



Arizona Women's News

issues, lives and dreams...

by Terry L. Williams

SEPTEMBER 1999

Vol. 2, No. 4

AZ Women on the Net: "Be Careful Out There"

One Woman's Story

Gail Thackeray

by Terry L. Williams

Gail Thackeray is arguably the most experienced hi-tech crime attorney in the State of Arizona. And, thanks to Janet Napolitano, she heads the Arizona State Attorney General's special unit on hi-tech crime.

While many may think of hi-tech crimes as a recent phenomenon, Gail's history with hi-tech goes back to the 1970's. "I was in law school, years ago, before we had computer crime laws, before they had invented the personal computer. We had a couple of incidence in the University at Syracuse where people were doing bad things with main frame computers." At that time someone would have to

be hardwired to a computer to cause trouble. "I got so interested in law school with the mess (at Syracuse), I started writing on it. I handled a couple of cases at the University on it. I've been doing it ever since."

After law school, Gail went on to the Philadelphia District Attorney's Office and grew a case load involving computer crimes. In 1986, then Arizona State Attorney General Bob Corbin, recruited Thackeray to work in his office as his office was getting a lot of computer crime complaints.

In 1991, Thackeray went to work in the Maricopa County Attorneys office. Then, when Janet Napolitano took office, she asked Thackeray to come back to the Attorney General's office and start a technologies crime unit.

See One Woman, Page 13

A recent Nielsen Media Research Study headline reads "Women Now Driving Internet Buying." This new Internet demographic study reveals that the proportion of women among on-line buyers increased 9 percentage points from 29% to 38% since last summer. CommerceNet and Nielsen Media Research say the number of female consumers on-line jumped 80% in nine months and has passed the 10-million mark.

The increased use of the Internet for on-line purchases by women is of little surprise as convenience is clearly a driving factor of e-commerce. Thirty percent of online shoppers are attracted by the ability to shop at home while 25 percent cited the ability to shop at anytime of day or night.

These studies also show that women may become prime targets of cyber-crime as they are spending more online than men (47% of women versus 23% of men spent at least \$100), and they tend to buy a wider variety of items.

During this same period of time, the headlines coming out of the Arizona Attorney General's Office have included more and more indictments and prosecutions within the Internet arena. A sampling includes:

2/99 - "Attorney General Janet Napolitano resolved a consumer fraud investigation of a Phoenix-area man who offered computers for sale on the Internet but failed to deliver the goods."

3/99 - "Attorney General Janet Napolitano today announced the indictment of a 28-year-old man on charges of computer fraud, forgery and taking the identity of another."

4/99 - "Attorney General Janet Napolitano announced Ira Gerald Green will spend the next year in jail and serve seven years on probation for using a complex computer setup to steal money from banks in Arizona."

6/99 - "Attorney General Janet Napolitano today announced a

joint investigation between her Office and local police agencies in Tucson and in Kent, Ohio has led to a five-count indictment and arrest of a 38 year-old college student on charges of conspiracy and sexual exploitation of a minor under the age of 15."

Attorney General's Office

Many of these indictments and prosecutions have come about due to the focus the Attorney General's office has placed on pursuing cyber-crimes.

Attorney General Janet Napolitano tells us, "We started a special unit on hi-tech crime in the criminal division headed by Gail Thackeray. They're working

See Women on the Net, Page 12

Support the Arizona Foundation for Women's Woman 2 Woman 2000 Campaign

Women are turning into statistics at alarming rates. Violence, teen pregnancy, & abuse affect thousands of women and girls each day. Nationally, women are the majority of the population and control 51.3% of the wealth. Despite this fact, less than 4% of organized philanthropic dollars are targeted toward programs specifically for women and girls.

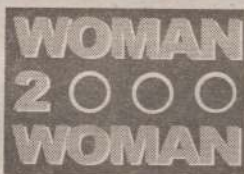
The Arizona Foundation for Women is working to change the statistics in our state by establishing the Woman 2 Woman 2000 campaign, and creating an investment choice for people that believe the full participation of women in philanthropy is critical to strong and equitable communities.

Through this program, a minimum of 2000 women will pledge \$100 per year for 5 years to create a \$1,000,000 endowment fund. This endowment will be used to permanently support projects and programs for Arizona women and children. The Arizona Foundation for Women believes all women should have the knowledge and ability to make individual and collective philanthropic choices.

The campaign is a vehicle for women of all professions and socioeconomic levels to begin to understand the power of giving. Each person can give of money, time, leadership and/or talents.

Women have made great strides into such frontiers as business, government, science and athletics. Now it is time for women to step up to their full potential as philanthropists to benefit society.

For further information and to volunteer, please contact Laura Holub, Program Coordinator, Arizona Foundation for Women at (602) 221-4666 or afw@nonline.com.



Women at the Top Another Leadership Victory for Arizona Women: O'Connell Elected NWPC President

Arizona has elected Roselyn (Roz) O'Connell as President of the National Women's Political Caucus (NWPC); an organization dedicated to getting more qualified women to appointive and elective office. Not only is Roz O'Connell the first Republican elected to lead the organization in almost a decade and a half, but she is the first Arizonan elected to spearhead this organization as well.

O'Connell has been involved with the NWPC at the local, state and national level for nearly 20 years. Since moving to Arizona in 1984, she has provided leadership as State Chair of the Arizona Women's Political Caucus and Greater Phoenix chapter chair.

Armed with plenty of community and political experience, O'Connell is ready to hit the ground running as national president of one of the major women's political organizations in the U.S. "I will be a president who works with women of all parties to carry out NWPC's primary mission: the election and appointment of qualified pro-choice women at all levels of government," said O'Connell. "My election proves the NWPC is truly a multi-partisan organization."

O'Connell plans to take Arizona's strategy for electoral success to women across the nation. She cites the willingness of Arizona's experienced political women to mentor younger women as one reason for the high numbers of elected women in Arizona. In addition to the five top statewide offices, women make up 45% of the State House and 23% of the Senate.



Congress does have the authority under the Commerce Clause to address the national problem of violence against women.

"Keeping the Violence Against Women Act is a critical component to alleviating the problem of violence against women," said Napolitano. "Victims should have every right to collect monetary damages from their aggressors. I am delighted that so

many States and their Attorneys General decided to join me in this effort."

When VAWA was passed, it received the overwhelming support of Attorneys General from across the country as a way to strengthen federal laws dealing with violence against women. Support for the law continues to be strong because violence against women has an impact nationwide.

Attorney General Files "Friend of the Court" Brief in Support of Federal Violence Against Women Act

On August 19, 1999, Attorney General Janet Napolitano filed an "Amicus Curiae" brief with the U.S. Supreme Court, supporting the federal Violence Against Women Act of 1994 (VAWA), Congressional legislation that among other things, allows victims of gender-related violence to seek monetary damages against aggressors.

The federal government is asking the Supreme Court to overturn a Fourth Circuit ruling that Congress did not have the power to pass a law permitting victims of gender-related violence to seek



damages in federal court. Napolitano generated the support of 31 States and two U.S. territories to assert that VAWA is clearly constitutional because

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EDITOR'S NOTE

Let's Get Personal

Usually, I fill this column with my thoughts about a current topic. But, instead, this month I'm going to tell you about you.

First, thank you to all the women who participated in our Reader Survey. The information you provided is invaluable to us and very interesting, as well.

Here are your favorite sections (I'm going to show the percentage of readers who say they always or almost always read these sections) – the Feature, In the News, Women's Calendar, and Women's Business Directory all tied at 90%. The rest of the list read from most to least was – Business and Women on the Rise (88%), Vision (82%), Health (80%), The Women's Network (72%), my Editorial (72%), and Internet (72%).

We also found out that about half of you are business owners and the other half business professionals while about 9% of you are retired (you lucky dogs!). A whopping 97% of you are responsible for the household budget (but, of course).

And, you are a diverse group with a wide array of interest. It's not surprising that 73% of you belong to professional organizations. But, it was surprising that 50% of you belong to cultural organizations and 27% of you belong to environmental organizations.



Terry Williams

Your most important issues (in declining order) are – Healthcare, Environment, Education, Crime, Retirement, Gender/Minority Equity, Politics, and Elder Care.

And, you are educated! 25% of you have attended some college, 38% hold college degrees, and 29% have advanced degrees.

You are also investors! 83% of you have an IRA or 401K, 74% own Mutual Funds, 52% Stocks, and 35% own have CD's or savings.

And, you are loyal to women owned businesses! An amazing 70% of you say you always or almost always read our advertisements and 70% of you say you do business with our advertisers.

Two more things, while we are talking about ourselves! First, please checkout our new and improved web-site (www.azwomensnews.com). I think you'll like it (I hope so, because I did it myself!). Second, we have increased our distribution by 50% to 30,000 copies monthly (with a readership of 48,000). Many thanks for all your support. It's exciting to watch the growth of the paper and it's been great getting to know you.

Women on the Rise



Emily Cutrer



Marge Ebeling



Roseann Higgins



Rebecca Jackson



Denise Meredith

APPOINTMENTS

Candice Dull, has been named Director of Marketing for the Arizona Small Business Association. (602)265-4563.

Ronni Anderson, President of Staff One Search, has been named to head up the capital building campaign for Florence Crittendon.

Congratulations to **Janet Traylor** who has been appointed to the position of Marketing Director with Suncor Development Co.

Sandy Abalos, CPA, President of Abalos & Associates, has been elected Secretary of The Industrial Development Authority of the City of Phoenix.

Awards

Judy Wade, was recognized with two first place awards in the National Federation of Press Women's 1999 Communications Contest.

Ms. Senior Arizona, **Esther Kelter**, will compete in the Ms. Senior America Pageant.

The Leukemia Society of America congratulates **Roseann Higgins**, president of S.P.I.E.S., as The 1999 LSA Woman of the Year.

The Arizona Women Lawyers Association presents **Helen Perry Grimwood** with the Sarah Herring Sorin Award.

Eileen Spitany was honored in the category of Innovation of the Small Business Person of the Year awards.

BOOKS

Mary Ellen, publishes *Expect Miracles*, a book of inspirational moments. (800)685-9595.

Daryl Ott Underhill, has sold out of 50 thousand copies of her book, *Every Woman Has a Story*.

BUSINESS

The Greater Phoenix Black Chamber of Commerce, directed by **Denise Meredith**, has doubled its membership since its first Breakfast Forum in February of this year. (602)307-5200.

President **Rebecca Jackson** has announced the opening of East Valley Community Bank in Chandler. (480)726-6500.

Jennifer Kukainis, announces the opening of Omorphous Art Gallery at 7111 E Fifth Ave D, Scottsdale. (480)994-3778.

Julia Martori, of Julia Martori's Italian Kitchen, introduces a new product line of gourmet Italian cookies. (602)604-9558.

Marge Ebeling, R.N. announced the creation of The WellCare (SM) Foundation, a non-profit organization dedicated to provide single working women with children affordable holistic wellness services.

Leanne Kinnard-Jacquez has announced the new location of Tech One Staffing. 3922 E University Dr., Ste 2, Phoenix. 602-553-3813.

Arizona INK, Co. owned by **Lucy Smith**, has received the "Home-based Business Award" from the Southern Arizona Small Business Development Council.

Diana Hoyt, president of Heritage Designs, announces Matchmaker 2000, a fundraising/donor management software package.

EDUCATION

Midwestern University President & CEO **Kathleen Goeppinger, Ph.D.**, is pleased to announce accreditation of the Doctor of Pharmacy program and the opening of the Osteopathic Specialty Clinic.

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IN THE NEWS...

STATE

BUSINESS

■ **LEAVING WELFARE TO WORK NO GUARANTEE** A study released by the Urban Institute found that families who leave welfare for work still struggle with basic necessities, such as a food and shelter. For Arizona, 52% of all single parents who stopped receiving welfare reported wages the first three months they left welfare. The study found that average annual earnings was approximately \$8,600, about half the poverty line for a family of four.

NATIONAL

BUSINESS

■ **GENERAL MILLS HONORED BY LATINA STYLE MAGAZINE** General Mills has been named on LATINA Style magazine's annual 50 best Companies for Hispanic Women to Work For list and selected by HISPANIC Magazine as one of 1999 Hispanic Corporate 100 companies.

■ **WBENC TO COMPILE A LIST OF TOP CORPORATIONS FOR WOMEN'S BUSINESS ENTERPRISES** Are you a women-owned business? Do you work with a corporation? Take WBENC's online survey NOW! The Women's Business Enterprise National Council is gathering information about their supplier diversity programs. For more information, contact wbecert@aol.com

WOMEN OF COLOR

Released recently by Catalyst, 47% of over 1,700 women-of-color survey respondents from 30 leading U.S. companies cite as barriers the difficulty of not having an influential mentor or sponsor. Forty percent cite the lack of informal networking with influential colleagues; 29% note the lack of company role models who are members of their racial/ethnic group; and 28% speak of the lack of high visibility assignments. www.catalystwomen.org.

EDUCATION

AMERICANS FAIL WOMEN'S HISTORY TEST

According to a new national poll, 74% of Americans do not know when women won the right to vote. Conducted by Global Strategy Group, the poll also found that a majority of Americans cannot identify the two women who were most responsible for creating the women's rights movement. Ninety-three percent could not identify Stanton, the principal author of the Seneca Falls Declaration. Only 36% could identify Susan B. Anthony.

MILITARY BAND PIONEER APPOINTED TO JUILLIARD

The Juilliard School has appointed retired Army Lt. Col. Virginia Allen, a former Army band conductor and a pioneer for women in military bands, to its conducting faculty.

HEALTH

HEART ATTACK MORE LIKELY TO KILL WOMEN

Researchers found younger women have a greater chance of dying of a heart attack than men. The New England Journal of Medicine revealed that of men and women younger than 50 years of age who suffered a heart attack, women were twice as likely to die from that heart attack. The high rate of death among women heart-attack patients may be related to the fact that younger women tend to wait longer before going to the hospital for treatment and, once at the hospital, they were less likely to be diagnosed with a heart attack.

VA PROPOSES BIRTH DEFECTS BENEFITS LEGISLATION

The Department of Veterans Affairs (VA) is developing legislation that would benefit children with birth defects which may be related to their mothers' service in Vietnam. A VA-commissioned study provided evidence associating women's Vietnam service with birth defects. Vietnam veterans who believe they have health problems that may be related to their Vietnam service should call 1-800-827-1000.

NEW STUDY SHOWS WOMEN CAN PREVENT BONE LOSS

When combined with calcium and vitamin D supplementation, low dose hormone replacement therapy (HRT) can prevent bone loss in postmenopausal women as effectively, or more effectively, and with fewer side effects than higher dose regimens. A recent study, published in the Annals of Internal Medicine, found that low doses of estrogen, previously thought to be ineffective, was actually fully bone protective if we gave enough of the

raw materials to build bone - that is calcium, in the form of TUMS(R), and vitamin D. So in effect, this is as much a calcium story, as it is a hormone story.

PLANNED PARENTHOOD URGES CONGRESS TO REJECT REQUIREMENT FOR MILITARY WOMEN

Planned Parenthood Federation of America (PPFA) urges the Department of Defense conferees to oppose any attempts to limit rape and incest exceptions for military women seeking federal funding of abortion services in overseas military hospitals. Congress is denying servicewomen their constitutionally protected right to reproductive health services.

INTERNATIONAL

HEALTH

■ **NEW FEMALE INCONTINENCE DEVICE GAINS EUROPEAN CLEARANCE** Rochester Medical Corporation received notice that its FEMSOFT(R) Insert, is used to prevent unintended urine leakage, has received regulatory clearance for marketing in Europe. Not currently available for sale in the U.S., the company anticipates receiving FDA clearance before year-end.

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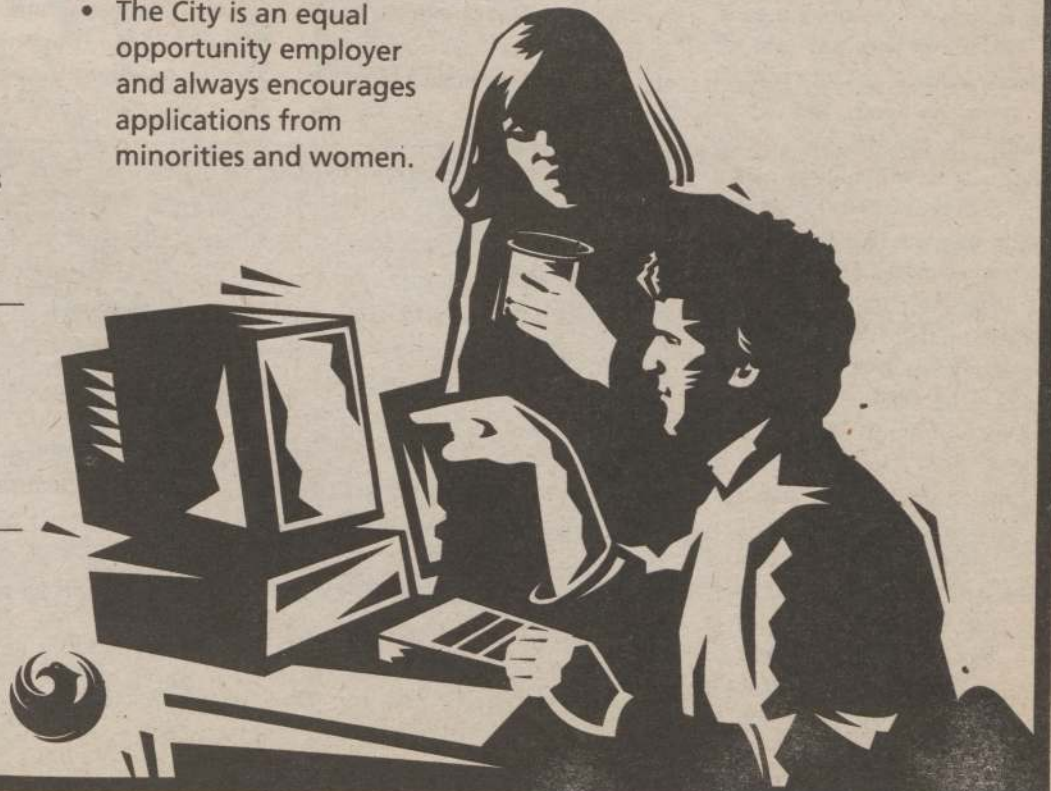
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We're In Business!

MARKETING

Who's that Knockin' On My Door? ... Opportunity!

To create the best opportunity to close a sale, you must know your clients and prospects. The best way to do this is by developing a written history using your computer. You can use this information to understand your prospects buying needs and patterns, and consistently grow your sphere of influence. Contact management is the mechanism that administers and regulates client and prospect information. This information enables you to position your company for sales success.

The likelihood of this & that

If you want to know what's likely to happen in the future, look to the past. Remember, tomorrow's past is today; therefore, start tracking your marketing program and your clients/prospects responses now. Utilize the database that you've been developing. Upload it into one of the many excellent contact management programs available. Select a program that permits you to modify fields, sort data, create templates, etc. Most of these programs also enable you to take notes, schedule follow up and remind you of the tasks you need to perform.

Striking it Rich - With Goldmine!

By Terry L. Williams

I hope you read Lynette Zang's article above titled, "Who's That Knocking in My Door? ... Opportunity!" She does a great job explaining why any and all businesses should utilize a contact management program. So, I thought I would take this opportunity to tell you that I am a huge fan of the product Goldmine.

Our story was like that of many growing businesses. We needed to find a way to capture incoming information, share that information with one another, keep track of what needed to be done next, send and receive communications (both written and email), pull in information from other databases, and analyze our efforts.

Goldmine does all of that and more. And, it does it in a simple, straightforward fashion that allows those interfacing with it, to get up and running quickly. Goldmine has positioned itself in the marketplace. There is no end software that does

Knowledge is Power

Determine what it is you want to track. Create a sheet to track it, and track it on a monthly basis. After a while, you'll begin to see a pattern, and eventually you'll be able to anticipate likely behavior. You can use this client and prospect information to plan and develop your business. Use your marketing tools to drive sales and use the information you gather from sales to effectively focus your marketing tools. Utilize all of this to develop the relationship between your company and your clients/prospects. It's a win-win.

And From a Seed Grows a Mighty Oak

Expand your sphere of influence. By embracing contact management, you now have the capability to store much information about many people. If you work with large companies, grow your focus to include additional people within the department and other departments. Always think about gathering information...always log that information in your contact's history.

Use the program's capabilities to discover time efficiencies via data sort, calendars, templates etc. What appointments, jobs, etc. have something in common? How can you piggy-back efforts? Let's look at some ways to use these tools:

Data Sort - Use this function to book appointments efficiently. Sort according to zip code order to cut back on travel time. Sort by industry, title, or any other qualifier that will let you see similarities between your clients and/or prospects. Input data with sorting in mind by standardizing titles, industries, etc.

some of what Goldmine does and there are very high-end products for those with big budgets.

There are also a number of templates available that facilitate the use of Goldmine in specific industries. These include commercial real-estate, financial services, executive recruiting, legal, life insurance, mortgage, and residential real-estate.

Goldmine can even be used to capture data off the Internet.

You can find Goldmine V4.0 in several of the local stores or via the Internet for about \$165. Or you can go for the 5-User version

This announcement will serve as notice of the **Arizona Department of Transportation's (ADOT)** proposed annual Disadvantaged Business Enterprise (DBE) goal of 9% for the Federal fiscal year beginning on October 1, 1999. The overall goal is being established in an effort to achieve a "level playing field" for DBEs seeking to participate in ADOT's Federally funded contracts.

ADOT is requesting your comments on the proposed goals and the methodology used to develop it. All records relating to this are available for inspection during normal business hours for 30 days at the ADOT Civil Rights Office, 1739 W. Jackson, Room 127P, Phoenix, AZ 85007. Comments will be accepted for 45 days from the date of this notice.

If your wish to discuss this, the Civil Rights telephone number is (602) 712-7761. The DBE Liaison Officer is available via e-mail at lwormington@dot.state.az.us.

By Lynette A. Zang



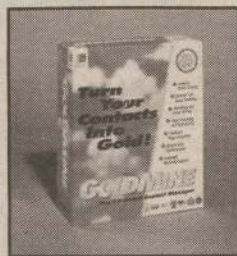
Calendars - Use this function to help keep you organized. Log appointments, phone calls, and tasks. Time block tasks and let everyone know your schedule.

Templates - Use this function to standardize and personalize written communications such as proposals, letters, etc. Tie information you log into your fields to your template. Think about what you need to know to quickly finish off the task at hand and have it show up in your template. Then modify the wording as needed. Set this up in a user friendly format and you can delegate communication jobs more easily.

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Lynette Zang is a creative conduit at Independent Assets, an outsourcing marketing management firm for small to mid sized companies. She can be reached by phone at 480-675-8375 or fax 480-675-0113 or E-mail lzang@concentric.net.



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Two New "Fresh Start" Programs for Women

Fresh Start Women's Foundation was founded in 1991 with the sole purpose to help women becoming self-sufficient. The Mentor program, established in 1998, accomplished that end by matching professional and business women in the Valley with women who are ready to make a transition in their current life situations.

Two new programs are beginning in September. The Fall Education Series for Fresh Start Mentees and their children is designed to enhance life skills and personal development. The workshops provide meaningful opportunities wherein the women clients may further their efforts in becoming self-sufficient.

Mentee Seminars include self-esteem and confidence building by learning to access community resources, gaining proficiency in job placement and advancement techniques; and setting goal to make dreams a reality. Workshops are free of charge to all Mentees and facilitated by mentors who are professionals in their fields.

The ALVIE children's program was developed so Mentees with children could attend the Fresh Start workshops. (ALVIE is an acronym for arts, literature, virtues, imagination & enrichment). The modules are designed to enhance children's reading, listening, and comprehension skills, as well as increase social skills and strengthen self-esteem.

Women who are interested in making application to Fresh Start Mentors as either a Mentee or Mentor may contact the Director, Ceah Ure at (602) 594-6734.

HUMAN RESOURCES

by Sandy Kolberg, Ph.D.

Developing Your Greatest Hidden Business Asset – People

People think of business assets as cash on hand, equipment, inventory and receivables. There lurks in most organizations a far greater asset – and it is often hidden. **What would be different about your organization if people were your greatest business asset?**

More time would be spent selecting the right people.

The *job description* would clearly state the *roles and responsibilities* of the employee. Carefully select people for the positions matching their experience to the needs of the job and the whole organization.

A plan of action would be established for each employee.

Establish an action plan for each employee before executing performance appraisals. The best way to have employees work toward internal goals is to create a joint evaluation of past performance, agree on future expectations and develop a plan to see that those expectations are met. Include on-the-job training, educational reimbursement and other opportunities.

A balance between input and output would be created and implemented.

Output is the expectation for employees to produce. In many

organizations, it means continually producing more and working harder, often with fewer resources and static compensation. Employers then wonder why employees become disgruntled and burned out. *Input* can mean a variety of things, but usually includes bringing balance between work and family. Organizations would allow employees to have influence in designing his/her workday achieve balance.

More responsibility would be transferred to the employee.

An employee who has ownership in his/her job and in the company is a greater asset than one who comes to work to collect a paycheck. Along with the transfer of responsibility, comes accountability to the job and the organization. Much good employee talent and creativity is lost to micromanaging. Effectively delegating both authority and details to employees is the sign of trust and cultural integrity in an organization.

Organizations would provide positive effective feedback and help develop the hidden talents in their people assets.

The ability to appraise people and carry out an effective performance appraisal is a real sign of a savvy business manager. It is here, in the feedback area, where employers can really

develop their people assets. Recognition can include awards, gift certificates and money. Most people don't just work for a paycheck. When people feel valued, they will shine and produce much more than disgruntled employees who receive little feedback and mostly negative feedback.

Business success is not just measured by increased production and increased bottom line figures. It takes a combination of training, coaching and delegating to develop people as an asset to any business. Uncovering the hidden talents of employees gives organizations a step ahead of the competition. By encouraging employees to participate in the planning and development of their careers and rewarding them, you will make people your greatest business asset and watch your company soar to bigger and better success.

Sandy Kolberg, Ph.D. is the owner of StrateGEMS, a consulting firm specializing in Communication and Interactive Team Building. An adjunct professor at University of Phoenix, Sandy is available as speaker/workshop facilitator. Call: (602) 987-9024



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Arizona Women's News

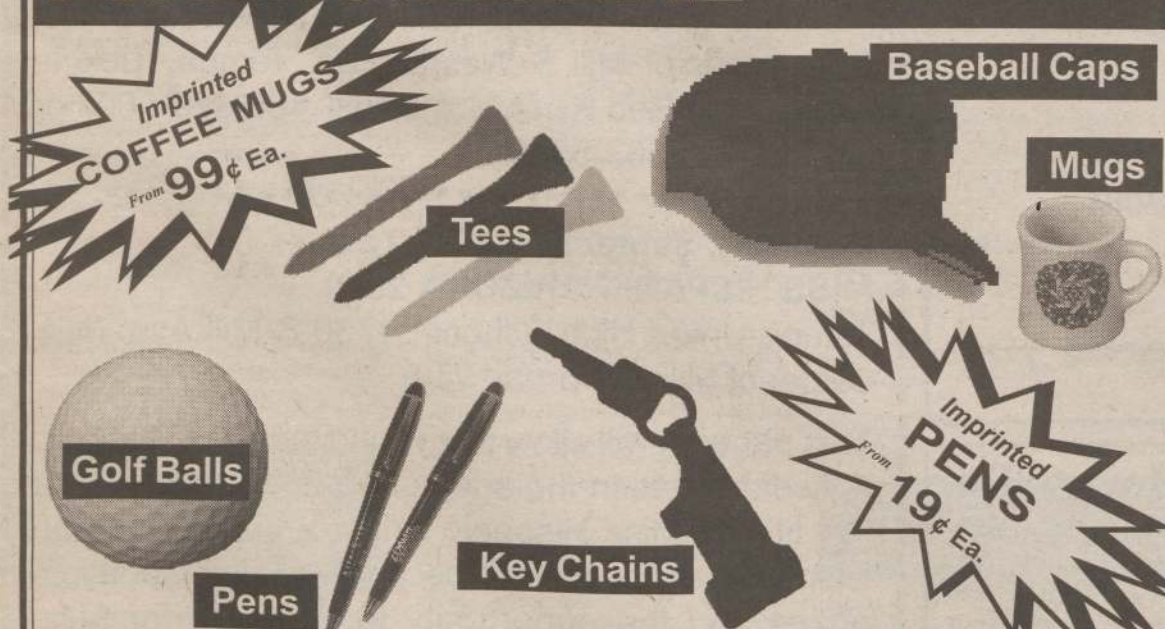
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Springboard 2000

Women-owned firms are the fastest growing sector of the U.S. economy and are building leading-edge companies. Yet, many women entrepreneurs have not been successful in landing equity financing for their businesses, despite having a solid business plan, management team and financial projections.

Springboard 2000 —
the first ever venture capital forum to
showcase women entrepreneurs—
intends to change that.

This ground-breaking event, scheduled for January 27, 2000 at Oracle's Conference Center in Redwood City, CA will bring together over 350 investors and key service providers from the US, Asia and Europe.

Springboard 2000 will showcase 25-30 female seeking seed or later round investments of \$1 million to \$15+ million. **Please note that the priority application deadline is September 17, 1999.**

For more information, contact Amy Millman, Executive Director, National Women's Business Council at 202-205-3850, amy.millman@sba.gov or go to www.springboard2000.org.

- EVENTS
- WOMEN'S CALENDAR
- BUSINESS DIRECTORY
- EMPLOYMENT

The Women's NETWORK

1999 Hispanic Women's Conference

"Hispanas In the New Millennium"
"Hispanas En La Nueva Era"



October 29-30, 1999
Phoenix Civic Plaza
Phoenix, AZ

This high-energy national conference brings together over 2000 Hispanic women, businesses, community leaders and public officials for two days of educational and motivational presentations, panel discussions, forums and special events.

For conference registration/information:
800-388-4492 or 602-495-0560.

Hotel reservations can be made by calling:

Holiday Inn Express

620 North Sixth Street Phoenix, AZ 85004
(602) 452-2020 Fax (602) 252-2909

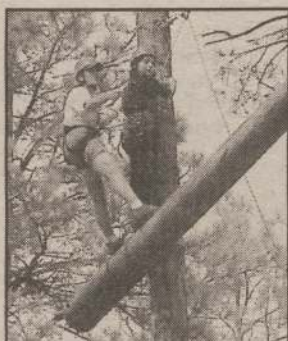
or

HYATT Regency Phoenix

122 North Second Street Phoenix, AZ 85004
(602) 252-1234

What Does Hanging Around in Trees Have to Do With Becoming a CEO?

Well, for the 26 girls who attended Camp CEO this summer it was part of the team building experience. Their days were packed with workshops, which taught them about personality profiling, visioning, goal-setting, financial planning, business etiquette and much more. The Camp CEO girls also mastered the Ropes Course which culminated in a 40-foot climb into the trees, a tightrope walk (in harnesses, thank goodness) to a platform where they jumped off and "zipped" down to return to earth level.



With so much activity, the experience was intense. So, what did the girls learn? Their final presentations told all.

They all learned that we need to work with all types of personalities to get the job done. They identified visions for themselves and recognized that, in 10 years, their vision just may have changed from what it is now. And they knew that they must set solid goals, and stick with them to attain their visions. (Maybe this camp should be for some of us older "girls?")

Thanks to the hard work of all the women who participated, Camp CEO was a success.

Congratulations!

IMPACT
FOR ENTERPRISING WOMEN
A LOCAL NAEP AFFILIATE

IMPACT for Enterprising Women Award Recipients Announced.

Award recipients are women who have achieved an extraordinary success through the use of personal initiative, creativity, or perseverance; have effectively mentored other women in the workplace or community; and have performed an outstanding service to the community above and beyond the norm.

This year's 1999 Marquee of Honorees recognizes: Joyce Geyser, Coppersmith & Gordon; Linda Herold, The Herold Report; Patricia Drain, Professional Alternatives of Arizona, LLC.; Pamela Young, Models Plus International; The Honorable Mary Thomas, Governor of the Gila River Indian Community; Julia-Isabel Davenport, Computer Training International; Patricia Ross, Prime World Travel; Ronni Anderson, Staff One; Deobrah Hansen Linzer, Founder of Everywoman Story Project; and Wink Blair, Wink, Inc. Each of these award recipients has overcome unique and challenging obstacles to make a remarkable and noteworthy contribution to the Community.

The 1999 IMPACT for Enterprising Women Award Reception, Silent Auction, Luncheon, and Awards Presentation will take place on September 18, 1999, at the Phoenix Airport Marriott Hotel, 1101 North 44th Street, Phoenix. Funds derived from the Silent Auction are returned to the Community in the form of outreach programs, as well as continuing future IMPACT Seminars and Events.

For information, reservations, and tickets, please call: 265-0458.

Don't Miss These Events!

Thursday, September 30th

COMEDY NIGHT & SILENT AUCTION.

To benefit Crysalis Shelter for Victims of Domestic Violence. 5:30 – 9:00pm (\$20) Red River Music Hall, SW corner of Mill & Washington, Tempe. Tickets available at Red River Music Hall 480-829-0607 or Dillards 602-503-5555.

Saturday, September 11th, 7pm

MISS HISPANIC ARIZONA 2000

Tempe Union High School, 1730 S Mill Ave. (NW corner of Mill and Broadway)

This pageant will allow fifty young ladies of Hispanic descent between the ages of 15-26 to compete for the title of Miss Hispanic Arizona and Miss Teen Hispanic. Winners will be awarded scholarships, prizes and the opportunity to compete for Miss Arizona and Miss Teen Arizona.

September 26 - 28th

**GOVERNOR'S SUMMIT ON
DOMESTIC VIOLENCE**

Learning Solutions from one Another. 4pm Sunday – 5pm Tuesday. (\$60) Mesa Community and Conference Center, 263 N Center St, Mesa. RSVP: Deama West 602-965-1352 or 800-432-2772. Deama.west@asu.edu.

professional groups

9/7 Tuesday

THE HOW TO'S What Not To's & Why Don't you's of Using the Internet. Mary Westheimer. 7pm (FREE) PVCC, 18401 N 32nd @ Union Hills. 602-787-6800.

9/8 Wednesday

POWER PRESENTATIONS Shirley Maracle. 8am (FREE) 1500 E. Bethany Home Rd., Suite 140, 265-4563. Fax RSVP: 265-2406.

9/8 Wednesday

NAWBO AWARDS & CORP RECOGNITION LUNCHEON Rt. Honourable Kim Campbell, Keynote Speaker. 11:15 am (\$45 members/\$55 non-members) Pointe Hilton at Squaw Peak, 7677 N 16th St. RSVP: 480-496-5755.

9/14 Tuesday

KNOW YOUR CUSTOMERS Deborah Johnson. 11:30am (\$) Orange Tree Resort (10601 N. 56th Street), RSVP 480-563-9922.

9/18 Saturday

CELEBRATION OF SUCCESS IMPACT for Enterprising Women. 11:30am (\$) Phoenix Airport Marriott Hotel, 1101 N 44th St. RSVP 265-0458.

9/18 & 9/25 Saturdays

W.I.L.D.* WOMAN BREAKFAST (*Wonderful, Intelligent, Loving & Divine) Spiritual & Business Networking Breakfast with meetings monthly in Phoenix and Mesa. Enjoy a speaker, music, networking, socializing, and have fun. 9/18 - Phx; 9/25 - Mesa. Speakers: Jana Stanfield, Nashville Singer/Songwriter and Marilyn Powers, Ph.D. author of "The Bridge Between Two Lifetimes." (\$10) RSVP Jenny 602-866-3355.

9/29 Wednesday

MAKING YOUR CORPORATE IMAGE WORK Stephanie Everson. 8am (FREE) 1500 E. Bethany Home Rd., Suite 140, 265-4563. Fax RSVP: 265-2406.

October 6 - 10

ABWA NATIONAL CONVENTION This years convention will be held in Kansas City MO to commemorate the founding of the organization. For more information, contact the nearest chapter listed in the Women's Professional Groups section below.

October 14

11TH ANNUAL WOMEN'S LEADERSHIP CONFERENCE Chaired by Helen Chacon. 8am - 4:30pm. (\$90) The Westin La Paloma, 3800 E Sunrise Dr. Tucson. RSVP Linda Breck 520-884-7810.

October 17 - 23

BPW NATIONAL BUSINESS WOMEN'S WEEK Area women are Nationally recognized, serving to dramatize the contributions of women to business and professional life. RSVP Rose Pachura 802-0775.

October 28

2ND ANNUAL COMMUNITY AWARDS LUNCHEON Arizona Family Planning Council. 11:30am - 1:30pm. (\$) Hyatt Regency, Downtown Phoenix. RSVP: 602-258-5777.

October 29 - 30

1999 HISPANIC WOMEN'S CONFERENCE Educational & motivational presentations, panel discussions, forums and special events. (\$) Phoenix Civic Plaza RSVP: 800-388-4492.

women's professional groups with regular meetings

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN Open to all college graduates. Phoenix branch: 1st Saturday, 8:30am (\$) Ramada Inn at 5th Ave./Camelback. Information: Linda Blackwell 602-971-3004.

AMERICAN BUSINESS WOMEN'S ASSOCIATION

Encourages members to unite, build strength through diversity and celebrate both our differences and our similarities while working toward our common goal of achieving better lives for all working women.

The are a number of regional groups in the metro area: Me Ta Kola 602-650-1747, Teepee 480-831-3326, East Valley 480-844-2441, Foothills 730-8628, Kachina 395-1079, Las Reveldes 943-8288, Paradise Valley 971-3849, Phoenix Metropolitan 276-5887, Saguaro Roundtable 813-7630, Sonoran Spirit 947-8769, Turquoise-Camel 957-8277.

WOMEN'S CALENDAR

AMERICAN SOCIETY OF WOMEN ACCOUNTANTS

To help our members achieve their full potential and to ensure gender equality within the accounting profession. 3rd Thursday, 5:30pm (\$18) Treulichs Restaurant, 5020 N. Black Canyon (Fwy I-17 and Camelback), Charlene Kirtley 516-9295.

ARIZONA COMMERCIAL REAL ESTATE WOMEN (AZCREW)

To support educate and promote business opportunities for women who are practicing professionals in the commercial real estate industry. 3rd Tuesday, 11:30am (\$35) University Club (39 E. Monte Vista, Phoenix), Maurine Koemer 468-8539.

ARIZONA WOMEN LAWYERS ASSOCIATION (AWLA)

Anyone may attend (reservations required). 4th Wednesday, 11:30 am (\$20) Arizona Club (Bank One Building, 201 N. Central, 38th Floor), Amy Schwartz 956-4438.

ARIZONA WOMEN'S COUNCIL

2nd Monday, 12 - 1 pm (Bring Brown Bag Lunch) YWCA, 755 E Willetta, Phoenix. Call 602-997-8250 for more information.

BUSINESS AND PROFESSIONAL WOMEN (BPW)

Brings together businesswomen of diverse backgrounds; helps them to grow personally and professionally through leadership, networking and national recognition. Advocates of civil rights, health, and economic equity; addresses issues of sexual harassment, violence against women, equal rights, and reproductive choice. Several valley chapters meet regionally; Visit: <http://www.bpwaz.org/azbpwem.html>.

CAPITOL 3rd Wednesday, 6-8pm (\$17) Treulichs Restaurant, 5020 N. Black Canyon (Fwy - I-17 and Camelback), Francisca Rangel-Fibiger 392-2260, ext. 281 (brifran@goodnet.com).

METROPOLITAN/SCOTTSDALE 2nd Wednesday, 11:30am-1pm (\$16) McCormick Ranch Golf Club, 7505 McCormick Pkwy, Scottsdale Sheila Berkowitz 602-451-5229 (sassyseil@aol.com).

MIDTOWNERS 2nd & 4th Thursday, noon (\$20) Phoenix Country Club (7th Street & Thomas), 279-0940 (midtownersbpw.usa.net).

NORTH PHOENIX 3rd Monday, location varies, Barbara Cole 973-1197 (brifran@goodnet.com).

PHOENIX 4th Tuesday or Saturday, location varies (cmlitterbox@msn.com).

SUN CITY/NORTHWEST VALLEY 3rd Tuesday, 7:30am (\$) Westbrook Village at the Vista Grill, Leslie Fountain 561-8233 (franjan@azstarnet.com).

SUPERSTITION 2nd Tuesday, 6:30pm (\$11) Ranch House Restaurant (2155 S. Dobson Rd., Mesa), Jan Lewis 820-2072 (ntross@uswest.net).

TUCSON 1st Thursday, 6:00pm (\$14) Windmill Restaurant. Reserve by Monday prior 520-751-1513.

TUCSON U of A 3rd Wednesday, 12 noon (\$) University of Arizona, phess@u.arizona.edu.

WICKENBURG 1st Thursday, (\$) location varies, (franjan@azstarnet.com).

CHRISTIAN BUSINESS WOMEN'S ASSOCIATION

To encourage and equip Christian business and professional women to reflect Christ in their world. Mondays Noon /12, 19, & 26 (\$18) Phoenix Country Club (7th Street & Thomas) 948-2292, line #1.

EAST VALLEY ENTREPRENEURS 2nd Friday, 9am (Free) DeCarlucci's Ristorante, 1859 W Guadalupe, Mesa. Mary Contreras 967-8749.

ENTREPRENEURIAL MOTHERS ASSOCIATION (EMA)

Provides a professional network through which entrepreneurial mothers can meet with peers to share information, trade support, use one another's services, and offer encouragement to other mothers considering entering the entrepreneurial field. 602-892-0722.

EAST VALLEY CHAPTER 1st Monday, 6:30pm (\$) Wyndham Garden Hotel (Chandler Blvd. & I-10), 892-0722

METRO PHOENIX CHAPTER 4th Monday, 11 am (\$) Sheraton Crescent Hotel, Indigo Restaurant (Dunlap & I17), 892-0722.

NORTHEAST VALLEY CHAPTER 2nd Tuesday, 11:30am (\$19 members/\$22 guests) Orange Tree Resort (10601 N. 56th Street), RSVP 480-563-9922.

TUCSON 3rd Tuesday, 11:00am (\$) El Parador Restaurant (2744 E Broadway Blvd) RSVP 520-577-8250.

IMPACT FOR ENTERPRISING WOMEN

Local NAFE affiliate. Empowers women by fostering an atmosphere of women helping women both in their businesses and their personal lives.

PHOENIX CHAPTER last Friday, 11:30am (\$17) Francesca's Tea Room & Treasures, 4628 N 7th St. RSVP 602-817-8210.

NORTHEAST VALLEY CHAPTER 3rd Wednesday, 11:30am (\$17) Stone Creek Country Club (4435 E. Paradise Valley Parkway) RSVP 602-817-8210.

EAST VALLEY 2nd Wednesday. 6pm (\$) DeCarlucci's Ristorante, SE Corner off Guadalupe & Dobson. RSVP 602-817-8277.

NORTHEAST DINNER 3rd Tuesday. 5:30pm (\$14 members/ \$19 guests) Coco's Restaurant, 4515 E Cactus Rd. RSVP 602-817-8210.

MOON VALLEY BUSINESS & PROFESSIONAL WOMEN'S NETWORK

Professional women's networking group with speakers spotlighted monthly. 1st Thursday, 6:00pm (\$18) Moon Valley Country Club (151 W. Moon Valley Drive), Becky Powers 866-8500.

NATIONAL ASSOCIATION OF WOMEN BUSINESS OWNERS (NAWBO)

To train leaders for a changing world and to be the continuing voice and vision of women business owners in expanding their personal and business influence politically.

PHOENIX 2nd Wednesday, 11:30am (\$25) Phoenix Country Club (7th Street & Thomas), 731-4800.

TUCSON 2nd Tuesday, 11:30am (\$15 members/ \$20 non-members) Double Tree Hotel, 455 S Alvernon Way, Tucson. RSVP: 520-740-9543.

NORTHWEST WOMEN'S NETWORK

To establish an effective referral system through the exchange of leads and networking information. Wednesdays, 7:30am (\$) Mimi's Cafe (75th Ave & Bell), Peggy Bowers 938-5427.

PROFESSIONAL WOMEN IN HEALTHCARE

Mondays, bi-monthly. 6pm (\$36 nm/\$21 m) Phoenix Airport Marriott, 1101 N 44th St. RSVP: 480-314-9280.

SOUTHEAST WOMEN'S NETWORK

Leads Group. Thursdays. 7:30 a.m. (\$) Broadway Grille, Seraton Hotel, 1600 S 52nd St., Tempe. 602-940-8142.

W.I.S.K. Women I Should Know.

3rd Monday, 11:30 a.m. (\$18.50) University Club, 39 E Monte Vista Rd. PREPAYMENT REQUIRED! Mail check to M.Joyce Geyser, CopperSmith & Gordon, PLC. 2633 E Indian School Rd, Ste 300, Phoenix, AZ 85016-6759. Payment must be received by the Thursday prior.

WOMEN BUSINESS & DIALOGUE

Phoenix Chamber of Commerce women's business group. 2nd Friday, 7:30am (\$) Arizona Club (Bank One Building, 201 N. Central, 37th Floor), 602-495-6481.

WOMEN BUSINESS BUILDERS

To provide education and networking support to experienced and novice entrepreneurs. 2nd Saturday, 2pm (Free) Glendale Public Library, 5959 W Brown, Diane Neville 623-930-3554.

WOMEN IN BUSINESS COUNCIL

Tempe Chamber of Commerce women's business group meets for lunch with speakers. 3rd Thursday, 11:30am (\$10 members/\$12 non-members) various locations, 736-4283.

WOMAN'S NETWORKING EXECUTIVES OF ARIZONA

A division of NAFE. 4th Wednesday, 12 noon (\$) 100 W Clarendon, 2nd floor conference room. Beverly Tuthill 248-2773.

ZONTA CLUB

International service organizations of executives in business and the professions working together to advance the status of women.

EAST VALLEY 2nd Thursday, 12pm (\$) Holiday Inn Tempe, Pat 895-3071.

PHOENIX 3rd Thursday, 6pm (\$) Executive Park Hotel (1100 N. Central Ave.), Caroline 841-0143.

other professional groups with regular meetings

ARIZONA PROFESSIONAL ORGANIZERS ASSOCIATION

2nd Tuesday, 4:30pm (\$) La Madeleine, 3102 E Camelback, Karen Ussery, 248-2884.

ARIZONA SMALL BUSINESS ASSOCIATION (ASBA)

Supports and networks small business owners throughout the state.

PHOENIX Business workshops on variety of topics. Wednesdays, 8-10am (free) ASBA (1500 E. Bethany Home Rd., Suite 140), Tom Gunn 265-4563. Fax RSVP: 265-3681.

EAST VALLEY Business workshops on variety of topics. 2nd & 4th Tuesdays, 8-10am (free) Spectrastaff, #200 N Hayden Rd, Suite 210, Scottsdale. RSVP: 602-481-0411 x212 or fax 602-481-0525.

TUCSON Business workshops on variety of topics. Thursdays, 8-10am 8 am (FREE to members/\$10 guests) Various locations. RSVP 520-886-6588.

ARIZONA ASSOCIATION OF BUSINESS SUPPORT SERVICES

To provide a forum from which members and guests can share experience and knowledge and promote their personal and professional growth. 3rd Wednesday, 6:00 pm (\$13.50 members/\$15 non-members) Coco's, 4515 E Cactus (Tatum & Cactus) Contact Wanda McLaughlin 732-7966.

CHATS TOASTMASTERS

A group of professionals and entrepreneurs that are dedicated to improving public speaking and leadership skills. Mondays, noon (?) University of Phoenix, 7001 N Scottsdale Rd (& Indian Bend) Wendy Pellegrini 860-6387.

GREATER PHOENIX CHAMBER OF COMMERCE

Provides a variety networking opportunities. For information, call 602-495-6477.

GREATER PHOENIX BLACK CHAMBER OF COMMERCE

1st Thursday. Various speakers. 7am (\$10 members/ \$15 non-members) Phoenix Art Museum, 1625 N Central (Central & McDowell.) RSVP by prior Friday: 602-307-5200.

HISPANIC CHAMBER OF COMMERCE

3rd Thursday, 7:30 am Or 5:30pm (?) RSVP 602-279-1800.

HOME BASED BUSINESS COUNCIL

3rd Tuesday. Chaired by Janet Drez. 9:30 am (Free) ASBA (1500 E. Bethany Home Rd., Suite 140), 265-4563.

HOME BASED BUSINESS NETWORKING GROUP

1st Wednesday and 3rd Thursday. 10:30 am (Free) Borders Cafe, 73rd Ave & Bell. 602-572-8201.

PEORIA CHAMBER NETWORK

1st & 3rd Tuesdays, 7am (\$) Borders, 7320 W Bell. Fourth Tuesday, 7am, Olive Garden, 7889 W Bell. Connie Brown 623-979-3601.

PVPC NETWORK

1st Tuesday, 7am (Free) Paradise Valley Community College, 18401 N 32nd St at Union Hills. 602-787-6800.

STRATEGIC LEADERSHIP FORUM

Meetings on leadership, strategic management and organizational change presented by recognized speakers, authors, academics and senior executives. 3rd Thursday, 11:30 am (\$25/ \$35) Arizona Club, Bank One Bldg, 201 N Central Ave. 37th Floor, Phoenix. RSVP Lynne Gallipo 602-631-4829.

TOASTMASTERS

Various days, times & locations. For information, call 602-254-3255.

arts & entertainment

October 7/November 27

MENOPAUSE THE COMEDY Not Just for Women Only. 8pm (\$13/ \$11 students & Srs.) On the Spot Theater, 4700 N Central (NW Corner Highland & Central) RSVP 602-564-6606.

"CELEBRATING CEREMONY"

MUFFI BINDI'S FALL RETREAT

October 29, 30, & 31, 1999

HELD AT BEAUTIFUL WHISPERING PINES CAMP
PRESCOTT, AZ

ALL W.I.L.D.* WOMEN ARE INVITED TO LEARN ABOUT, PARTICIPATE IN AND CREATE ALL ASPECTS OF CEREMONY. EXPERIENCE THE BONDING THAT CAN ONLY TAKE PLACE WHEN WOMEN OF LIKE MIND GATHER TO SHARE THEIR LOVE, SUPPORT AND CREATIVITY WITH ONE ANOTHER. *WONDERFUL, INTELLIGENT, LOVING AND DIVINE

WORKSHOPS INCLUDE:

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DANCE & MOVEMENT - SALLY GEBLER
PRAYER & MEDITATION - REV. BILLIE MARTINI & REV. THERESA INZERILLO
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PRIZES FOR THE BEST COSTUMES!
MASSAGE THERAPISTS - ELIZABETH BELL & SANDY LONGBOOTHAM

TOTAL COST: \$149.00

COST INCLUDES FOOD, LODGING (DORMITORY STYLE), SNACKS AND ALL WORKSHOPS. RESERVE YOUR SPACE NOW BY MAILING YOUR \$50.00 NON-REFUNDABLE DEPOSIT TO THE ADDRESS BELOW.

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FOR MORE INFORMATION OR TO REGISTER, PLEASE CONTACT:

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MUFFI BINDI PRODUCTIONS-P.O. BOX 38301-PHOENIX, AZ 85069
(602) 866-3355 OR (602) 205-0552
E-MAIL: JDICKASON@HOTMAIL.COM

benefits

9/19 Sunday

S MTN CLASSIC 20K & 5K FUN RUN/WALK To benefit the American Liver Foundation. 6 am (\$10-\$15) For information, call 602-954-8341.

9/28 Tuesday

AZ FOUNDATION FOR WOMEN ORIENTATION Information on how you can get involved. 11:30 am - 1pm (Free) 201 N. Central, Concourse Level. RSVP (602)221-4666.

9/30 Thursday

COMEDY NIGHT & Silent Auction. To benefit Crystals Shelters. 5:30 - 9:00pm (\$20) Red River Music Hall, SW corner of Mill & Washington, Tempe. Tickets available at Red River Music Hall 480-829-0607 or Dillards 602-503-5555.

body, mind, spirit

Ongoing

LOUISE L. HAY WORKSHOPS & CLASSES Now forming... for most current information call: Lynnaea Brodar, Certified Louise Hay Teacher, at (602/480) 962-8238 or check web: www.louisehayteachers.com/lynnaea.htm.

book signings

9/23 Thursday

FROM CRISIS TO CREATIVITY Author Gail Feldman, Ph.D. 7 pm (FREE) Barnes & Noble, 10500 N 90th St, Scottsdale. 602-391-0048.

9/28 Tuesday

GENDERSELL Authors Lee E. Robert. 7 pm (FREE) Barnes & Noble Metrocenter, 10235 N Metro Pkwy E. 602-678-0088.

girls

9/29 Wednesday

AMERICAN GIRLS CLUB Readings about Molly McIntire. 6 pm (FREE) Barnes & Noble, 10235 N Metro Pkwy E. 602-678-0088.

health

9/9 Thursday

YOUR BODY'S CRY FOR RAW FOOD & WATER Presented by Kindrid Spirits, a natural health support & network meeting. Learn natural health alternatives and how to incorporate these alternatives into daily living while being supported along your journey. Natural Health professionals welcome. 7 - 9pm (\$10 members/ \$15 guests) Trinity Church, 7300 Via Paseo Del Sur, Scottsdale. RSVP: Agi Barsi 480-948-3386.

9/14 Tuesday

BREAST CANCER SURVIVAL LECTURE 6:30pm (Free) Arizona Institute for Breast Health, 8994 E Desert Cove, Scottsdale. RSVP: 480-860-4200.

WOMEN'S CALENDAR

9/18 Saturday
TRANSITIONING INTO HEALTHY LIVING Presented by Kindrid Spirits, a natural health support & network meeting. Learn natural health alternatives and how to incorporate these alternatives into daily living while being supported along your journey. Natural Health professionals welcome. 10am - 12:30pm (\$10 members/\$15 guests) Trinity Church, 7300 Via Paseo Del Sur, Scottsdale. RSVP: Agi Barsi 480-948-3386.

Saturdays
NATURAL HEALTH CLINIC Offering: Acupuncture, Homeopathy, Ta-Merry Organ Testing. First come, first serve. noon - 4pm. (Free) Awatukee: RSVP Dr. Burger. 602-510-6578.

job fair

9/21 Tuesday
VALLEY EMPLOYMENT PARTNERSHIP JOB FAIR 9:30am - 2:30pm (Free) South Mountain YMCA, 222 E Olympic Dr (south of Baseline) Information: 602-262-6676.

political

LEAGUE OF WOMEN VOTERS OF METROPOLITAN PHOENIX A non-partisan organization whose mission is to encourage the informed and active participation of citizens in government and to influence public policy through education and advocacy. Call 602-997-5218 for information. (No meetings in July & August)

MESA/TEMPE Call for date & location. 602-997-5218.

PHOENIX 2nd Wednesday. 9:30am (?) Orangewood Retirement Community, 7550 N 16th St, (16th St & Northern). 997-5218.

SCOTTSDALE 2nd Thursday. 10am (?) Scottsdale Civic Center Library, Gold Room, 3839 Civic Center Blvd. Alicia Morrison, 948-5426.

PINNACLE PEAK 2nd Monday. 7am (?) 2334 N 85th St Scottsdale. Minell Sefelt 585-6003.

EVENING UNIT 2nd Thursday. 5:30pm (?) Hebert, Schenk & Johnson, PC, 1440 E Missouri Ave, Ste 125. 997-5218.

NATIONAL ORGANIZATION OF WOMEN (NOW) Works to promote judicial, social and economic equality for women. arizNOW@aol.com.

PHOENIX/SCOTTSDALE CHAPTER 1st Thursday. 7:00pm (free). CASA conference room, 2333 N Central Ave, Phoenix. Call for information. Shannon Chaveuz 602-668-9646.

ASU/EAST VALLEY CHAPTER 2nd Thursday. 7-9pm (free). ASU Memorial Union (speaker) and 4th Thursday at various members homes for Feminist Film night (free). Lori Stormer 968-2016.

EAST VALLEY CHAPTER 3rd Tuesday. 11:30am (free) Changing Hands Bookstore (SW Corner McClintock & Guadalupe). Jane Rein 1967-7059.

SUN CITY CHAPTER 1st Wednesday except July & August. 1pm (FREE) 10861 Sunland Dr, Sun City. 602-948-5014.

TUCSON Twice Monthly. For more information, contact Tucson NOW, 240 N Court Ave, Tucson, AZ 85701. 520-884-7630.

FLAGSTAFF 4th Saturday. 10:30am (free) Flagstaff Public Library. Pamela Baker, 520-522-8158.

VERDE VALLEY is currently organizing. Call Wendy Eckberg, 520-634-5655.

support groups

ADULT FEMALE SEXUAL ABUSE SURVIVORS GROUP Wednesdays, 5:30-7pm (\$10/week) Wholeness Institute (4202 N. 32nd St.), Liz Sikora, M.A. 508-9190.

SINGLE PARENTS ASSOCIATION Devoted to providing educational opportunities and fun, family activities for single-parent families. Activity Line 602-404-6787 or http://singleparents.org.

WOMEN HOLISTIC SUPPORT GROUPS Professionally facilitated empowerment group. Self-Esteem, nurturing and spirituality. Times vary. (\$25/week) Bodyworks Studio, 1801 S Jen Tilly Ln, Suite B-8, Tempe. 480-894-2090.

sports

September 9 - 12
WOMEN'S BASKETBALL FANTASY CAMP Learn & Play with Celebrities & Pros! Special rates for Day

Campers & Mercury Fans. No experience necessary. Must be 21 or older. Come join the fun! (\$) RSVP: 480-539-6125.

9/10 Friday
FAN FEST/AUCTION Special guests include: Jenifer Gillom, Nancy Lieberman-Cline. 7 - 10 pm (\$10 adv/\$15 door/Dillard's Ticket office). Camelback Inn, Scottsdale Ballroom.

9/18 Saturday
PALMER CLASSIC GOLF Tournament & Auction 7:30 am (\$). Palmbrook Country Club, 9350 W Greenway Rd. RSVP: 979-3601.

9/25 Saturday
JJ'S ONE CLUB OPEN All proceeds to benefit the Children's Christmas Party. Time: When the tide is out. (\$10). JJ's Cantina, Rocky Point Mexico. 602-840-1528.

Now Forming
AZ QUEST WOMEN'S BASEBALL TEAM is looking for new players. Must be 18 or older, enjoy baseball/softball, have a positive attitude, and be a team player. Interested? Call 480-894-0573.

tucson

ARIZONA SMALL BUSINESS ASSOCIATION (ASBA) Supports and networks small business owners throughout the state. Business workshops on variety of topics. Thursdays. 8 am (FREE to members/\$10 guests) Various locations. For more information, call 520-886-6588.

CHAMBER OF NORTHERN PIMA COUNTY
NETWORKING LUNCHEON: 2nd Thursday. 12 pm (\$10 members/\$12 non-members) El Burrito Patio Restaurant, 10450 N La Canada Dr. RSVP (520)297-219.
BREAKFAST MEETING: Last Thursday. 7am (\$12 members/\$17 non-members), Oro Valley County Club, 200 W Oro Valle del Oro. RSVP (520)297-219.

WOMEN BUSINESS OWNERS NETWORK 3rd Friday, 11:30am (\$10/\$12) Discount Suites, 4855 E Broadway. 520-881-4506.

WOMEN FOR WOMEN A monthly meeting for Lesbian Business Women. 1st Wednesday. 7am (\$) Maxwell's Restaurant, 1661 N Swan. 520-327-8586.

9/22 Wednesday
1ST ANNUAL NORTHWEST BUSINESS EXPO \$50 per table. Reservations due by Sept 15. To reserve your space or attend, call The Chamber of Northern Pima County 520-297-2191.

workshop/seminar

9/2 Thursday
TIME - THE GREAT EQUALIZER Mary Henney 7 pm (free) Glendale Public Library, 5959 W Brown St, RSVP 623-930-3554.

September 10 - 12
October 22-24
THE BRAIN GYM @ COURSE Learn powerful Brain Gym techniques that allow you to regain ease at any time and make permanent change in any area where you feel "stuck" in reactive or self-defeating behaviors. "This is not just kid stuff. And it works!" (\$) Call Kathy Brown, at Center Edge 602/952-7001 or www.centeredge.com.

9/11 Saturday
WRITING NEWS RELEASES THAT HAVE IMPACT Presented by Terry Williams, Publisher, of Arizona Women's News. Have you ever sent out news releases & wondered why you never saw or heard the story you pitched? Terry explains how to make the most of your news releases. Bring some releases to share & have critiqued. Stay for the afternoon Media Panel. 10 am (free) Glendale Public Library, 5959 W Brown St, RSVP 623-930-3554.

9/11 Saturday
WOMEN BUSINESS BUILDERS "Getting Noticed: How to approach the Media about your Business." Panel discussion with media experts. 2pm (free) Glendale Public Library, 5959 W Brown St, RSVP 623-930-3554.

9/14 Tuesday
PREBIRTHING YOGA Prepare your body, mind, and spirit for the blessed event. Weekly classes beginning 7:00 - 8:30 PM (\$) Central Phoenix. Call Bibi Bhani Kaur. (602) 254-0418.

9/14 Tuesday
STRATEGIES FOR SUCCESS IN A HOME-BASED BUSINESS Janet Drez. 7pm. (free) Glendale Public Library, 5959 W Brown St, RSVP 623-930-3554.

9/16 Thursday
SO YOU WANT TO RUN FOR OFFICE Arizona Women's Political Caucus. - 8pm. (free) YWCA, 755 E Willetta St, Phx. RSVP: 674-9463.

9/20 Monday
MONEY, MONEY, MONEY Begins a 6-week class that debunks the mystery and manipulation around money and supports you in making your dreams come true. Facilitated by Jean DeKraker, CPA and Deborah Johnson, MC. 7pm. (Workbook supply fee plus love offering) Unity Church, 1500 E Greenway. RSVP: 602-978-3200.

9/21 Tuesday
ORGANIZING FOR THE FUTURE Brenda Scagnetti. 7pm. (free) Glendale Public Library, 5959 W Brown St, RSVP 623-930-3554.

9/22 Wednesday
NURSING SKILLS UPDATE Documentation, Defense in Avoiding Lawsuits. 8am - 4pm (\$50) Gateway Community College, 40th St & Washington, Center for Health Careers Ed Bldg. RSVP Ilene Borze 602-392-5480.

9/25 Saturday
TRANSFORMATION SPEAKING CIRCLES Explore new ways of expressing yourself in a safe, supportive environment. Gain confidence speaking in front of a small group. Facilitated by Adrienne Dorfman, M.Ed. Two Sessions Available. Limited space so register early. 9am - 12pm, or 1-4pm. (\$25/session) Call for information and registration: 602-954-6169.

9/25 Saturday
RE-ENGINEERING YOUR CAREER Katrenea Hayes-Wood. 9am - 12pm. (free) Glendale Public Library, 5959 W Brown St, RSVP 623-930-3554.

September 26 - 28
GOVERNOR'S SUMMIT ON DOMESTIC VIOLENCE Learning Solutions from one Another. 4pm Sunday - 5pm Tuesday. (\$60) Mesa Community and Conference Center, 263 N Center St, Mesa. RSVP: Dreama West 602-965-1352 or 800-432-2772. Deama.west@asu.edu.

9/29 Wednesday
PROCUREMENT SEMINAR State of Arizona - Department of Commerce. 7 am - 4:30pm (\$30) Phoenix Civic Plaza South, Yuma Room. RSVP Delia Garcia Kim 602-280-1476.

October 1 - 3
1ST ANNUAL WHOLE LIFE EXPOSITION & CONFERENCE showcasing natural health products, holistic practitioners and tools for personal growth and fulfillment. 2pm Friday - 7pm Sunday. (\$) Phoenix Civic Plaza, 225 E Adams, Halls B & C. RSVP 888-999-2531. Information 800-551-3976. www.wholelife.com.

October 7
FREEDOM THE CREATIVE SPIRIT Learn to let go of tension in Body and Mind. Find your own healing and playful expression. With Wendy Waxman, MA, ADTR. 7:30 - 9:30pm (\$25/week) Bodyworks Studio, Tempe RSVP: 480-894-2090.

October 7 - 9
POWER WITH BALANCE Experience and embrace the attitudes and actions which produce long-term success. Thurs 6 - 11pm, Fri 6 - 11:30pm, Sat 9:30am - 5pm (\$249, corporate & groups rates available) Ivy at the Waterfront, Hawthorn Suites, 7445 E Chaparral, Scottsdale. RSVP: Charlotte Johnson 602-241-1302.

ONGOING
BODYWORKS STUDIO Offers unique classes and workshops regularly to promote wellness, creativity and fun for Body, mind and Spirit. Call 480-894-2090 for a free brochure.

How to Get Listed in the Women's Calendar

Mail, fax or email items to: Arizona Women's News at 4208 N. 19th Street, Phoenix, AZ 85016. Fax (602) 532-7034. Email: info@azwomensnews.com. Final deadline for the Women's Calendar is 5:00pm the 10th of the month prior to issue date. We give preference to notices for non-profits, by and for women that are free or low-cost (\$10 or under). To GUARANTEE that your item is included, you may reserve a listing for \$15 for 1-4 lines, \$28 for 5-8 lines (assume approximately 40 characters per line). Entries must be prepaid: we do not bill or send receipts.



Saturday, September 25

Transformation Speaking Circles

- Would you like to discover the key to authentic communication?
- Feel confident when speaking before a large group, in a small circle of friends, or a business meeting?
- Unlock the power you are as a communicator?

Gain confidence as you speak! Attend a speaking circle, and explore new ways of expressing yourself. In a safe, supportive environment, participants take turns being in front of a small group of not more than 10. Deep listening is encouraged and creates a space for authentic communication. Brief positive feedback is given to each speaker, who takes home a video of her or his session. The work is based on the book "Be Heard Now, by Lee Glickstein, founder of Speaking Circles International.

Facilitated by Adrienne Dorfman, M.Ed., Former Chair of the Communication Department at Unity School for Religious Studies, and a certified facilitator of Speaking Circles.

"Her gentle presence engenders a sense of safety within the group, as she encourages each participant's expression of feelings and ideas."

Two Sessions Available. Limited space so register early. 9am - 12pm, or 1-4pm. (\$25) Call for additional information and registration: 602-954-6169.

Micro-Business Loans Available

Self-Employment Loan Fund, Inc. (SELF) is now offering its new Individual Lending Program (ILP) with loans ranging from \$3,000 to \$15,000. SELF is a non-profit community based organization providing micro-enterprise opportunities to micro-business owners. The ILP basic eligibility requirements are a completed business plan and a minimum of two years operations.

SELF has been instrumental in providing a window of opportunity to more than 700 aspiring entrepreneurs investigating the feasibility of their dreams. Many of their dreams are now a reality.

SELF's core program offers a training component where the outcome is the completions of a business plan, technical assistance for the life of your business, and a micro-loan peer lending program. These loans range from \$200 - \$5,000.

The ILP provides the next level of assistance to SELF graduates and others looking to expand their business. If your business can use additional working capital, call SELF at 602-340-8834. *Caroline Newsom is the Communications Manager for SELF which is located at 201 N Central Ave, Suite CC10, Phoenix.*

Classifieds

business opportunities

Attention Book Lovers! Dorling Kindersley, an award-winning publisher, now expands into direct marketing. Outstanding informational books, videos and CD-ROMs for all ages. Ground floor opportunity with the flexibility of a home-based business! Training provided. NOW HIRING! Call Faith McNaughton (602)892-6947.

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personals

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volunteers needed

Opportunities are available in patient care and non-patient care areas, retail shop settings and Health Information centers. For more information, call Scottsdale Healthcare Volunteer Services Department at (480) 675-4053.

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Susan A. Davis is an attorney who advises clients in the areas of estate planning, small businesses and non-profit organizations. Estate planning includes wills, trusts, powers of attorney, medical care directives and living wills. Business issues include choice of entity for the business, policies and procedures, employee matters and business planning. Nonprofit organization matters include tax exempt status, organizational structure, government regulation, board duties and responsibilities.

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Women's Business Directory

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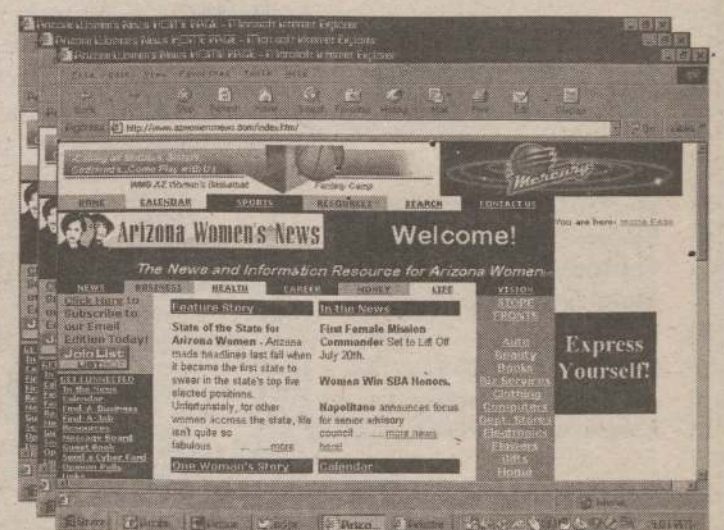
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From Women on the Net, Page 1

primarily in three areas. One is education – education of consumers, education of law enforcement, education of parents. Two is investigation and prosecution. Three is working on the drafting of legislation updating Arizona laws into the cyber age. Laws on how you serve process and where venue could be more clear. We're seeing new types of crimes and we want to make sure we can charge those to the max."

This special unit in the Attorney General's office includes hi-tech experts as well as legal staff headed by veteran technology crime specialist Gail Thackeray. Napolitano says, "Gail Thackeray is probably one of the nation's experts on hi-tech crime. We're just lucky enough to have her in Arizona." Read more about Gail, her background, and her views on hi-tech crime in our One Woman Story.

Napolitano mentions three recent areas of hi-tech crime her office has seen, "Cases involving what we call cyber-stalking. In one case a man broke up with his girlfriend and decided to put her image on the Internet in some particular chat rooms with some very personal information about her. We have cases of plain old fraud on the Internet, i.e. you transact to buy something on the Internet and it never gets delivered. And then we have theft of identity cases where people posing as someone else on the Internet to buy things on the Internet. Those (identity theft) are a growing category of cases."

While hi-tech crime is growing so is use of the Internet. Napolitano says, "Use of the Internet is growing rapidly. So, I think it (growth of hi-tech crime) is in proportion to that."

Looking to the future, Napolitano says, "the next major initiative is going to be to work with the legislature (which is) looking at a host of Internet areas. We want to be involved particularly with the criminal lawyer section." In addition, Napolitano will have a piece appearing in the Arizona Republic in the near future addressing what parents can do to protect their children on the Internet.

What are the Top Internet Frauds?

In 1998 the top Internet Frauds were:

- 1 - Web Auctions
- 2 - General Merchandise Sales
- 3 - Computer Equipment/Software
- 4 - Internet Services
- 5 - Work-At-Home Schemes
- 6 - Business Opportunities/Franchises
- 7 - Multilevel Marketing/Pyramids
- 8 - Credit Card Offers
- 9 - Advance Fee Loans
- 11 - Employment Offers

Internet Buying Tips

How does a woman avoid Internet fraud? Here is a list of things to remember:

- Do Business with companies you know and trust.
- Understand the offer. Be sure you know what is being sold, the

total price, the delivery date, the return and cancellation policy, and the terms of any guaranty. Be sure and print out the information so that you have documentation if you need it.

- Check out the companies track record. Ask the state consumer protection agency or the Better Business Bureau (www.bbb.org) if there have been any complaints about the company.

- Be careful to whom you give your financial or other personal information. Don't provide your bank account numbers, credit card numbers, social security numbers or other personal information unless you know the company is legitimate and the information is necessary for the transaction.

- Take your time to decide.

- Pay by credit card rather than cash or check. Susan Grant, Director of Internet Fraud Watch (www.fraud.org) says, "Requesting cash is a clear sign of fraud. Pay the safest way. If possible, pay by credit card because you can dispute the charges if there is a problem."

- Don't judge reliability by how nice or flashy a web-site may seem. Know that people in cyberspace may not always be what they seem. Know that unsolicited e-mail is often used by con artists.

Internet Investing

Internet investing is also booming as more and more women are transacting their investments online. Jean DeKraker, CPA offers an excellent article on this page (Page 12) called "Internet Investments – Are They for You?" in which she lays out the common misconceptions related to Internet investing as well as important concepts to consider when making an investment.

How do you know if a company you are considering for investment is legitimate? First, find out if the investment is registered. Go to the Securities and Exchange Commission web-site at www.sec.gov. Check their EDGAR Database which lists all corporate filings that have 500 or more investors and \$10M in assets. If you can't find a company in EDGAR, call the SEC at (202) 942-8090 for information.

You can also check with the state securities regulator and the National Association of Securities Dealers at (888) 289-9999 or at www.nasdr.com.

The SEC says that many cases of securities fraud go undetected. Here is how a typical cyber-scheme works. You are in a chat-room or participating in a newsgroup and the following transpires, "Is anyone out there following Company X?" "I heard that Company X is about to make a major announcement. E-mail me or call this toll-free number to get an information package." "I spoke to Company X's CEO who confirmed the details of next month's big news. I've bought 10,000 shares. Look for share price to double in the next month! Get it now!"

The bottom line? Never make an investment until you have thoroughly checked out the company, assessed the risk and potential return, and considered your investment goals.

Children on the Internet

For many women, the number one concern they have regarding the Internet is what can happen to

FINANCE

Internet Investments – Are they for you?

The explosion in Internet investment services offers investors new opportunities. By trading on-line you bypass the costly intermediary's commissions.

Before you begin know the 4 most common misconceptions about investing on-line. Misconception 1: *You trade directly with the securities market.* You do not. When you place an order, it is sent directly to a broker. Clogged lines and backed up orders can cause a dramatic change in the security's price from when you hit the "enter key" to when your brokerage firm receives the order.

Misconception 2: *When you place an order your purchase price will be the one at the time you hit the enter key.* With a stock with rapidly changing prices this

can be a costly assumption. Using a limit order can protect your purchase price.

Misconception 3: *An order is canceled when you hit "cancel" on your computer.* It is only canceled when the market receives the cancellation. Before you invest understand how the brokerage firm ensures a cancellation order was processed.

Misconception 4: *The terms of buying on margin are straightforward.* If you plan to trade on margin or buy stock, understand the terms your broker offers. Ask about the interest charged, and the calculation for how much money you may be required to cough up if your stock price drops.

Should you get involved in on-line trading? Maybe. The central issue is should you invest without a professional. Needing investing assistance in this last decade has seemed frivolous as the stock market rockets to new highs. Everyone feels savvy in today's market. But when the market stalls or when returns adjust to the historical average many of today's confident investors may suddenly feel like novices. For unsophisticated investors, the professional navigates them through the investment maze. The better professionals subtly educate their clients over time.

Before you go it alone: Define your investment objectives. Understand the tax implications on your investment choices. Research your investment choices before you invest. Be confident of research and knowledge so you can stay the course through stock market jitters. Know your investment objectives before you trade. Are you investing for retirement, for tax advantages, for your children's education, for your trip around the world? Getting to your goals will be happenstance, if you don't know or understand your investment objective. Set your goals before you invest.

their children online. As recently as June of this year, the Attorney General's office announced the indictment and arrest of a man on charges of conspiracy and sexual exploitation of a minor. Children are naturally drawn to the web and yet mother's need to know that their children will be safe.

Something to consider is the use of a filtering device or monitoring system for your home computer. Gail Thackeray of the Attorney General's office recommends a web-site called Get Net Wise at www.getnetwise.com for parents. This site provides detailed information and options for parents to protect their children.

"Be Careful Out There"

The number one concept to remember when surfing the net was summed up by Attorney General Janet Napolitano. She said (in the immortal words of Hill Street Blues' Sgt. Esterhaus), "Be careful out there." With the holiday season approaching, protect yourself and your family. Take care to buy from reputable companies that you know and trust, protect your personal information and pay by credit card – never cash.

by Jean DeKraker, CPA



After you've set your objective, understand how your tax return impacts your investment selection. The tax implications differ for tax qualified retirement accounts and other investments. How much tax will you pay on each dollar of income from investments outside retirement and IRA accounts? Would you be better in a tax-exempt investment, a growth fund, a fixed income fund? To answer these questions, ask your tax preparer, CPA, or investment advisor about how to calculate your tax-adjusted investment rate. Invest where your after-tax return is the highest.

Now ask yourself, what research am I willing to do before I invest? Tips on the golf course or beauty shop don't count. Many Internet sites give great advice on investments. Follow up your on-line research with time honored research and investment publications. Study independent reports, read the prospectus, match the goals of the investment to your objectives.

Lastly, before you invest on-line ask yourself if you can sleep at night through the stock market jitters, whether the Dow is up or down. If you can't sleep, get professional help. Many investors start with professional guidance, educate themselves along the way, and then decide to go it alone. Don't let the lure of saving commissions or the glitter of on-line investing deter you from the ultimate goal: creating wealth for you.

Jean DeKraker is a CPA with a Masters Degree in Taxation and her own CPA firm. Her real passion is educating and nurturing women about money. (602) 992-2768, www.jdk-cpa.com.

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From One Woman, Page 1

Thackeray explains technology crimes this way, "Every new technology inspires a certain element of the population to find ways to misuse it. That's true with every kind of technology that comes along."

"A lot of this you learn by doing," says Thackeray. "The technology is constantly changing and you need to know a different set of skills for every case. We might be dealing with a Macintosh one minute and a Novell network the next. You learn by doing because there is no way to study for this stuff."

Gail believes that education is a key for law enforcement and for the public. Gail continues, "Starting in the 90's law enforcement here and everywhere in the country fell farther and farther behind. What we are trying to do now is help the police play catch up. We have some classes specifically for law enforcement to help them get up to speed."

Gail says that, "Part of the problem is that we have two big cities with a lot of resources. But you get outside of Phoenix and Tucson and the rest of the state is small departments that do everything. The sexual exploitation cases have turned into a specialty of their own. And those poor folks have to do a homicide one minute, one of these the next and a hacker case the next."

"We're trying two things - saturation training, over the next two years to get as much training pushed out to the rural areas as we can. And through that, create little pockets of more advanced skills where people who may have extra training can be available around the state to assist the other law enforcement agencies."

Thackeray believes that parents should be very cautious about their children's use of the Internet. She says, "There is one web-site that has real good information for parents. It's a consortium of companies trying to help, called Get Net Wise - www.getnetwise.org. It's got an information guide and a place called 'Tools for Families.' It explains about monitoring and blocking software. You can look through the info and find what works for you."

Thackeray explains, "The blocking software keeps some stuff out, but that's not 100%. What

might be more useful, especially if parents don't tell their kids their doing it, is the monitoring stuff. It keeps a secret file that mom and dad know about and then they can go in and look to see what junior was doing when they weren't around."

"Nothing is 100% guaranteed. But the absolute best thing that everybody in law enforcement recommends is get the computers out of those kids bedrooms and put them in the family room." Thackeray says that many parents think the prime danger is for younger kids. But she continues, "I recently heard the FBI expert say 71% of parents stop monitoring their kids net use about the age of 14. Yet, 70% of the kids who are enticed or solicited on the net are between 14 and 16. So right when parents think "OK, their safe to solo" is when they are at maximum danger."

Gail continues, "The FBI has only been capturing statistic on child pornography for 3 years and it has had the single biggest increase in crime reporting in FBI history. In three years there has been a 700% increase."

Online auctions also top the list of Internet frauds. Thackeray says this is because, "There are no controls. What a company like eBay.com is doing is a dating service. It brings two parties together. Nobody is verifying that the buyer has the money or the seller has the goods. There is no mechanism for complaining."

Another area of concern Thackeray has is women meeting people through the Internet. "It is astounding to me," Gail says, "how many adults, otherwise very

sensible, professional women, will establish a relationship on the Internet with someone. I'm not knocking that these can be very intense, valuable relationships."

"But, you haven't met the person. You have met a mask. You have met what they have chosen to display to you. If you want to meet someone that you have met on the Internet - never, ever, ever, EVER do it in anywhere but in a public place. Bring someone with you. You just don't know."

"Periodically," Gail continues, "we hear these horrible stories where women who are violently raped. This is absolutely the best medium ever invented for psychopaths, sociopaths, and birds of prey."

Gail Thackeray works daily to protect the women in our state from hi-tech crime. As Arizona State Attorney General Janet Napolitano says, "We're just lucky to have her in Arizona."

For more information about cyber-crime and links to web-sites of interest, visit the Arizona Women's News Community Web-Site at <http://www.azwomensnews.com>

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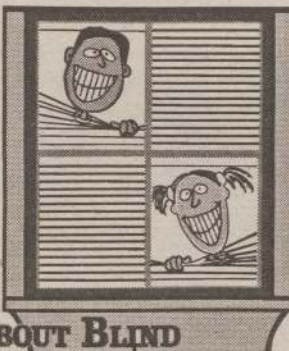
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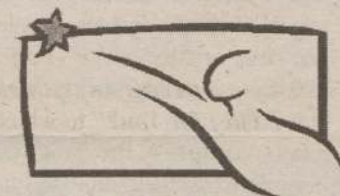
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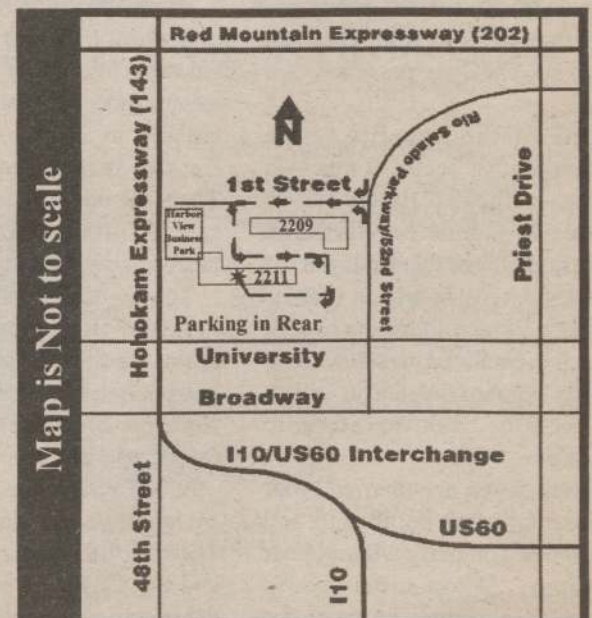
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A Woman With Vision

Vivian Phillips Executive Director - Arizona Foundation for Women

AZWN: How was the Arizona Foundation for Women started?

VP: The Arizona Foundation for Women was started in 1995. It was the vision of Marilyn Seymann who, after looking at what was missing in the community, what would fill a void for women and girls, chose the women's funding network to address the philanthropic inequities between women and girls, and men and boys. The goal was to address the issue of philanthropy and women, how women could become more a part of how moneys are generated as well as directed. Our focus is on domestic violence, child abuse and teen pregnancy.

AZWN: How does the foundation work?

VP: We identify programs nationally that fill a gap or bridge services here. We introduce it into the community. Once it's been established, our goal is to give it to someone so we can move onto other programs. We found Faces for the Future in Atlanta. Our goal is to give it to someone at the end of the year, supporting it through funding for a year or two.

My focus and interest is the Women 2 Women 2000 campaign where women can participate in how they can get involved and contribute. Also, women interested in starting funds in their own name, can do that here at the foundation where they don't have the responsibility of managing it. If people want to put us in their will, name us in their insurance policies or donate stock, they can do it.



AZWN: In the more mature markets, where the fund has been functioning a while, what progress have they made?

VP: There are significant numbers of women's funds that have a five to ten million-dollar endowment. The Denver Women's Fund works in the area of inequity in employment, moving women from welfare to employment that sustains them and their families. They have a relationship with the construction industry where they train women and they make \$12.00 to \$15.00 an hour. Also, there are a lot of women's funds that work legislatively.

AZWN: Why did you come here? What's your mission?

VP: I think back to when I was 10 and I had a school in my basement. When the kids came home from school, they would come and I would work with them on their math and spelling, things that they were having a difficult time with in school. I'm an educator by nature, so I've created different avenues in my adult life to educate people in one form or another.

I have a strong background in non-profit organizations. I started here (Arizona) with the Greater Phoenix Youth at Risk Foundation, managing a residential program for high-risk teens.

I then moved to Planned Parenthood and headed up

by Margot Dorfman,
M. Ed., M. Div.

corporate and multicultural affairs, led one of the first of 12 programs in the nation to address socio-cultural barriers to reproductive health care for communities of color. I launched the largest diversity initiative in the history of Planned Parenthood to reflect diversity.

I worked with Planned Parenthood to start the first corporate fundraising campaign to raise money for reproductive health care to get people to see the issue of health care as it relates to teen pregnancy - it's not about politics. It's about how to create a healthier society, how to allow children to maintain their childhood before they become parents.

I left Planned Parenthood and started my own business, People In Motion, doing transformational workshops, executive coaching with women internationally. I had a strong connection with Motorola, and when they were hit by the Asian crisis, so was I.

My life has always been on a divine path, so I began another conversation, "Okay God, where do you want me to go now?" I saw a little ad in the paper for the Foundation, applied not thinking any more about it and they called.

When I came to interview I knew this was it. This is really a place that allows me to incorporate everything I've learned in my life. From the core of who I am, I am committed to women and children. This creates a platform for me to generate a bigger sense of commitment from people that I know want to get involved.

To get involved in the Arizona Foundation for Women, call (602)221-4666 or afw@aol.com.

By Sharon E. Ravenscroft, Esq.



LEGAL

Protecting Your Assets with Revocable Living Trusts

Revocable Living Trusts are terrific for holding real property to avoid a whole variety of calamitous problems in the future. Many consider Revocable Living Trusts in order to avoid the cost and delays associated with the court probate procedure. Many want to limit their exposure to estate taxes. Yet, they soon learn that there are important benefits while they and their spouses, or partners, are alive.

One of the benefits is the protection that occurs if a person becomes incapacitated and is unable to handle her financial affairs. A Revocable Living Trust is a legal vehicle which enables property to be sold for the benefit of an incapacitated person without having to go to court and to initiate a costly conservatorship procedure.

Even if you are married, your spouse will not be able to sell community property without your signature. If you suffer sudden illness or injury, you might not be able to have capacity to sign a deed. For older clients, they might

need to sell a home to move into a residential care facility. For younger clients, medical bills might make the rigors of home ownership too much of a burden for a time. Perhaps, there exists investment property which could be sold for the benefit of the family, until incapacitated person overcomes the incapacity.

If the property is owned as community property or as joint tenants with right of survivorship, a court proceeding will have to be initiated to appoint a conservator for the incapacitated person. Then, the court must approve the sale of property owned by an incapacitated person.

The court procedure is costly, involves investigations, court appointed counsel for the incapacitated person and delays while the court works through its calendar to get to your case.

When you create a Revocable Living Trust, you can be both the Trustor (the creator of the trust) and the Trustee (the person with ownership control over the assets). If all of your property and accounts are owned by a Revocable Living

Trust and you become incapacitated or die, then the person you choose to succeed you as Trustee, called the Successor Trustee, will be able to step in and take care of your assets, without court involvement. If you are married or have a significant other, that person can act as Trustee with you and/or be your Successor Trustee.

The Revocable Living Trust will only work if you actually transfer your assets into the trust. The assistance of a lawyer and/or an accountant is important to make sure that trust will work for you as you want it.

Sharon E. Ravenscroft, Esq., a director of Goodwin Raup, P.C., focuses on the preparation of wills, trusts of all kinds, probate and the creation of L.L.C.'s and limited partnerships. (602)650-2011, sravenscroft@goodwinraup.com

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HEALTH

Monica Harnden, R.N.

What is Peripheral Vascular Disease (PVD)?

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You rarely hear about PVD. Simply stated, it is hardening of the arteries. While the buildup of plaque in blood vessels of the heart can cause heart attacks, the buildup of plaque in other blood vessels of the body can cause debilitating diseases such as strokes, renal failure, gangrene and abdominal aortic aneurysms – a common cause of death in people over 60. Some peripheral vascular diseases even affect the veins in the legs causing ulcers and varicose veins resulting in a variety of very painful and disabling disorders. Risk factors for PVD include cigarette smoking, diabetes, high blood pressure and high blood cholesterol.

Some types of vascular disease do not require much care.

However, most are accompanied by complications: heart disease, high blood pressure, kidney disease, eye problems, diabetes or blood cholesterol disorders which require more intensive care. Treatment for this disease may include risk factor modification, a progressive exercise program, drug therapy and operative endovascular procedures.

The signs and symptoms of PVD can be confusing and are similar to those caused by disorders of the spine, hips, muscles or leg bones. Early detection and treatment of PVD can prevent further progression of the disease and its major complications. That is why it is important to speak up and work with a physician to get a true diagnosis. Peripheral vascular disease can't be cured but it can be slowed and can be treated. Do not let leg pain slow you down. Don't miss that game of golf, softball or a walk in the park!

Monica Harnden, R.N., is the Director of Phoenix Baptist Hospital & Medical Center's Heart Center. To hear about how you can receive a screening for Peripheral Vascular Disease, call 246-5506.

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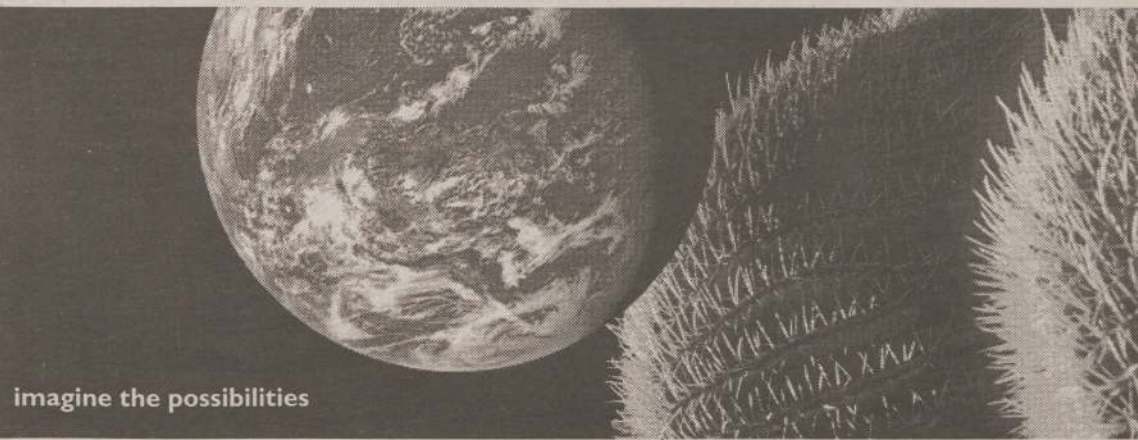
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Rebecca Rodríguez and Aulikki M-L. Clark each received a free directory listing in the Arizona Women's Directory - A Business and Resource Guide 2000.

And Gayle Petrillo and Lyn Shepherd each received a free annual subscription to Arizona Women's News.

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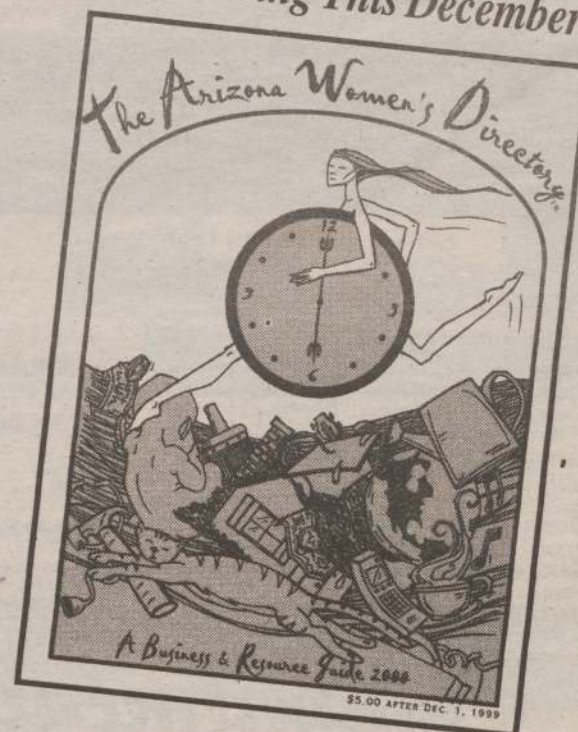
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