with you or speaking with you for the first time!

Special Interest Groups (SIGs)

One RWN member benefit is the opportunity to participate in our SIGs. If you are interested in attending a SIG please join RWN. Click [here](#) for the link to our membership page.

RWN Leadership SIG – Meeting Virtually

Leading with a purpose

FACILITATORS: Michelle Wescott
mwescott@gillespieassociates.com

Purpose: To help each member become conscious of his/her leadership skills, provide support and peer guidance, provide a forum for problem-solving, and share best practices.

Group Demographics: We welcome members who are in leadership positions, transitioning into leadership positions, or have knowledge and experience to share.

Description: We are an interactive group. We provide peer support, conscious leadership development, and problem-solving. Members are encouraged to: ♣ Request help and/or encouragement. ♣ Share leadership or management challenges. ♣ Be open to receiving thoughts, ideas, and suggestions from members.
*Members are required to maintain confidentiality.

Format: Our group utilizes a variety of methods to increase learning and develop conscious leadership skills: books and articles, videos, panel discussions, speakers, and experiential learning activities. At each meeting, we will select three members who are seeking help with a problem or challenge. Our intent is to have them leave the meeting with possible solutions and/or a plan they feel good about.

Day, Time & Meeting **Third Friday** - Rochester Research Associates, 1115 East Main Street, Rochester, 14609
Enter through Door 7, Suite 311: 7:30 a.m. to 9:00 a.m.
Networking 7:30 a.m. to 8:00 a.m., Meeting 8:00 a.m. to 9:00 a.m.

Board of Advisors SIG (BOA) – Meeting Virtually

Contact: Dawn Hampsey: dawn@hampseycpa.com

Meet the first Wednesday of each month from 3:00 p.m. to 5:00 p.m. Membership is restricted to individuals who are business owners working full time at their business. Attendance at meetings is required, with two absences a year allowed. Members can call in for a meeting if they are unable to attend in person. If you are interested and would like more information, contact Dawn Hampsey

Support Imparting Growth (SIG) SIG – Meeting Virtually

Contact: Lori Sussle Bonanni lori@elssus.com

The group **will meet on the first and third Thursdays of the month**, with networking from 8:00 to 8:30 a.m. and the formal agenda from 8:30 to 9:30.

Date: May 7 & 21, June 4 & 18

Time: 8:00 a.m. to 9:30 a.m.

Pricing: Included with RWN membership

RSVP: Interested members must contact SIG chair to seek group approval in order to maintain a safe environment that is free of competition.

Restauranteers SIG – on hiatus until September

Contact: Joanne Madonia, jmmral@rit.edu

Pricing: Everyone pays for their own food & drink

Questions? Contact Joanne Madonia, SIG Chair, at 585-475-7456 or by email: jmmral@rit.edu

Geek Squad SIG – Meeting Virtually

Chair: Terra Osterling

terra@suddenwriteturn.com

Do you have action figures on display in your workspace? Can you easily shift between a 'galaxy far, far away' and 'Platform 9 and 3/4'? Is your other car a Tardis? Then you might fit in with the Geek Squad SIG.

This is a social group that meets quarterly at the pleasure of the members, who share a love for the sci-fi, fantasy, and super hero worlds of books, movies, tv shows, comics, and video games. Meetups have occurred at POP ROC Cereal Bar; future meetups might include movies at theaters or in-home screenings.

Please contact Terra Osterling to be included on the next meetup discussion. Introverts welcome!

Date: Quarterly, as determined by the group

Time: Saturday mornings

Rochester Women Refer SIG I – Meeting Virtually

Contacts: April Wiesner: april@RocCityPopALock.com

Or Tricia TenEyck, info@lifemadesimpleorganizing.com

RWN Rochester Women Refer SIG I **meets the second and fourth Fridays of the month at Noon.** Only one representative from each industry is permitted.

Attendance is required with an occasional sub when you can't make it. This is to ensure that the group stays robust and interactive with the members.

Date: Friday May 8 & 22, June 12 & 26

Time: Noon

Location: Perkins Mansion, East Ave

RSVP/More Information: Interested members please contact SIG chairs to seek group approval in order to maintain a safe environment that is free of competition. April Wiesner OR Tricia TenEyck

Rochester Women Refer SIG II – Meeting Virtually

Leaders: **Meg Leonard & Sarah Marche**

Purpose: Create a place for business owners and salespeople to gather for the sole purpose of business development opportunities.

Requirements: Only one person from each industry will be allowed in the group to avoid overlap. Format: Networking, 60 second introduction with ideal client request, one 10 minute formal presentation by the members (rotating), one business topic, 5 minutes and review of group leads.

If you're interested, please email SIG chair, Meg Leonard coachmegleonard@gmail.com with your name, business name, industry and industry niche (I.E. Banking would be the industry but it could cover several niches: savings and checking, loans, mortgages, 401K, financial advice, etc.). Our purpose is to get as many people within the room as possible so narrowing our niches will be important. We will maintain a waitlist as needed by industry/niche.

The group **will meet on the first and third Thursdays of the month** from Noon to 1:30 pm

Date: May 7 & 14, June 4 & 18

Time: Noon

Home Helpers Rochester

The COVID 19 outbreak has put incredible strain on individuals especially those with elderly loved ones. Home Helpers is available to help families during this challenging time.

Philosophy: Patient-centered care is the practice of caring for patients.....and their families, in ways that are meaningful and valuable to them. This includes listening to, informing and involving patients in their care. Home Helpers has adhered to these key principles for over 10 years. As care manager, Debra Kostiw is committed to meeting the needs of her clients, and providing them with quality care.

Need extra help please contact Debra at [585.334.0999](tel:585.334.0999).

Open Access

Sadly, 12% of all New Yorkers over 11 years old experience addiction or abuse disorders every year. The Monroe County Medical Examiner's Office released preliminary numbers stating there were 766 opioid-related overdose reports in 2017, 220 of which were fatal. Alcoholism and other substance use disorders continue to hurt individuals and families in our community every day.

When you or a loved one is ready to seek treatment, call or go to Open Access at 1350 University Avenue, Rochester (585-627-1777). Open Access is staffed 24/7 and welcomes all ages. There will be an evaluation and a connection to an appropriate level of care. Families seeking guidance can call a Recovery Support Navigator at 855-778-1200.

RWN member Erin Egloff, the Finger Lakes Addiction Resource Center Coordinator at the National Council on Alcoholism & Drug Dependence, can also guide you to the right resources.

Call her at 585-719-3485 or email eegloff@depaul.org.

Recovery IS possible.