



CONNECT & SUCCEED

March 2016 Newsletter

The Competence Confidence Equation



Laura Schanz

For so many people confidence comes from competence and, if someone doesn't "feel" competent (at work or personally), they may lack confidence. The source of "confidence/competence" is usually rooted in the level of education someone has, the achievements they accomplished and or the "authority" they've been given. Without education, achievement or authority people can feel "less than competent/confident." What is the source of your confidence and how do you remain confident in your role?

(Continued Below)

CORPORATE SPONSOR





Patti Connell

Land Transfer staff is well-versed and educated in both residential and commercial real estate closings. We are dedicated, experienced, and ready to provide reliable service you can trust.

(Continued Below)

LAEN-ABWA Monthly Meeting

When: March 16, 2016

Time: 7:15 - 9:00 am

**Location: Lancaster Country Club
1466 New Holland Ave
Lancaster, PA**

Reservations should be made on www.laen-abwa.org.

*Payments may be made on-line through PayPal or credit card;
or at the door with cash or check.*

[Click here](#) to make a reservation for this meeting.

For additional registration information please contact:
Lori Willwerth, VP Registration lwillwerth129@comcast.net

***(Note: Reservations must be made or cancelled by noon on
Monday before the scheduled meeting.)***

Winter Weather Snow Policy

With the cold weather comes the potential of snow, ice and possible cancellations. The Lancaster County Club must keep the safety of their staff in mind when working with groups during the winter months.

It is their policy that as a breakfast group, we communicate with them the day before our event by 8 pm if we plan to cancel.

An email will be sent to our members by 8 pm the night prior to our meeting if we must cancel. If the meeting is not cancelled and a member chooses not to attend, the member is still responsible to pay for the meeting. Please see any board member with questions.

Spring Mixer

"Shining the Spotlight on You and Your Business."

Business Expo & Networking Mixer

*Shining the Spotlight on
You and Your Business!*

Join us April 7th for our
Spring Networking Mixer

American Business Women's Association—
Lancaster Area Express Network (ABWA-LAEN)

Open to All Women!

Members of any ABWA Chapter are invited to
purchase a table and promote your products and
services.



Thursday, April 7th from 5-7:00PM.
Lancaster Country Club, 1066 New Holland Pike
Cost: \$30 per person (includes table for your products, food and door prizes).
To attend without purchasing a table, the cost is \$15 per person.
FYI... only members of ABWA Chapter may purchase table

**Join Us for Fun, Food, Friendship, Networking and
Creating New Connections.**

- Registration is required by April 4th
- Register via Paypal or Credit Card at www.laen-abwa.org
- Paying at the Door (cash or check) RSVP to vpmembership@laen-abwa.org

Special thanks to our Corporate Sponsor: Mark Threlfall



President's Message: *Gail Tomlinson*



President's Message:

ABWA Core Values:

1. Giving Members a Voice
2. Lifelong Learning
3. Focus on Creating Value
4. Treat People with Dignity (Proud Code of Conduct)
5. Visionary Leadership
6. Focus on the Future
- 7. Focus on Results**
8. Manage By Fact
9. Manage for Innovation
10. Achievement

Have you ever been in the middle of a project or activity and you found yourself asking the question, 'Why am I doing this?' or 'Why did I think this was a good idea?' Or how about the job that includes some regular task requirement that just makes no sense to you.... But you do it because it's the job.

Missing in the discussion is the 7th Core Value - Focus on Results. But you can't just talk about the results without talking about the goals you are pursuing. Your goals have to have measurable results in order to be achieved.

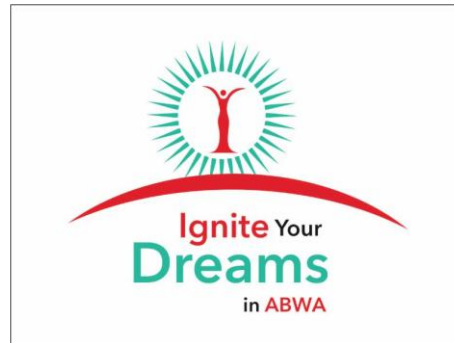
Tasks, a job, a life, that are not goal oriented are just processes and, while they may be comforting, they don't lead anywhere.

When we pursue Best Practices for our league, we are creating the business plan that will give you support in your goals and keep our league thriving. We create our themes. We decide how many programs to pursue. We develop additional benefits that make your membership valuable. We identify specific activities that we can offer that will help you grow personally and professionally. And we seek to grow our membership so that your circle of support grows, too.

There are countless programs available to help you Focus on the Results you want by setting the goals you need to achieve them: Buffini for real estate, Franklin Covey for 'Highly Effective People', and WIN for members of ABWA. The course on Goal Setting and Measuring Results is available to LAEN members to take

on-line, when it suits you. Just sign in to WIN - the directions are later in this newsletter.

So, those results you said you wanted in January and the goals to reach them that you set in February, how are you doing in March? Did you set measurable goals? Are they leading you to the Result you want?...Or are you just caught up in a process?



2015 WOMAN OF THE YEAR

Dr. Lucia Murphy



Dr. Lucia Murphy (affectionately known as "Doctor Murph") was named LAEN's Woman of the Year at the January meeting. Dr. Murph joined LAEN in 2013 and dove right into "active duty." Most recently she was VP of Programing, bringing her own unique approach to our monthly speakers and programs. She's served on the Mentoring Committee, helped update our brochures, and has been a volunteer in a number of capacities.

Professionally, Dr. Murph is the managing principal of the Leadership Architect Group, which helps national and regional clients create better outcomes through training and coaching, redesigning team dynamics, and establishing strategic/ innovation direction. She is author of the book **Leader Speak**.

Among her numerous community activities are serving on the Women's Mentoring Advisory Team for the Lancaster Chamber, working with the Off the Streets program, and being a mentor/coach for the International Association for Coaching. An avid runner and marathoner, she's very involved in Girls on the Run.

Congratulations to our 2016 Woman of the Year!

Speaker (Continued)



Laura Schanz

Laura Schanz serves in a dual role as the Global Growth Gazelle and Senior Consultant for Nxtbook Media, located in Lancaster. As the Global Growth Gazelle, Laura leads the internal and external growth initiatives with a focus on Sales, Business & Strategic Planning, and Company Wide Organizational Development.

As Senior Consultant of the Culture & Creativity Consulting Service at Nxtbook Media, Laura provides Values Driven Solutions in the areas of Consulting, Coaching and Communications to businesses and not for profit organizations throughout Central and Eastern Pennsylvania and Northern Maryland.

Before joining the Nxtbook Media team in 2014, Laura served as the President and Senior Consultant for INGROUPE Solutions, a division of INGROUPE Associates.

Laura also served as the Chief Operating Officer for Horizon Initiative, a Lancaster based not for profit organization, founded by venture capitalists, with a vision to empower the poor to self-sustainability. She continues to serve as an advocate for the organization and accomplished her goal in 2013 to build "Terry's House", a home for 20 orphans in Kenya. The home is named in honor of her late husband, Terry Schanz.

From 2005 to 2010 Laura Schanz was the owner of Laura Schanz Consulting Associates located in Lancaster. Prior to starting her own firm Laura was involved with several Central Pennsylvania businesses serving in various roles as a Leader, Manager, Owner, Sales Representative and Chief Operating Officer/President.

She holds a bachelor's degree in Business Administration from Elizabethtown College, and is a licensed property and casualty insurance broker.

Ms. Schanz held the Certified Insurance Counselor (CIC) and Certified Professional Insurance Woman (CPIW) designations during her insurance career from 1980 to 1997. She has been authorized as a Blanchard Solutions Group Raving Fans presenter and is a graduate and former national faculty member of the Excellence in Speaking Institute®. Laura was awarded the Lancaster Chamber of Commerce and Industry's Athena Award. She is also the recipient of the Lancaster County Career and Technology Center's Distinguished Alumni Award.

A long-time resident of Lancaster County, Laura is the parent of an adult son. She is a partner and

active volunteer at LCBC Church. Her board and community service includes numerous organizations and she is committed to giving back to the community as a frequent facilitator, emcee and keynote speaker.



CORPORATE SPONSOR (Continued)



Patti Connell

Customer-oriented services are the cornerstone of our sustained growth since 1982. We always strive to meet the needs and expectations of our clients, and in turn, win over both their confidence and business.

Patti A. Connell, President, CLTP
Land Transfer Co.

53 North Duke Street, Ste 320
Lancaster, PA 17602

717-397-3300 ext. 1128
Fax 717-431-1843

patti@landtransferco.com

Upcoming Events

Networking Opportunity - Mini Mixers

Our Mini-Mixers continue to be wonderful opportunities for members to meet in a small, relaxed setting and learn more about each other. The mixers are hosted by a member either in her home, office or designated location on a day and time she chooses. Each mini-mixer has a theme and the hostess may ask participants to bring food or beverage or an item related to the theme. Maximum registration is 15. Sign-up sheets are circulated at monthly meetings and announcements sent out by email if space remains on the registration sheet after the meeting.

Those who register will be reminded via email a week in advance and given directions at that time.

Have questions or to register to host a mini-mixer,

Contact: Kathleen King, Mini-Mixer Coordinator, at kmking@ptd.net.

Interested in helping with upcoming LAEN events, contact acting VP Membership:

Amy Winslow-Weiss awinslow-weiss@scclanc.org (717) 538-0640

No matter what your talents are, we will use them!

LAEN NEWS

Member's Anniversaries

- 2006 Lisa Horst (Send Out Cards)
- 2007 Linda Bell (Let's Make A Book)

If you would like to list a job opportunity, recognize a LAEN sister in the news,
or get the word out to offer support to one of our own please

contact: VPMembership@LAEN-ABWA.org

**EXPRESS-ly
YOURS
MEMBER
INFORMATION**

**2015-2016 Board Members
Call Any of Your Officers with Your Questions**



Pictured from left are: Liz Hornberger (VP Programming),
Pam Carvell (VP Professional Development),
Cynthia Howerton (VP Communications), Gloria Mazaheri (VP Marketing),
Amy Winslow-Weiss (President-Elect),
Gail Tomlinson (President), Lori Willwerth (VP Registration),
Sandra Nonnenmocher (VP Finance)

**Lancaster Area Express
ABWA Member Benefit – Business Skill Tuition
Reimbursement Network Announcement**

Are you interested in taking a computer class? Do you take classes for Continuing Education credits? Would you like to get reimbursed for some of the expenses? As an ABWA member of LAEN, you can. SBMEF is the way

The Stephen Bufton Memorial Educational Fund (SBMEF) exists to provide educational grants and scholarships to women pursuing post-secondary educational goals as well as ongoing professional development in order to support their career advancement and to help them become the role models, mentors and leaders of the future. It is one of the

country's most highly respected grant and scholarship funds for women. SBMEF has been supporting businesswomen for more than 50 years. The fund assists women pursuing advanced educational goals enabling them to achieve business and professional success.

The SBMEF Business Skills Tuition Reimbursement Program (BSTR) provides working women an opportunity to participate in professional development workshops and/or seminars offered by an accredited, licensed, or state-approved institution in the United States. Coursework such as ABWA-KU MBA Essentials, Park University's Women as 21st Century Leaders, Rockhurst University and FranklinCovey offered at ABWA nationally sponsored events and/or other programming like real estate license and desk top publishing are examples of non-degree coursework that would meet the course criteria for a BSTR. Deadline for Business Skills Tuition Reimbursement is June 1, 2016.

Guidelines

- The sponsoring league must be in good standing (liability insurance premium paid and the league's officers, committee chairs and committee members must be current with their national and local dues).
- To sponsor a BSTR, the league must contribute a minimum of five-hundred dollars (\$500) to SBMEF during the previous award year (August 1, 2014 through June 1, 2015).
- The league is limited to a total Business Skills Tuition Reimbursement amount not to exceed fifty-percent (50%) of the league's contribution to SBMEF in the previous Award Year. For example, if a league contributed one-thousand dollars (\$1,000) to SBMEF in 2014-2015 Award Year, then it may apply for five-hundred dollars (\$500) in Business Skills Tuition Reimbursement in the 2015-2016 Award Year.
- The league may also sponsor multiple BSTRs as long as the total amount requested does not exceed fifty percent (50%) of their total contribution to SBMEF.

Applicant Eligibility Requirements

- ABWA members and non-members may apply for a BSTR.
- The applicant must be a female, U.S. citizen.
- The coursework must enhance an applicant's career objective.
- The applicant must have completed the course prior to submitting her application for a BSTR.
- An applicant must apply for a BSTR within 90 days after course completion.
- The applicant must complete the online application process including; a course

description, rationale for attendance, and verification of the institution's or organization's credentials and provide proof of payment.

- An applicant may receive multiple Business Skills Tuition Reimbursements (BSTR) each Award Year from multiple leagues.
- When a BSTR is awarded, the recipient may receive an amount up to one half of the tuition and/or up to a maximum amount of \$500 each award year.
- The minimum amount awarded for a BSTR is fifty (\$50) dollars.
- No applicant is guaranteed a BSTR.

Contact Pam Carvell, VP of Professional Development, for information.
pamcarvell@hotmail.com

WINning Solutions

*Have you been on
WIN lately?*

(the Women's Instructional Network)

Follow the directions below to gain access to professional development modules, national organizational information and LAEN documents including a membership contact roster.

Questions?

Contact: pamcarvell@hotmail.com



Log In To WIN and the Training Modules

www.abwa.org: At tabs across the top, click Member Login, Enter your e-mail address, Enter your password, Click Enter Now, Re-enter e-mail and password, At tabs along the top, Click Training

NEVER LOGGED-IN BEFORE?

www.abwa.org: At tabs across the top, Click Member Login, Enter your e-mail address, Enter "Password1" as the password, Click on Update Member Record, Change your password, Return to the previous screen by clicking on Access to WIN in the left-hand menu box, Click Enter Now, Re-enter e-mail and password, From the tabs along the top, click on Training

LET'S GET SOCIAL

We invite you to come and connect with us through our LinkedIn and Facebook groups (Twitter is coming soon!)

ABWA-LAEN Facebook Group: www.facebook.com/groups/ABWA.LAEN

ABWA-LAEN LinkedIn Group: www.linkedin.com/group/ABWA-Lancaster-Area-Express-Network-3348950/about

Want to Read our Board and Monthly Meeting Minutes?

We have relocated these documents to the National ABWA website.
To access, please click here www.abwa.org

Enter website via the Member Login and enter the WIN portal.
Click on Library/Lancaster Area Express Network/2015-2016 LAEN Documents/Membership or Board Meeting Minutes.

It's that easy! Having trouble accessing the national website? Just ask any board member for assistance!

ABWA NEWS

Join the ladies of Wheatland– Conestoga ABWA for a night of fun and fashion!

Tuesday, April 5th at 6:30 pm –
Social from 6:00 to 6:30pm Heritage Hotel,
500 Centerville Road, Lancaster

Sharon Glick, a Style Consultant for over 20 years, has helped women discover their fashion style by speaking and demonstrating to groups as well as individuals.

To reserve your space, please contact:

Kim Warner, President 717 475-0677 or email: kwarners@murrayins.com

Reservations due by Friday, April 1st
Cost for dinner and an evening of fun and fashion is \$23.00.

Cocktails are available for purchase at Loxleys, next door.

ABWA Mission Statement

The mission of the American Business Women's Association is to bring together businesswomen of diverse occupations and to provide opportunities for them to help themselves and others grow personally and professionally through leadership, education, networking support and national recognition.

The **Proud Code of Conduct** was developed as a means of guiding all members in making ethical decisions. The broad statements of the Proud Code of Conduct that are listed below are not expected to cover all conduct for all situations. This is why the Proud Code of Conduct was created as a living and fluid code.

- All members will serve as goodwill ambassadors for the American Business Women's Association.
- Members will not allow their personal beliefs and convictions to interfere with the representation of ABWA's mission.
- Members will always treat other members, their colleagues, guests, vendors and sponsors with honesty, respect, fairness, integrity, responsibility, kindness, and in good faith.
- Members will maintain compliance with ABWA National, Chapter and Express Network Bylaws.
- Members will not use their personal power to advance their personal interests.

Members will strive for excellence in their professions by maintaining and enhancing their own business knowledge and skills, and by encouraging the professional development of other members.

LAEN Vision Statement:

Our vision for the Lancaster Area Express network (LAEN) is that we provide a safe and encouraging environment for our members to gain the confidence to grow in unexpected ways, to empower themselves, to become the best they can be and, through the relationships they build,

make certain that no one takes this journey alone.

Keystone ABWA Council Vision:

The vision of the Keystone ABWA Council is to be the premier women's organization in Pennsylvania for coaching and mentoring ABWA Chapters and Express Networks. Keystone will promote unity and cooperation among active and engaged members of ABWA to enhance our membership, build community awareness of ABWA, offer networking opportunities, and promote education throughout the membership.

ABWA Chapter and Express Network Meeting Information

Have you ever thought of visiting another chapter?

Berkshire Charter Chapter

Meeting Location: Chef Alan's American Bistro,
Fairground Square Mall, 3050 N. 5th Hwy, Reading
Meets the first Tuesday of the month
Networking at 5:30 p.m.
Dinner/Meeting at 6:00 p.m.
Reservations: jatrhs76@yahoo.com

Lancaster Area Express Network

Meeting Location: Lancaster Country Club, 1466
New Holland Pike, Lancaster
Meets the third Wednesday of the month
Networking/Registration at 7:15 a.m.
Breakfast/Meeting 7:30 a.m. to 9:00 a.m.
Reservations: www.laen-abwa.org

Camelot Chapter

Meeting Location: Radisson Penn Harris Hotel, Camp
Hill
Meets the third Monday of the month
Networking: 5:30 p.m.
Dinner/Meeting begins at 6:00 p.m.
Reservations: dyates78780@aol.com

Penn Square Chapter

Meeting Location: Hamilton Club, 106 E. Orange
St., Lancaster
Meets the second Thursday of the month
Networking at 11:45 a.m.
Lunch/Meeting at 12:00 noon to 1:00 p.m.
Reservations: donnatroptan@yahoo.com

Women @ Work Express Network

Meeting Location: Heritage Hotel, 500 Centerville
Road, Lancaster
Meets the second Thursday of the month
Networking at 11:30 a.m.
Lunch/Meeting at 11:45 a.m.
Reservations: yklingensmith@unioncommunitybank.com

Wheatland Conestoga Chapter

Meeting Location: Heritage Hotel, 500 Centerville
Road, Lancaster
Meets the first Tuesday of the month
Networking at 6:00 p.m.
Dinner/Meeting at 6:30 p.m.
Reservations: AAB17601@aol.com

Women Inspire Success Express

Meeting Location: Heritage Hills Golf Resort &
Conference Center
Meets the second Tuesday of the month
Networking 7:15 a.m.
Breakfast/Meeting 7:30-9:00 a.m.
Reservations: Wanda Stiffler

LAEN Contact Information

Lancaster Area Express Network
American Business Women's Association
Shirley Kurtz
Lisa Horst

Newsletter Creator

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