



Newsletter

FEBRUARY 2013

Chesapeake Professional Women's Network, Inc.
Building Relationships. Growing Businesses.

We welcome your input and ask that you send any feedback to the editor at averbeten@gmail.com



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The Chesapeake
Professional Women's
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CPWN
PO Box 654
Bel Air, MD 21014

Speaker: Stella Miller, President and Owner, Stella May Contracting, Inc.



Stella was raised in Harford County, Maryland and upon graduation from North Harford High School, attended the Goldey Beacom School of Business in Wilmington, Delaware, on a work study program offered by E.I. duPont.

Stella began her career in 1974 as the office manager and controller for McKeon Construction, a California based home builder who built the first condominiums in Harford County, moving in 1976 to work for Hanks Contracting, a general contractor located in Edgewood, Maryland. Her role expanded to include estimating, bidding, financial reviews and project management. Ten years later in 1986 she moved to a larger General Contractor, J. M. Comer Construction, whose core business involved heavy highway construction, and to further broaden her construction experience, Stella joined Gorrera Builders in 1993, a General Contractor involved in both commercial and residential construction. After a 20 year construction career, Stella decided to further advance and to start her own business.

In 1995 Stella secured a small business loan for start up capital and Stella May Contracting, Inc. was established. As a woman-owned business, Stella May Contracting secured certifications as a Minority Business Enterprise and a Woman Owned Small Business for Maryland Department of Transportation, Delaware Department of Transportation, and surrounding counties and local municipalities. In 2000 Stella May Contracting was certified as an 8 (a) Small Disadvantaged Business with the U.S. Small Business Administration.

In the first year of business, revenues totaled \$250,000 with 3 employees. Today Stella May Contracting has 63 employees, with corporate offices located in Edgewood, Maryland. Stella May Contracting has successfully managed over 250 projects with combined revenues over \$96 million, and 2010 revenues of over \$12 million. The Company's focus is on heavy civil, new construction, renovation, maintenance, and repair for both vertical and horizontal construction for the U.S. Federal Government Agencies, Maryland, Delaware and Virginia State Agencies, local municipalities, private utility companies, and private developers.

Entering her 18th year as an independent business owner, Stella has steered Stella May Contracting to successfully graduate the SBA 8(a) program. Her company is recognized as a small minority business firm with the bonding capability, equipment, management team, in-house quality control, safety personnel, subcontractor pool and in house trades to complete on time and within a very competitive budget any project small or large. The success of Stella May Contracting is built on Stella's personal touch of hiring experienced people and giving them the opportunity to have fun doing what they love to do. She allows everyone to make a contribution to the team, gives them a feeling of being at home, and a member of the Stella May Contracting work family.

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Sponsor: Harford County Commission for Women

Lead. Empower. Inspire.

The Harford County Commission for Women was established in 1977 to promote the economic, social and political equality of women. The Commission is active in the community and supports efforts that benefit the lives of women in Harford County by attending conferences, meetings, and by being continuous learners on the needs of women today. The Commission maintains close ties to other women's groups on county, state, and federal levels. These ties provide learning and sharing opportunities and also ensure unified advocacy on issues of importance to women.

The Harford County Commission for Women publishes a quarterly newsletter, produces the Harford County Resource Guide, hosts the Women of Tomorrow Awards, participates with the Athena Awards event, provides representation and participation with the New Vision for Women conference, and hosts a bi-monthly Women Services Roundtable. Commission meetings, open to the public, are held fourth Monday evening of the month, September to June. The Commission consists of 15 volunteer members, representing the County's councilmanic districts; members are appointed by the County Executive and confirmed by the County Council. For more information please contact the Harford County Commission for Women at 410-638-3389 or visit www.harfordcountymd.gov/services/women.



Board Members At Large

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Win a \$50 Visa Gift Card

CPWN members have an opportunity to be entered into a drawing to win a \$50 visa gift card!

How to enter:

- ◆ Bring a guest and your name will be entered into our prize jar ONE entry for every guest you bring with you to any CPWN event during January, February, and March.
- ◆ When your "guest" joins CPWN (prior to our April meeting) your name will be entered THREE more times to win!
- ◆ The drawing will be held at our meeting on April 9, 2013.

Win-Win for You and Your Guest:

Any guest that attends a CPWN event and signs up before the next meeting will receive \$10 off their membership dues for the year.

It's a great time to join CPWN!
For more information Contact Bev Smith:
BevSmith@remax.net / 410-459-4483.



Upcoming Events

February 16, 2013 New Visions for Women all day conference at HCC is managed by Pat Hogan 443-412-2176

March 8, 2013 ATHENA Award/ Womens' Leadership Breakfast at Richlin is being handled by Rod Bourn at Harford Community College 443-412-2173

March 12, 2013 CPWN Networking Event

Richlin Ballroom 11:30am - 1:30pm

This month's luncheon features one of our favorite speaker, Gerry Sandusky, with tips for marketing your business. Our speaker this month is a TV and radio broadcaster, Gerry Sandusky.

March 19, 2013 CPWN Networking Event - Business Card Exchange

Magerks Restaruant 5:00pm - 7:00pm

CPWN hosts a business card exchange. Come network and enjoy good food. This event is **free for members!** Don't Forget to bring a guest their cost is only \$10.



Chesapeake Professional Women's Network, Inc.
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15th Annual Fashion Show Committee Kickoff Meeting Tuesday, February 19, 6:30pm

**Thinking about getting involved with the Fashion Show?
Join us for our kickoff meeting and bring your ideas &
suggestions for our *2013 grand event*. Committees are
forming for Fashions, Events, Raffle, Program/
Sponsorships, Silent Auction and Advertising/PR.
We welcome all levels of involvement!**

I'm glad there
will be light
refreshments
served

1901 Stockton Road, Joppa
(off Mountain Road/152)
Home of Jody Youll, Coffee News
410-877-1962

No RSVP Required. Please feel free to
bring a friend - get involved together!

**FOR MORE INFORMATION CONTACT
JEANNETTE STANCILL
443-243-7606
jeannette@MD-PAHomeloans.com**



10 Things Extraordinary People Say Every Day -By Jeff Haden | Jan 9, 2013

They're small things, but each has the power to dramatically change someone's day. Including yours.

Want to make a huge difference in someone's life? Here are things you should say every day to your employees, colleagues, family members, friends, and everyone you care about:

"Here's what I'm thinking." -You're in charge, but that doesn't mean you're smarter, savvier, or more insightful than everyone else. Back up your statements and decisions. Give reasons. Justify with logic, not with position or authority.

Though taking the time to explain your decisions opens those decisions up to discussion or criticism, it also opens up your decisions to improvement.

Authority can make you "right," but collaboration makes everyone right--and makes everyone pull together.

"I was wrong." - I once came up with what I thought was an awesome plan to improve overall productivity by moving a crew to a different shift on an open production line. The inconvenience to the crew was considerable, but the payoff seemed worth it. On paper, it was perfect. In practice, it wasn't. So, a few weeks later, I met with the crew and said, "I know you didn't think this would work, and you were right. I was wrong. Let's move you back to your original shift." I felt terrible. I felt stupid. I was sure I'd lost any respect they had for me. It turns out I was wrong about that, too. Later one employee said, "I didn't really know you, but the fact you were willing to admit you were wrong told me everything I needed to know." When you're wrong, say you're wrong. You won't lose respect--you'll gain it.

"That was awesome." - No one gets enough praise. No one. Pick someone--pick anyone--who does or did something well and say, "Wow, that was great how you..." And feel free to go back in time. Saying "Earlier, I was thinking about how you handled that employee issue last month..." can make just as positive an impact today as it would have then. (It could even make a bigger impact, because it shows you still remember what happened last month, and you still think about it.) Praise is a gift that costs the giver nothing but is priceless to the recipient. Start praising. The people around you will love you for it--and you'll like yourself a little better, too.

"You're welcome."

Think about a time you gave a gift and the recipient seemed uncomfortable or awkward. Their reaction took away a little of the fun for you, right?

The same thing can happen when you are thanked or complimented or praised. Don't spoil the moment or the fun for the other person. The spotlight may make you feel uneasy or insecure, but all you have to do is make eye contact and say, "Thank you." Or make eye contact and say, "You're welcome. I was glad to do it." Don't let thanks, congratulations, or praise be all about you. Make it about the other person, too.

"Can you help me?" -When you need help, regardless of the type of help you need or the person you need it from, just say, sincerely and humbly, "Can you help me?" I promise you'll get help. And in the process you'll show vulnerability, respect, and a willingness to listen--which, by the way, are all qualities of a great leader. And are all qualities of a great friend.

"I'm sorry." - We all make mistakes, so we all have things we need to apologize for: words, actions, omissions, failing to step up, step in, show support... Say you're sorry. But never follow an apology with a disclaimer like "But I was really mad, because..." or "But I did think you were..." or any statement that in any way places even the smallest amount of blame back on the other person. Say you're sorry, say why you're sorry, and take all the blame. No less. No more. Then you both get to make the freshest of fresh starts.

"Can you show me?" - Advice is temporary; knowledge is forever. Knowing what to do helps, but knowing how or why to do it means everything. When you ask to be taught or shown, several things happen: You implicitly show you respect the person giving the advice; you show you trust his or her experience, skill, and insight; and you get to better assess the value of the advice. Don't just ask for input. Ask to be taught or trained or shown. Then you both win.

"Let me give you a hand." - Many people see asking for help as a sign of weakness. So, many people hesitate to ask for help. But everyone needs help. Don't just say, "Is there anything I can help you with?" Most people will give you a version of the reflexive "No, I'm just looking" reply to sales clerks and say, "No, I'm all right." Be specific. Find something you can help with. Say "I've got a few minutes. Can I help you finish that?" Offer in a way that feels collaborative, not patronizing or gratuitous. Model the behavior you want your employees to display. Then actually roll up your sleeves and help.

"I love you." - No, not at work, but everywhere you mean it--and every time you feel it.

Nothing. - Sometimes the best thing to say is nothing. If you're upset, frustrated, or angry, stay quiet. You may think venting will make you feel better, but it never does. That's especially true where your employees are concerned. Results come and go, but feelings are forever. Criticize an employee in a group setting and it will seem like he eventually got over it, but inside, he never will. Before you speak, spend more time considering how employees will think and feel than you do evaluating whether the decision makes objective sense. You can easily recover from a mistake made because of faulty data or inaccurate projections. You'll never recover from the damage you inflict on an employee's self-esteem. Be quiet until you know exactly what to say--and exactly what affect your words will have.

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Inc.com, 7 World Trade Center, New York, NY 10007-2195.

http://www.inc.com/jeff-haden/10-things-extraordinary-people-say-every-day_Printer_Friendly.html

Committee Chairs

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Meeting Sponsorships

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cevens321@aol.com



www.cpwnet.org
Membership Dues: \$85

Meeting Sponsorships
\$150 Plus door prize

Fashion Show Corner:

15th Annual CPWN Fashion Show
Tuesday, October 8, 2013; 5:30-9:00 - Richlin Ballroom

Welcome Back! And so, another year of planning has begun and we would like for you to be a part of our committee. We are having our kickoff meeting on Tuesday, February 19, 2013, 6:30PM at the home of Jody Youll (Coffee News), 1901 Stockton Rd, Joppa MD 21085 (732-814-7988). Light refreshments will be served and bring a friend, so that you can enjoy the experience together! We have many subcommittees and need many different talents & ideas, so bring yours!

This year I would like to introduce your new chairperson, Jeannette Stancill of Alliance Mortgage Funding, Inc., she will be taking over the position I have had for the past two years. I will be taking a step to the side as co-chair, helping & guiding Jeannette as she takes on this great & rewarding adventure. If you have any questions, you can direct them to her at Jeannette@MD-PAHomeLoans.com or at 443-243-7606. The next time you see Jeannette be sure to congratulate her!

As always, we are starting off with our sponsorships. These will be available until the end of March, so be sure to ask one of the committee members about the different levels of sponsors available. They range in price from \$500-\$2000, something for every budget!

Here's to another successful Fashion Show!

Kim Zavrotny, Fashion Show Co-Chair

2013 CPWN Sponsorship Guidelines

- ◆ Must be a member in good standing (annual dues paid, no outstanding invoices).
- ◆ Your sponsorship may be used to promote the business that employs you, or that you own (in whole or in part).
- ◆ Sponsorships fee is \$150 (unless designated a special event) and includes 1 event registration (***please do not register for the event***, as your 1 event registration is done automatically).
- ◆ Sponsorship fee is to be paid in advance of the sponsored event.
- ◆ You need to provide a door prize.
- ◆ You have exclusive use of table tops to put marketing material, promotional items, etc. Please arrive early to distribute the material.
- ◆ You have **5** minutes to speak/present. Please do not go over this time limit.
- ◆ Sponsors are featured in CPWN's newsletter. Please provide us with 250-300 words about your company. Someone from the newsletter committee will contact you the month prior to the event.
- ◆ All sponsorships are subject to approval of the Board of Directors of CPWN.
- ◆ Sponsorship guidelines are subject to change by the Board of Directors of CPWN.
- ◆ Sponsorships are offered on a first come-first served basis.

Contact: Carolyn Evans, cevens321@aol.com, to arrange your sponsorship.

WOMEN HELPING WOMEN: A List of Organizations that CPWN Supports

Athena Award – CPWN is a sponsor of the Athena Award, which is an award recognizing women who demonstrate excellence in their business or profession, devote time and energy to the community and generously assist women in attaining their full leadership potential. Of the Harford County recipients of the Athena Award, we are proud that four are members of CPWN (Kim Wagner, Debi Williams, Sheryl Davis-Kohl and Content McLaughlin). For information, contact Pat Hogan at 410-836-4713.

New Visions for Women – A fun, power-packed day of workshops and sessions designed to energize and invigorate you and to celebrate women as unique individuals and as a collective force in the community. The annual event is held at Harford Community College. CPWN is a sponsor and member of the Committee, often our members are presenters.

Anna's House – A non-profit organization that provides transitional housing for women and their children and also offers case management, counseling, career skills training and employment assistance. To support Anna's House, CPWN sells the "Lucinda" Women and House Pins as a fundraiser at CPWN events.

SARC – "We work to end domestic violence, sexual violence and stalking to aid its victims and to create a society free from abuse and fear." We are Harford County's lifeline to both adult and child victims by providing: counseling, legal representation and a 28 bed safe house. Over 2000 people a year turn to SARC for help. Call our 24 hour helpline at 410-836-8430 or learn how you can help at www.sarc-maryland.org

Scholarship Fund – CPWN sponsors a \$1000 scholarship for Harford Community College, to be awarded annually to a "female student who exemplifies professionalism and commitment to the community", and who meets certain academic criteria. Funding is from special raffles and events. For information contact Mary Ann Bogarty at 410-638-2037.





Member Benefits

- ◆ Monthly meetings to network and promote your service or product.
- ◆ Advertising in our online membership directory with website and e-mail links.
- ◆ Varying meeting dates, times, and locations to meet your busy schedule.
- ◆ Topical speakers on issues pertaining to women and business.
- ◆ Opportunities for women to support and mentor each other in both business and personal aspects of our lives.
- ◆ Special events & Meeting Sponsorship
- ◆ A monthly newsletter with calendar of events, networking tips, member updates, and articles of interest.

Opportunity for Proposal Open

CPWN is accepting proposals for:

Website Development

If you would like to submit a quote for this opportunity, please contact Renee McNally by email renee@hrsolutionsllc.com



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