

# Achieve

ISSUE 5 • AMERICAN BUSINESS WOMEN'S ASSOCIATION • 2025

Celebrating ABWA's Women in Business®



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

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# Fuel Your Professional Growth

## With 150+ Degree Programs, Credentials, and Certificates



## 20% Tuition Reduction Scholarship for American Business Women's Association

Since 1971, National University has helped working adults achieve their education and career goals. Now we're partnering with American Business Women's Association to offer member a 20% tuition reduction scholarship\* on most associate, bachelor's, and master's programs, and 15% off doctoral programs.

### Why National University?

- 20% tuition reduction scholarship
- 150+ degree programs, credentials, and certificates
- Flexible online and hybrid programs
- Achievable 4-, 8-, and 12-week courses available
- Year-round enrollment
- Generous transfer credit policy
- Free tutoring, mentoring, and career counseling
- Adult-focused for 50 years

### Professional and Continuing Education Programs

National University offers a variety of industry and career-relevant programs to facilitate professional development.

Learn more at [NU.edu/PACE](https://nu.edu/PACE)



**Contact Us Today**

[admissions@nu.edu](mailto:admissions@nu.edu)

[NU.edu/ABWA](https://nu.edu/ABWA)

(855) 355-6288

### Top NU Degree Programs for American Business Women's Association

- Bachelor of Science in Project Management
- Master of Business Administration
- Master of Arts in Marriage and Family Therapy
- Doctor of Philosophy in Psychology
- Doctor of Business Administration

### 5 Pillars of Support for Today's ANDers™

Adult learners wear many hats. You're spouses and parents and employees and students — and a million other things. You're ANDers™, and National University's Whole Human Education™ is designed to support your busy life while assisting you through every step of your learning journey. With a full menu of financial, academic, career, wellness, and family support, you have everything you need to succeed in your degree goals, in your professional ambitions, in life!

- **Financial** – One-on-one financial aid guidance and student emergency grants
- **Academic** – Free tutoring, Writing and Math Centers, and Academic Success Center
- **Career** – Handshake Job Portal, NU Mentoring Network, and Career Services and counseling
- **Family and Community** – Flexible 4-, 8-, and 12-week online courses, student organizations/clubs, and Center for Student Engagement
- **Wellness** – Free student wellness services, Concern Center, and TimelyCare

\*Restrictions may apply. Contact National University for more information.

Scholarship Opportunities, Mentoring Network, and Career Services

[NU.edu](https://nu.edu)

# From the ABWA National Office

.....  
ELIZABETH H. JOHNSON, CAE  
EXECUTIVE DIRECTOR



## Dear ABWA Members,

We are entering the height of the fall season—a time when trees transform, shed their leaves, and prepare for the renewal of spring.

This natural cycle reminds us of rebirth and rejuvenation, and I can't help but see a reflection of ABWA in this moment of change. Only, for us, the renewal will arrive much sooner than spring!

At the upcoming **National Women's Leadership Conference (NWLC)**, we will proudly unveil the new branding and logo for the American Business Women's Association. This effort has been months in the making, guided by marketing professionals who engaged with our membership, surveyed staff and members, and studied peer associations to identify how ABWA can stand apart. Following the reveal in Portland, ABWA National will provide materials to all chapters so you can share this exciting transformation with your members and communities.

Growth is essential to the success of every chapter. That's why ABWA National, together with the

Ambassador Steering Committee, is developing new resources to help leagues thrive. The first will be a **playbook for newly formed chapters**, a tool to guide them through their first year as an ABWA league. We are also creating additional tools to support existing chapters in key areas such as governance, recruitment, and retention. Our refreshed logo will be an important element in this updated toolbox, signaling strength, unity, and forward momentum.

Finally, I ask for your support in our fall campaign season: **"Turning a New Leaf."** This season represents personal and professional growth, and since joining ABWA, I have heard countless stories of women who discovered new skills, overcame fears, and found confidence through their membership. Together, let's share the power of ABWA by inviting women in our communities to experience these same opportunities.

Thank you for being part of ABWA's journey of change and renewal. With your support, we will continue to grow stronger, empower more women, and shape the future of our great organization. 🌻

With gratitude and appreciation,

**Elizabeth H. Johnson, CAE**  
Executive Director  
American Business Women's Association



# TURNING A NEW LEAF

## A Fresh Season for Women in Business

**This fall, ABWA is turning a new leaf with a NEW LOGO, slogan, and branding. There's no better time than now to get involved.**

As a member of ABWA, you know the power of connection, growth, and support. Now, you can help someone else experience that same transformation.

Invite a colleague, friend, or fellow woman in business to join ABWA and start a new chapter in her professional journey. **When she joins, you both grow.**

**New Connections.  
New Opportunities.  
New Momentum.**

The new look of ABWA will be unveiled at the National Women's Leadership Conference November 12–15 in Portland, Maine.

Be one of the first members to proudly display the **NEW LOGO** with these two incentive options:

**Level 1 – ABWA Pin with the NEW LOGO**  
*One or more new members*

**Level 2 – ABWA Branded Tote**  
*Three or more new members*

**Grand Prize Drawing** – One complimentary registration to NWLC 2026\*  
*Each member recruited is one entry into the grand prize drawing.*

\*Registration is transferrable to another member, it is not eligible to be used beyond 2026. The Fall Recruitment Campaign runs September 1–November 30. All referrals need to be submitted by November 30, 2025. All items will ship after Nov 30.





# DATES TO REMEMBER

Important Deadlines and Events Your League Won't Want to Miss!



## OCTOBER 22

First Timer Orientation,  
Zoom Meeting

## DECEMBER 15

Tax Filing Deadline for Leagues  
Filing Their 990-N

## NOVEMBER 12-15

National Women's Leadership  
Conference

## JANUARY 31, 2026

SBMEF Reminder:  
Funds for Impact Scholarship and  
Outright Grants Are Due (*including  
admin fee and student membership payment*)

## NOVEMBER 29

Small Business Saturday

## FEBRUARY 15, 2026

Last Day to Submit Business  
Skills Tuition Reimbursement  
for 2025 NWLC

## NOVEMBER 30

Fall Membership Campaign Ends

## MARCH 27-28, 2026

Virtual Spring Conference

## DECEMBER 2

Giving Tuesday

## DECEMBER 10

Coffee Connections



## Start a New ABWA Chapter in Your Community!



Contact ABWA National at [webmail@abwa.org](mailto:webmail@abwa.org)



# WAITING TO EXCEL

## Six Ways to Stop Procrastinating, and Express Your Excellence

BY LATONYA IRBY



**Are you moving forward in your career?**

Or, do you hesitate when it comes to achieving your goals? If you often struggle to complete projects, or feel as if you're not progressing in your career, this could be a sign of procrastination.

Researchers have found that procrastination is becoming more prevalent in our society. Although this self-defeating habit didn't originate with the Internet, the use of technology has definitely provided us with more ways to distract ourselves from getting started and completing important tasks related to our personal goals and professional work.

At some point in our lives, it's common to experience some form of procrastination. There are many reasons beyond simply being distracted that can cause us to avoid taking action when we want to achieve something. For instance, you may lack the necessary information, skills, or resources needed to complete the task. You may also feel that the project is unpleasant or boring, which can make you reluctant to get started.

But if you find that you constantly postpone doing things that you genuinely desire to accomplish in your personal life or career, then this could be a sure sign of procrastination. If you continue down this road, your professional growth, financial success, and overall livelihood, happiness, and well-being is at risk.

**WHAT IS PROCRASTINATION?**

Procrastination is when you set a goal for yourself that you avoid accomplishing. This act of avoidance is often something that we do consciously, but for reasons that we may be unconsciously aware of. Ultimately, it's a case in which your actions contradict your own values and goals, but not your expectations.

In the research study, *The Nature of Procrastination*, Piers Steel, psychology professor at the University of Calgary explains that, "to procrastinate, is to

voluntarily delay beginning or completing an intended course of action despite expecting to be worse off for the delay." In other words, procrastination is a serious issue. It can be described as intentional self-sabotage with severely life-damaging consequences that are linked to your own expectations for disappointment.

Procrastination can manifest in the form of uncompleted projects, broken promises made to yourself and others, financial struggles, missed opportunities, and feelings of guilt, shame, and failure.

In the book, *The Procrastination Cure: 7 Steps to Stop Putting Life Off*, Jeffery Combs explains how feelings of shame, guilt, failure, and disappointment are common negative emotions that we experience linked to procrastination. He also describes procrastination as an emotional addiction to disappointment that can hinder your success unless you work to overcome it.

**WHY DO WE PROCRASTINATE?**

Procrastination is a form of self-defeating behavior that's primarily rooted in fear. The cause of procrastination is related to negative thoughts or a lack of emotional control and self-discipline that lead to bad habits formed from past experiences. If you procrastinate, then you may also be a chronic worrier, or have some hidden fears about failure or even success that leads to the inability to take risks. You could also have a fear of being rejected, or you may feel unsure about your ability to do the work.

According to Steel, people may also procrastinate when they believe they will not receive immediate rewards for completing the task. For example, if the project deadline is months away, they may wait until the last minute to complete the task, delaying action until the deadline becomes closer. People may also avoid performing a task if they simply don't like the work. In this case, they may avoid doing the task because they consider it boring and tedious. But regardless of whether your inactions are due





to negative thoughts, negative emotions, or directly related to the task, it can definitely be overcome with practice combined with strategies for changing your mindset and behavior.

If you are among the many millions of people that tend to procrastinate, and want to overcome it, here are six ways to stop delaying your success and start creating new habits, starting today.

## SIX WAYS TO EXCEL AND OVERCOME PROCRASTINATION

1

**Be Passionate About Your Goals.** Learn to channel your emotional energy and feelings into action. Begin by asking yourself whether what you're doing is in agreement with what you value. Do you care about the project? Do you care about the outcome? How beneficial is it, and for whom? Are you doing it for the greater good of society? How will it impact you, and those you love most? If you care deeply about the project, then become devoted to your mission and take action.

2

**Stop Being Critical of Yourself.** If your inner dialogue is negative and unsupportive, then you must change your self-talk. Being self-critical can lead to hesitation. Remember

3

that constantly comparing yourself with others is also a form of self-criticism that can be a useless way of measuring your accomplishments, abilities, potential outcomes, and success.

**Grow Your Abilities.** Appreciate the opportunity before you, and be honest about your ability to do the work. Take stock of what you can and can't do. If you find that you lack any skills or resources needed, then get others involved who may also want to contribute. You don't have to do it alone. This will also allow you to be seen as a leader. As you do things that are in harmony with the goal, you might also find a more creative way to complete the task. You may also develop new skills. You can also shift the focus from yourself by thinking about how completing the project will serve a beneficial purpose in the end.

4

**Be Decisive, and Take Action.** Indecisiveness can be related to perfectionism. And perfectionism can also be related to comparing yourself or your situation to someone else's. Again, overcome the need for things to be perfect by not comparing yourself with others, then make a commitment and have the courage to follow through. Trust that whatever action you take is what's best



for your situation, and that it will lead to positive rewards. More importantly, your self-confidence will also increase as you learn to trust yourself even more.

**5**

**Be Flexible.** This can actually be accomplished by developing a plan with a structure or system in place that helps to prioritize your ultimate goal. For example, if your goal is to start a business, take the time to create a business plan. It will provide you with invaluable direction and insight as you work towards your goal. When planning, give yourself enough time to complete each task. This will leave room for more flexibility and allow you to re-prioritize your activities, when necessary.

**6**

**Release the Need to Control.** Working on a new project or goal can lead to procrastination because you genuinely want it to be a success. You may avoid taking action because you fear the potential for negative outcomes. So, avoidance becomes a way of protecting yourself from something that you don't want to experience. But don't lose sight of all the positive possibilities. Change your expectations. Focus on the positive things you expect to experience after doing what you can realistically do, which is the actual point.

Overall—do your best, believe in yourself, expect to succeed, and trust that everything good will come from that. After you've done everything that you can possibly do, have faith. Release the need to control the rest. 🌸

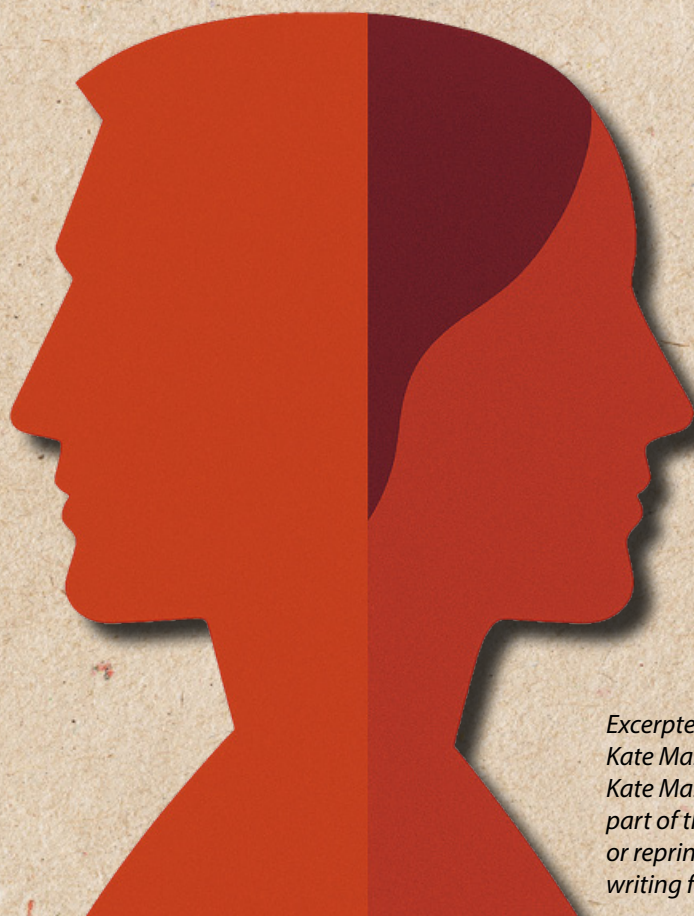


**LATONYA IRBY** is a freelance writer, editor, and personal growth strategist. She specializes in topics related to personal growth, professional development, holistic communication, and healthy living. LaTonya is passionate about inspiring women to fulfill their purpose, and to live healthier and more empowered lives. She is also the founding editor and publisher of *VERGE Lifestyle & Urban Culture* magazine, an inspiring niche lifestyle publication for women.



# POWER AND LIKEABILITY

## Getting to Know Both Sides of the Binary



*Excerpted from Powerfully Likeable by Kate Mason, PhD. Copyright © 2025 by Kate Mason, PhD. All rights reserved. No part of this excerpt may be reproduced or reprinted without permission in writing from the publisher.*

**It's the year 2000.** We survived Y2K, Britney's "Oops! . . . I Did It Again" is huge, and George W. Bush has been narrowly elected president. I am seventeen years old, and my acne and I have just sat down after speaking at the National Debate Tournament. Look, I hear you. Debate is not cool, but this was what I lived for. I felt truly alive when I was speaking, as if I was exactly where I was meant to be—weaving ideas together, watching them land, and persuading an audience to believe my case. I've loved debating since I was ten years old, when I would get so nervous that I'd turn

bright red and physically shake—you could see my palm cards tremble from afar.

Absolutely everything about debate sang to me: the strict rules of engagement, the logic, the skill of making a compelling argument, and the democratic way everyone got the same amount of time to speak. I remember wondering, *Why* wouldn't you love this? *Why isn't* everyone *doing this*? I had spent months preparing for this tournament, highlighting *The Economist* issues and doing countless practice debates, and I felt I had

done a great job, standing shoulder-to-shoulder with my beloved male teammates.

After the debate, a well-respected retired coach we had never met gave our team members some notes. My teammates were congratulated for their “gravitas” and “presence”; their deeper voices and serious faces were seen as authoritative and commanding, and their arguments were complimented for their clarity and impact. When the coach came to give me feedback, she sighed and said, “Kate, you just can’t be angry about everything.” On the one hand, she was right. In that one galling moment, I learned that tone and variance are crucial to being a compelling speaker.

Manner, it turns out, really matters to our likeability. The ways we use our voice, tone, and affect can contribute positively to a perception of warmth and approachability, for instance. In the inverse, our manner can be construed negatively, coming across as aloof, detached, or, in the extreme, down-right aggressive.

But the other emotion I felt when the coach gave her feedback that day was fury. I had debated with the same level of intensity as my teammates, but it hadn’t landed the same way. I knew my arguments were sound and my logic was strong, but she didn’t comment on what I had said, only how I had said it. This type of feedback, of course, wasn’t new to me.

Throughout my debating career, I was consistently told that I was too aggressive, too unsmiling, too arrogant, or too intense. And so I tried to change. I slid up and down the scale of masculine and feminine communication styles, trying to find a place where I could still be me. For example, I toyed with being a gentle, feminine speaker while simultaneously trying to emulate all the successful, mostly male speakers I had ever seen. Imagine me, if you will: five-foot-six, blazer and pencil skirt, lips ablaze with Cotton Candy Lip Smacker, loudly arguing, “Ladies and Gentlemen, time and again, I have asked the opposition to come up with even one way they are protecting human rights, and instead all we can hear is shrieks of silence!” and then smiling sweetly and returning to my seat. This did not, as you might be able to tell, go smoothly.

I craved an external demonstration of my autonomy, strength, and potential, but it didn’t get me what I wanted. When I was playing feminine, I was perceived



as too soft or easily beatable; when I was too masculine, I was “too much.” Oops, I did it again. And again, and again.

Today, I am a coach, and I help leaders at organizations such as Netflix, Uber, Google, Microsoft, and many more elevate the way they present themselves and boost their signal, impact, and value. I know that my early struggle to find a comfortable way to communicate with authority but still be liked by a crowd is a familiar story to so many of us—because I observe it in my clients daily. I see recurring communication patterns that affect everything from who gets heard to who gets promoted. In fact, many women in these organizations still feel as if life has two doors: the powerful one or the likeable one. 🌈

## ABW DAY WAS SEPTEMBER 22!

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Choose your favorite photo from your ABW Day celebration and send it to [lchavis@abwa.org](mailto:lchavis@abwa.org) by October 31 for a chance to be included in our ABW Day photo spread!



Don't forget to order flowers for your **Woman of the Year or Top Ten Nominee at NWLC!**

We have partnered with **Harmon's Floral Company** for your conference flowers. Pin-on corsages or small bouquets can be ordered in any color you choose. Please place your order directly with the florist at 207.854.2518. **All orders have to be placed by Friday November 7th at 3:00 pm with the florist.**

## NWLC TOP TEN BREAKFAST

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Friday, November 14, 2025 | 8:00 AM

Join us at the NWLC to celebrate our Top Ten Business Women. Register on the ABWA Member Platform | **\$60**

# 2025 National Women's Leadership Conference

## Schedule At-A-Glance

A Few Registrations Are Still Available—**Register Today!**

**WEDNESDAY**  
NOVEMBER

**12**

- 7:00 AM ..... Early Registration
- 8:00 AM ..... Ambassador Breakfast
- 12:00 PM ..... General Registration
- 1:00 PM ..... Exhibits Open
- 2:00 PM ..... ABWA-KU Essentials: Session 1
- 2:00 PM ..... Connect to Belong: Business Networking Meet-up \*\*
- 5:00 PM ..... Meet the Candidates Reception
- 6:30 PM ..... Opening Reception & Keynote

**THURSDAY**  
NOVEMBER

**13**

- 7:30 AM ..... Coffee & Tea Service
- 8:30 AM ..... Morning Session: New Brand Reveal & Member Accolades
- 9:30 AM ..... Exhibits Open
- 10:30 AM ..... ABWA-KU Essentials: Session 2
- 1:00 PM ..... FranklinCovey: Session 1
- 4:00 PM ..... Young Professionals Meet-up \*\*
- 6:00 PM ..... ABWA Annual Meeting & Elections

**FRIDAY**  
NOVEMBER

**14**

- 8:00 AM ..... Top Ten Business Women's Breakfast \*
- 9:00 AM ..... Exhibits Open
- 10:30 AM ..... FranklinCovey: Session 2
- 1:00 PM ..... ABWA-KU Essentials: Session 3
- 1:00 PM ..... FranklinCovey: Session 3
- 3:00 PM ..... FranklinCovey: Session 4
- 7:00 PM ..... Best Practices Awards & Celebration

**SATURDAY**  
NOVEMBER

**15**

- 7:30 AM ..... Continental Breakfast
- 9:00 AM ..... Closing Keynote, ABWA/KU Graduation & Apex Awards
- 11:00 AM ..... Conference End

**\*Paid Ticketed Event, pre-registration required**  
**\*\* Free Ticketed Event, pre-registration required**



# SMALL BUSINESS SATURDAY

SATURDAY,  
NOVEMBER 29, 2025



# SALE SALE SALE

## GET YOUR PIECE OF HISTORY!

All Current ABWA Logo Merchandise is on Sale!

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**Apparel (sizes limited), Padfolios, 2025 Theme Items, & Mugs!**  
*While Supplies Last*

To Place an Order Go To  
[www.abwa.org](http://www.abwa.org) or  
Call 913-732-5100



# ABWA'S INNER CIRCLE RECOGNITION PROGRAM

## Meet the Members Who Recently Levelled Up

Inviting and then recruiting new members has always been an important aspect of maintaining the growth and vitality of the American Business Women's Association (ABWA). Introduced in the early 50s, ABWA's *Inner Circle Recognition* program spotlights members who are committed to sponsoring new members into ABWA. There are nine levels of the *Inner Circle Recognition* program. Each level represents a higher number of sponsored new members. 🌟



**JOYCE WRIGHT**

National Member, Charlotte, NC, joined the Pearl Star level by sponsoring 77 new members.



**SHARON WALKER**

Maia Chapter, Ann Arbor, MI, joined the Amethyst Star level by sponsoring 66 new members.



**NANCY CREED**

New River Valley Express Network, Christiansburg, VA, joined the Blue Sapphire Star level by sponsoring 44 new members.



**EVELEENE KEY**

Pyramid Chapter, Atlanta, GA, joined the Blue Sapphire Star level by sponsoring 44 new members.



**JANELLE BURLIN**

Kansas City Express Network, joined the Golden Sapphire level by sponsoring 33 new members.



**SAM BLACK**

Imperial River Chapter, Naples, FL, joined the Emerald Star level by sponsoring 22 new members.



**DR. GAIL HAMILTON**

EmpowerHer Chapter, Orangeburg, SC, joined the Emerald Star level by sponsoring 22 new members.

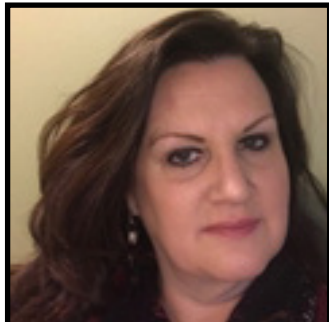


**JUDY PURVIS**

Orange Park Charter Chapter, Orange Park, FL, joined the Emerald Star level by sponsoring 22 new members.

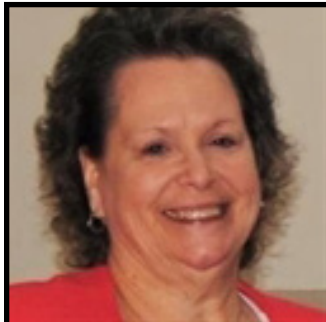
# ABWA'S INNER CIRCLE RECOGNITION PROGRAM

Meet the Members Who Recently Leveled Up *(continued)*



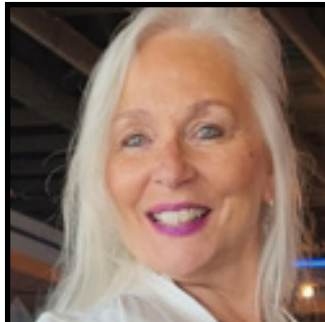
**REGINA RINEHIMER**

Women Excelling Chapter, Wyomissing, PA, **joined the Inner Circle** by sponsoring 12 new members.



**CAROL KING**

Indianapolis Charter Chapter, Indianapolis, IN, **joined the Inner Circle** by sponsoring 11 new members.



**VALERIE KITCHEN**

Palms of Edsonia Chapter, Coral Springs, FL, **joined the Inner Circle** by sponsoring 11 new members.



**JILLIAN STARMANN**

Quincy Charter Chapter, Quincy, IL, **joined the Inner Circle** by sponsoring 11 new members.

Celebrating ABWA League Milestone Anniversaries

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<p><b>WESTERN NEW YORK CHARTER CHAPTER</b> Buffalo, NY—70 years</p>	<p><b>GREAT OAKLAND CHARTER CHAPTER</b> Clarkston, MI—25 years</p>
<p><b>SMOKY MOUNTAIN SEVIER CHAPTER</b> Sevierville, TN—50 years</p>	<p><b>WOMEN CONNECTING WOMEN CHAPTER</b> Newberry, SC—5 years</p>

# Celebrating ABWA Member Anniversaries

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**25** YEARS

**JANICE KUHNS**

Northern Palm Beach Chapter,  
Northern Palm Beach, FL

**SUE TYSON-PARKER**

Oceanside Charter Chapter,  
Melbourne, FL

**35** YEARS

**LOIS ADKINS**

National Member,  
Ravenswood, WV

**JOAN BURCH**

National Member,  
Detroit, MI

**ADRIAN GREEN**

Oxon Hill Charter Chapter,  
Oxon Hill, MD

**VERA SIMS-WHATLEY**

Atlanta Peach Chapter,  
Atlanta, GA

**30** YEARS

**ROSEMARY ADCOCK**

National Member,  
Indian Trail, NC

**EDITH LYONS**

Pacesetters Chapter,  
Bakersfield, CA

**SHIRLEY MYRICK**

National Member,  
Detroit, MI

**TERI SAWYER**

National Member,  
Monarch Beach, CA

**BOBBIE SIPES**

Cities by the Bay Chapter,  
South San Francisco, CA

**DIANNE TURNER**

Tu'Ya Chapter,  
Oklahoma City, OK

**VANESSA WILLIS**

Charisma Charter Chapter,  
Helotes, TX

**40** YEARS

**BARBARA BARFIELD**

National Member,  
Elizabethton, TN

**MARILYN COULSON**

Al-Lu-We Chapter,  
Oklahoma City, OK

**EDA DONIHOO**

National Member,  
Lubbock, TX

**ANGELINA HONCHALK**

National Member,  
Pearl City, IL

**WANDA HOWELL**

McIntosh Chapter,  
Griffin, GA

**MARIE RUTHARDT**

National Member,  
Hobbs, NM

**JEAN SHELEDY**

Fort Bend County Chapter,  
Missouri City, TX



# Celebrating ABWA Member Anniversaries

**45** YEARS

**JO ANN ARPS**

Norman Charter Chapter,  
Norman, OK

**CAROL BOLINGER**

Pacesetters Chapter,  
Bakersfield, CA

**MILDRED BRADDOCK**

National Member,  
Southfield, MI

**MARLENE COGGINS**

Golden Dome Chapter,  
Atlanta, GA

**NANETTE GIRAUD**

Crecent City Connections Chapter,  
Harahan, LA

**VIVIAN KEEFE**

Harris County Charter Chapter,  
Cataula, GA

**LENA MAKI**

National Member,  
Laramie, WY

**DONNA MIYASHIRO**

Na Kilohana O Wahine Chapter,  
Honolulu, HI

**CAROL PETERSON**

Wind Song Charter Chapter,  
Brea, CA

**BARBARA ROSSER**

Polaris Chapter,  
Huber Heights, OH

**ROSE SCHROEDER**

National Member,  
Willoughby, OH

**BETTY SCYPHERS**

National Member,  
Marietta, GA

**ILA SMITH**

National Member,  
El Paso, TX

**PATRICIA TROY**

Maryland Capital Chapter,  
Arnold, MD

**50** YEARS

**GLADYS BARDEN**

National Member,  
Auburn, AL

**SANDRA BROOKS**

National Member,  
Anaheim, CA

**ALYCE CHITTUM**

National Member,  
Richmond, VA

**MARY DORNETTE**

National Member,  
Cincinnati, OH

**HELLEN KENNEDY**

National Member,  
Pine Bluff, AR

**CAROLYN LAWRENCE**

Coral Springs Charter Chapter,  
Pembroke Pines, FL

**MELBA LIVINGSTON**

National Member,  
Tuttle, OK

**LOIS SHARPTON**

National Member,  
Pitkin, CO

**55** YEARS

**GLORIA NELSON**

National Member,  
Tempe, AZ

**60** YEARS

**DONNA SCAGGA-WARD**

National Member,  
Sun Lake, AZ

**65** YEARS

**DONNA AGUIRRE**

National Member,  
West Covina, CA



# ABWA'S NEWEST PROFESSIONAL DEVELOPMENT RESOURCES

SIGN UP NOW FOR OUR NOVEMBER COMPLIMENTARY COURSE FROM OUR APEX CAMPUS!

## *Gemba Walk Workshop—November 3–28, 2025*

The best way to truly understand processes and identify potential areas of improvement is to observe the action up close. In this course, we join author, speaker and consultant, Michael Bremer, for an onsite gemba walk workshop at an organization in Fremont, California. Watch and listen as Michael explains the ideal questions, behaviors, and overall strategies that go into a respectful, effective gemba walk.

## Enroll in Our Tech and Job Opportunity Courses at a Discount!

Download the Listing of Courses from the National Resources

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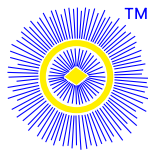
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