

# WOMEN'S NETWORK

A DIVISION OF THE COLUMBIA CHAMBER OF COMMERCE

# News from Women's Network

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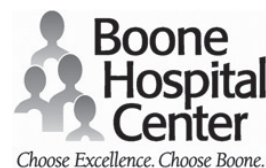


*Boone Hospital Center presents:*

## Face-to-Face Facebook

Join us in July as we get creative with two types of networking: face-to-face and online.

Everyone will get **more time to visit face-to-face with other Women's Network members** and guests during an extended networking lunch. Talk to your table about how they use online networking or how they are successful at the traditional, one-on-one networking.



Then, **Jonathon Sessions** with Tech 2 will moderate a discussion about online social media – such as Facebook, Twitter, LinkedIn, etc. Hours are spent on these online social sites – people looking for friends, making business connections, sharing news, posting photos and checking in on what other people are up to!



Jonathan will tell us about **real, local businesses** that use social media successfully and effectively and how they do it. He will also provide five tips about social media that you will be able to go back and use today.



As you know, social media has become an **undeniable force** today for people and businesses. Yet, traditional networking still holds power in the local business market. Can the two work together to create a stronger, more effective network?

This will be an interactive and valuable lunch for everyone interested in increasing their (social) networking skills. Bring your business cards!

**Thursday, July 15, 2010**

11:30 a.m. – 1:00 p.m.

Peachtree Catering and Banquet Center

\$15 for members, \$18 for guests, save \$3 by pre-registering online

Registration Deadline: Tuesday, July 13

To register: visit [www.ColumbiaMOWomensNetwork.com](http://www.ColumbiaMOWomensNetwork.com); call (573) 874-1132; email [ltesar@ColumbiaMoChamber.com](mailto:ltesar@ColumbiaMoChamber.com)

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### Steering Officers

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President  
MU College of Veterinary Medicine

Jennifer Thoma  
President-Elect  
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Sherry Waddill  
Past-President  
Boone County National Bank

Chris Steuber  
Secretary  
Landmark Bank

Michelle Mountjoy  
Treasurer  
Boone County National Bank

### Steering Committee

#### 2008-2011 Term

Cara Christianson  
Kate Grant  
Izzy Leatherman  
Kelley Marchbanks  
Michelle Mountjoy

#### 2009-2012 Term

Kerrie Bloss  
Heather Hargrove  
Melanie Karrick  
Kylene Richardson  
Nancy Allison

#### 2010-2013 Term

Shatenita Horton  
Amy McNulty  
Chris Steuber  
Marissa Todd  
Lili Vianello

### Committee Co-Chairs

#### Business Leaders Forum

Angela Holloway  
Tana Benner

#### Changing the Odds

Barb King  
Christina Walker

#### Membership Development

Shelly DeVore  
Elisha Koenig

#### Marketing & Communications

Laura Harris  
Kate Stull

#### Monthly Program

Jessica Macy  
Carrie Spicer

#### Special Events

Amanda Burfield  
Debra Montague

#### Budget and Finance

Michelle Mountjoy  
Shatenita Horton

## Letter from Women's Network President

### Looking Back at the Adventures of our Past



Recently, I had the pleasure of meeting with nine of our past Women's Network presidents. It was not only a pleasure being part of such a distinguished group of women, but it was also truly enlightening. As what is now the largest division of the chamber, it is so easy to take Women's Network as we know it for granted. Who would have guessed that Women's Network started out meeting at McDonald's? Back then, it was not even a committee, but a subcommittee of the Chamber's Small Business Committee. At that time, Jan Grossmann was one of only 12 women Chamber members. The small but mighty

Women's Network subcommittee worked together to target women business leaders and soon added monthly speakers dedicated to women's issues. It was not long before the subcommittee was thriving. There were many difficult years in trying to figure out how the Chamber and Women's Network could benefit from the strengths of each other. Yet, with strong leadership and dedicated members, both have flourished.

As I spoke with the past presidents spanning the entire history of our organization, each shared the hurdles and milestones of their terms – financial difficulties, membership designations, scholarships and awards, revised goals and priorities, and new opportunities for all members. It was then that I realized that the strong foundation of Women's Network is made up of the dedication, blood, sweat and muscle of the women who selflessly sacrificed and fought for everything we are able to enjoy today. Just like the early adventurers who forged the paths across this nation, it was the women before us who forged the paths of success and opportunity that we are able to explore today. As I look back years from now, I hope I can share what we as members of 2010/2011 did to make things better for those who came after us. I don't know what this next year will hold, but I am confident in the incredible leadership team we have in place and the adventures we will pursue together.

May our adventure continue...

President, Women's Network  
MU College of Veterinary Medicine

## This Month's Member Milestones

Send in your milestone to share with other Women's Network members! You deserve to see your name in print.

- **Liz Glockhoff**, Director of Women's Network married Tim Tesar on June 5. Her new name will be Liz Tesar.
- **Pat Hostetler**, MBS, is retiring as of June 30, 2010 after a 27-year career.
- **Shatenita Horton**, Boone County National Bank, is now the Assistant Vice President, Managing Officer of the Village Bank on Paris Road and Lake of the Woods Bank on St. Charles Road.
- **Theresa McDonald**, Boone Hospital Center, received the Columbia College Evening Campus Scholarship.

Email your submission (or one for a friend) to [laura@bigfish-creative.com](mailto:laura@bigfish-creative.com) by the fifth of every month.

## Member Profile

by Connie McClellan, Winter-Dent & Company

**Who:** Elisha Koenig

**Title:** Manager, Cherry Hill Branch, Landmark Bank



Elisha Koenig, manager of Landmark Bank's Cherry Hill branch, is no stranger to hard work and commitment. While attending Columbia College, Elisha worked as a teller and then teller supervisor at Landmark Bank (formerly First National Bank). In 2009 Elisha received her bachelor's degree in business administration with an emphasis in management and human resource

management. In the summer of 2009, Elisha was promoted to her current Branch Manager position.

Elisha is also committed to serving in the Columbia community. Currently she is Secretary of the Cherry Hill Business Association, where she is able to work with board members in a combined effort to solidify the relationship between the association, Landmark Bank and the community. As manager, she said she is responsible for maintaining a high level of customer service and providing structure for the Cherry Hill branch.

"I hope to continue to provide the best customer service in town," Koenig said of her aspirations as manager. "Facilitating my staff's professional development to help prepare them for whatever opportunities come their way is also important to me."

Koenig says as secretary of the Cherry Hill Business Association, she is able to work closely with board members to maintain a strong relationship between the association, the bank and the community. Elisha also enjoys her involvement in Women's Network and Rotaract, and is chair of Landmark Bank's Rainbow House Charity Committee.

Last October, Elisha, who is originally from Bowling Green, Missouri, married her high school sweetheart. She and her husband enjoy spending their free time attending Chamber Events and other social activities in Columbia. She says of her husband, "He fits right in... always smiling and ready to go." They are the proud owners of Pandora, a "sassy" Shit-Zu. In her spare time, Elisha loves babysitting for friends.

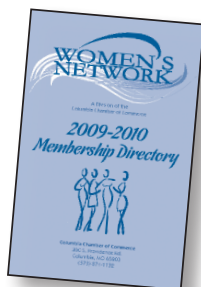
Elisha welcomes any and all Women's Network members to stop by the Cherry Hill Landmark location, and would love the opportunity to show what Landmark Bank has to offer.

## Advertising Opportunity!

Book space right now in the next Women's Network directory. For a reasonable price, you can advertise your business in the directory.

Full page is \$100 and \$50 for half page.  
All ads are in color.

Email Liz for more information:  
ltesar@ColumbiaMOChamber.com.



**WELCOME, NEW MEMBERS!**

### Molly Boggs

The Crossing  
3615 Southland Dr | Columbia MO 65201-5426  
(573) 256-4410 | molly@thecrossingchurch.com

### Jennifer Bukowsky

601 E Walnut St | Columbia MO 65201-6520  
(573) 882-9701 Ext:228 | Jennifer.bukowsky@mspd.mo.gov

### Beth Burhorst

Family Counseling Center of Missouri, Inc.  
117 N Garth Ave | Columbia MO 65203-4103  
(573) 443-2204 | bberhorst@fccmo.org

### Karen Cade

Family Counseling Center of Missouri, Inc.  
117 N Garth Ave | Columbia MO 65203-4103  
(573) 443-2204 | kcade@fccmo.org

### Heidi Crouch

Chapman Heating & Air Conditioning Company  
4441 I-70 Dr NW | Columbia MO 65202-3299  
(573) 445-4489 | ron@chapmanhvac.com

### Marcy Farrah

Complete Nutrition  
2300 Bernadette Dr #602 | Columbia MO 65203-4607  
(573) 446-4500 | MFarrah@completenutrition.com

### Christy Ford

Shelter Insurance Companies-Main Office  
1817 W Broadway | Columbia MO 65218-0001  
(573) 214-4417 | cford@shelterinsurance.com

### Pamela Huffstutter

5917 Green Gate Ln | Columbia MO 65201  
(573) 884-1014 | pam.huffstutter@crescgroup.com

### Rebecca Knipp

Williams-Keepers LLC  
2005 W Broadway Ste 100 | Columbia MO 65203-1111  
(573) 442-6171 | rknipp@williamskeepers.com

### Sherry Lantz

Columbia Vision Center 1400  
Forum Blvd Ste 14 | Columbia MO 65203-1963  
(573) 446-0331 | ColumbiaVisionCenter@hotmail.com

### Jenny McNulty

State Farm Insurance Companies-Main Office  
4700 S Providence Rd | Columbia MO 65217-0001  
(573) 499-2000 | jenny.p.mculty.ghdr@statefarm.com

### Andrea Smolanovich

Columbia Woman - Smart Media, LLC  
7050 Seminole Ct | Columbia MO 65203-9793  
(573) 999-0677 | andreas@centurytel.net

### Lin Teasley

Cottonwood Graphics  
2101 Swindon Ave | Columbia MO 65203-8988  
(573) 808-1217 | lin@cottonwoodgraphics.com

by Connie McClellan, Winter-Dent & Company

Did you know that one health condition can cause any, some or all of the following symptoms?

- Inappropriate weight gain, unable to lose weight with diet/exercise
- Constipation, sometimes severe
- Low body temperature (I feel cold when others feel hot, I need extra sweaters, etc.)
- Feelings of fatigue, exhaustion, sluggishness
- Coarse hair and dry, thinning breaking, brittle, falling out
- Coarse, dry, scaly, or thick skin
- Puffiness and swelling around the eyes and face
- Aches and pains in joints, hands and feet
- Carpal-tunnel syndrome
- Longer or heavier and more frequent menstrual cycles
- Problems conceiving a baby
- Feelings of depression &/or moodiness &/or sadness
- Difficulty concentrating &/or increased forgetfulness
- Loss of interest in normal daily activities
- No sex drive
- More frequent infections that last longer
- Onset of sleep apnea
- Shortness of breath and tightness in the chest
- Feeling the need to yawn to get oxygen
- Eyes get jumpy/tics in eyes, causing dizziness &/or vertigo and headaches
- Strange feelings in neck or throat
- Tinnitus (ringing in ears)
- Recurring sinus infection
- Fibromyalgia
- Water retention

This condition is known as Hypothyroidism (underactive thyroid), and in most cases is caused by Hashimoto's Disease. Hashimoto's Disease is an autoimmune disease in which the body's immune system attacks the thyroid, thereby inhibiting the body's ability to produce the thyroid hormone needed to avoid the symptoms shown above. For hypothyroidism and Hashimoto's sufferers, the appropriate dosage of thyroid hormone is critical for leading a normal, comfortable, symptom-free existence instead of a life full of any, some or all of the symptoms listed above.

If you suffer any of the above symptoms, and cannot find an explanation, make an appointment with your doctor and obtain a blood test including: TSH (thyroid-stimulating hormone) test, T4, and thyroid antiperoxidase antibody (blood test for Hashimoto's.)

There are a multitude of books available that explore hypothyroidism and Hashimoto's Disease. In particular I recommend David Brownstein's *Overcoming Thyroid Disorder*, and *Why Do I Still Have Thyroid Symptoms? When My Lab Tests Are Normal: A Revolutionary Breakthrough In Understanding Hashimoto's Disease*. The more I learn about thyroid disorder, the more I realize, it is a complicated disease. Everyone is different, and the testing is not always definitive. Even though your thyroid test results are in the normal range, this does not necessarily mean you do not have a problem, or that you don't need medication or a higher dose of medication. Get to know your body and get to know a good, discerning doctor, preferably an endocrinologist.

## And the 2010 Carrie D. Franke Scholarship Recipient Is... Margaret Post.

Margaret is currently pursuing a degree in Paralegal Studies through the Graduate and Adult studies program at William Woods University. Margaret has drive and ambition as she went back to school to finish her education after over 30 years. She works full-time while pursuing her degree, she is president of Daughters of the King prayer group, volunteers to serve breakfast to the homeless in downtown Columbia, and currently has a 4.0 grade point average. Margaret is an outstanding recipient for this scholarship and Women's Network wishes her all the best as she continues her education.

### *Getting to Yes: Negotiating Agreement Without Giving In*

By Roger Fisher, William Ury, and Bruce Patton

In this book, the authors make an analogy to the question "Who's winning?" being asked of friends tossing a Frisbee. If that is the utmost question during a negotiation, be it with the boss, the customer, the car dealer, or the kids, then the game of *Getting to Yes* has already been lost.



by Laura Deneke  
City of Columbia

Equating negotiating with bargaining, haggling, and battling over position is a mistaken assumption, and one that the authors of *Getting to Yes* have made central to their theme.

Arguing over position produces unwise agreements, is inefficient, and puts relationships at risk. Instead, this book explains the tenets of Principled Negotiation in four readable chapters:

**People**—separate the people from the problems.

**Interests**—focus on interests, not positions.

**Options**—generate variety of possibilities, then decide what to do

**Criteria**—insist that the result be based on some objective standard. These concise chapters have plenty of anecdotes that ring true with common sense and life experience.

Other concepts introduced and illustrated with examples include developing your BATNA (best alternative to a negotiated agreement), playing negotiation jujitsu, and dealing with the inevitable dirty tricks. *Getting to Yes* will change your outlook, and the more you practice the more your comfort level will ramp up. Look for the second edition which includes input from the Harvard Negotiation Project including a relevant question /answer section at the end.



Apply today to be the 2010-2011 Greater Missouri Leadership Challenge scholarship recipient and begin your journey as an inspired individual part of a powerful network of leaders! The application deadline is Friday, July 30, 2010 and should be sent to Liz Tesar at [ltesar@ColumbiaMOChamber.com](mailto:ltesar@ColumbiaMOChamber.com). Please don't delay, as this leadership program is incredibly impactful.

## Raising the Bar — How to ask for a raise, and get it

We've probably all been there. You have a birthday or holiday in your past when the gift you received was not the romantic jewelry or flowers you'd been dreaming about for months.

Instead, you opened the package only to look up with a frozen smile and a forced "Thank You" that belied the "What were you thinking?" question running through your head. And to be fair, the giver probably genuinely expected you to like it. So as you "admired" your new yard rake you wonder what went wrong. Sure you never actually told your significant other you wanted something romantic, but you'd been dropping hints for months. Besides, if you actually had to state what you want, it's not worth it. Right?

Now translate that into business. You want a raise. In your mind, you deserve it. After all, you've been at the company a long time now, your performance has been excellent and your work is quality. Your boss should know. So far, hints have been dropped – sprinkled into your conversation like salt. At one point you courageously ask. Your boss says no, but gives you a new stapler instead.

Generally speaking, women wanting a raise or promotion wait to be noticed and rewarded. That's an invitation for frustration. In business, you have to plan for what you want and ask for it specifically.

*List the reasons you deserve a raise.* Consider what you've accomplished and how you've increased your value or worth to the company. Site specific examples and, where possible, back up as many as you can with quantifiable measurements. Research salary scales on your profession in this market area and make sure you're in line. A boss must justify increased expenses with value to the organization. This is especially true if your boss must go through their boss to make the request. Be sure you've armed him/her enough evidence to justify the increase.

*Next, write down what you want - specifically.* Raises come in a variety of flavors. You may want money, but do you want a percent increase in salary, a flat dollar amount, or an increase in commission or bonus. How much? And what about options like flex time, benefits, or tuition reimbursement for continuing education? This gives you flexibility and negotiation room. If a boss is not inclined to offer you money, have in mind acceptable alternatives. It could be the difference between getting something versus nothing at all.

*Finally, plan your timing and approach.* This is conversation must happen face-to-face and not in an email or letter. Schedule the meeting ahead of time. Be clear and confident with your request. Remember that planning works, hinting does not.

Unless of course you just need a new stapler.

## Karen Miller Named 6th Annual 2010 Debin Benish Outstanding Businesswoman Award Recipient



Debin Benish started Delta Systems Group at a time when women were not encouraged to venture out on their own, not to mention in a technology field. During her 18 years in business, Debin and her staff trained thousands of people in mid-Missouri on many different software programs and provided computer network support to hundreds of companies. In addition to achieving great success in her company, Debin was actively involved in the Chamber and Women's Network. She served on the Chamber Board of Directors, Accreditation Task Force, Business Conference and Showcase Committee, Government Affairs, Education, Leadership Columbia, Women's Network Business Owners Committee, and Ambassadors.

To honor Debin's memory of volunteering and supporting small businesses, the Women's Network, in conjunction with Delta Systems Group, has selected Karen Miller as the 2010 Debin Benish Outstanding Businesswoman award recipient. Karen has proven her leadership abilities time and time again. She developed her leadership skills through experience when she owned and operated "The Establishment," a restaurant and bar. She not only ran a successful business but she also served on the Missouri Restaurant Association State Board for eight years.

Since 1992 when Karen entered the political circuit as District 1 Commissioner for Boone County she has continued to exemplify leadership. Karen has been instrumental in uniting the city of Columbia and Boone County on common issues. In 2003 she was elected to the esteemed position of President of the National Association of Counties. Prior to achieving this role, it had been held by men and occasionally by a woman from a metropolitan area. Karen was the first President from a small-to-medium sized a network of women from all across the country that admired her leadership skills ensured these women were brought with her to appointments on committees where be extremely beneficial. Karen used her position to promote concerns of rural America infrastructure development and education.

**Karen has proven her leadership abilities time and time again.**

county and utilized and work ethic. She she knew they would for health care,

Karen has served on the Women's Network Steering committee and is actively involved in the Columbia Chamber of Commerce. She assisted with political campaigns such as Roger B. Wilson's bid for Lieutenant Governor and the late Donna Crockett who was elected as Columbia City Councilwoman. Karen is definitely a change agent! One example is her role each year volunteering for the Dolly Parton Imagination Library. This organization promotes literacy from the time a child is born until they turn five years old. She didn't just give it emotional support, but went into action with the idea of hosting an annual Mother's Day brunch with 100 percent of the proceeds benefitting the Imagination Library. For all of these reasons and many more, Karen Miller was honored as the 6th annual Debin Benish Outstanding Businesswoman Award recipient, at the Columbia Chamber of Commerce annual dinner on June 2, 2010.



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**MONTHLY CALENDAR**

**Tuesday, July 6**

Marketing and Communications @ 12:00 p.m. at the Chamber

**Wednesday, July 7**

Special Events @ 12:00 p.m. at the Chamber

**Tuesday, July 13**

Membership Development @ 12:00 p.m. at the Chamber

**Wednesday, July 14**

Monthly Program @ 12:00 p.m. at the Chamber

**Thursday, July 15**

Monthly Luncheon @ 11:30 a.m. at Peachtree Catering and Banquet Center

**Wednesday, July 21**

Changing the Odds @ 8:00 a.m. at the Chamber

**Wednesday, July 21**

Business Leaders Forum @ 12:00 p.m. at the Chamber

**So You Know...**

The **Business Leaders Forum** will meet on Wednesday, July 28 at noon at the Walton Building and will be hosting guest speaker **Tim Miles** on tips on **Practically Social-Actionable Strategies for Small Business Social Media**. Lunch will be provided.

Please R.S.V.P. to Angela Holloway, co-chair of the Business Leaders Forum at [angela@kerrybramon.com](mailto:angela@kerrybramon.com).

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**Changing The Odds** is starting a new year and would like to welcome any newcomers to the group. CTO is full of fun dedicated women that want to help other women. We also would like to **welcome Christina Walker** as our new co-chair with Barb King.

For more information about our committee you can contact either Barb King, [barb@visionworks.com](mailto:barb@visionworks.com) or Christina Walker, [cwalker@colinsgrp.com](mailto:cwalker@colinsgrp.com). Or just come check us out at our next meeting, July 28, 8:00 a.m. at the Chamber.