

WOMEN in BUSINESS

**Frankford native,
Kathy Killian,
making strides in
America's favorite
pastime**

**Join Us:
Thursday, April 19, 2018
for the Women in
Business Conference and
Luncheon**

Also in this issue:



Melissa Lee
CEO of The
GREEN Program



Chellie Cameron
CEO of PHL/PNE
Airports



Lynne Cutler
President of Women's
Opportunities
Resource Center



Nicole Pumphrey
Director of Strategic
Partnerships,
The Welcoming
Center for New
Philadelphians



Lisa Peskin
CEO of Business
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Ann Marie Carollo
VP, Retail Market
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Pam Henshall, President
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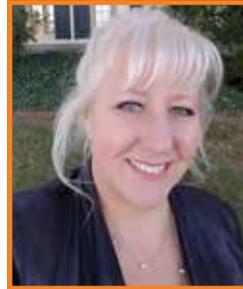
William F. Rodebaugh, Jr. Great Awakenings Café/
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Letter from the President:



It's hard to believe a year has gone by and we are publishing our second, *WOMEN inBUSINESS Magazine*, focusing on some of the top professionals in the Philadelphia area.

As you read through the pages of this edition, you will have a fascinating glance into some astonishing women, and their impact on our families, industries, the region, and understand the impact women have as professionals.

As we embark on our second annual Women in Business Conference on Thursday, April 19, 2018, the enthusiasm and excitement continues to grow, and the anticipation of our Conference reaches beyond our Northeast Philadelphia footprint. I've previously touched on my personal experience, and what I have learned over the years from influential women in my career. When you come and listen to the presenters, panelists, and moderators at the conference, you will see characteristics of personal and professional success: A positive attitude, and belief in oneself. Drive and focus, yet balance and stability. A determination to overcome obstacles and the ability to remain resolute. Truthfulness, integrity, and high moral and ethical standing. The desire to build impactful personal and professional networks, and above all, investment in oneself.

We hope you will invest in yourself as well and join us and this amazing group of women on Thursday, April 19, 2018, at the Radisson Philadelphia Northeast, to learn and share your ideas.

Join us as we celebrate, *Hundreds of Women with Thousands of Ideas.* ●

Best,

A handwritten signature in blue ink that reads "Pam".

Pam Henshall, President

Greater Northeast Philadelphia Chamber of Commerce

inBUSINESS is published by the Greater Northeast Philadelphia Chamber of Commerce ©2017.

Editorial Contributions

Mary Flannery
Kaitlyn Haney
Jack McCarthy
Hadley Perkins
Lisa Peskin
Kathe Romaniello
Tom Waring

Marketing Committee

Gene Burns
Matt Cherepanya
Stephanie Davis
Jammall Dawkins
Shannon Franke
Vincent Haas
Teri Grumbrecht
Kaitlyn Haney
Pam Henshall
Gloria M. Pugliese
Kathe Romaniello
Ray Rysak

Please direct all advertising and editorial inquiries to:

GNPCC

8025 Roosevelt Boulevard
Suite 200
Philadelphia, PA 19152

215.332.3400

info@nephilachamber.com

Layout & Design

Gene Burns Graphic Design

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GNPCC Calendar

GNPCC Upcoming Events – Save the Dates

Tuesdays: Apr 17, May 15, June 14, July 17

Informal Networking Lunch

Gallo's Seafood
8101 Roosevelt Blvd., 19152
12:00 to 1:30 PM
\$15 per person

Apr 24, May 16, May 24, June 14, June 27

Member Orientations

Chamber Office, 8025 Roosevelt Blvd., Suite 200, 18152
8:30 to 10:00 AM
No cost to attend.

April 2018

Chamber Pays It Forward Month

This new initiative is designed to support our nonprofit community by publishing and promoting volunteer opportunities throughout Northeast Philadelphia during April.

For more information call 215-332-3400 or email us at info@nephilachamber.com

Thursday, April 19

Women in Business Conference and Luncheon

Radisson Hotel Philadelphia Northeast,
2400 Old Lincoln Highway, Trevose, 19053
8:30 am to 4:00 pm
Business After Hours from 4:00 to 6:00 PM
Cost: \$150 per person
Sponsorship opportunities available

Thursday, April 26

Young Leadership Network Speaker After Hours

Chamber Office, 8025 Roosevelt Blvd., Suite 200, 19152
5:00 to 7:00 PM
No cost to attend for young professionals between the ages of 21 & 41.

Thursday, May 17

Young Leadership Network Business After Hours

Three Monkeys Café, 9645 James St., 19114
5:30 to 7:30 PM
No cost to attend for young professionals between the ages of 21 & 41.

Friday, May 18

Executive Luncheon Series

The Union League Golf Club at Torresdale, 3801 Grant Avenue, 19114
11:30 am Registration & Networking, 12:00 pm Lunch, 12:30 pm Program
GNPCC Members/Invited Guests: \$65 per person
Non-Members: \$75 per person

Tuesday, May 22

Networking Breakfast

New Courtland Life Center, 5365 Jackson Street, 19135
7:30 to 9:30 AM
No cost for GNPCC Members/Invited Guests
Non-Members: \$15 per person

Tuesday, June 5

Ask the Experts Breakfast –

How to Work with the City of Philadelphia

Settlement Music School Kardon-Northeast, 3745 Clarendon Ave., 19114
7:30 to 10:00 AM
Pre-registered GNPCC members: \$10 per person
GNPCC member walk-ins on the day of event: \$15 per person
Non-Members: \$20 per person

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Frankford native: making strides in America's favorite pastime

| By Tom Waring, Northeast Times



Kathy Killian is looking forward to watching the Phillies and new manager Gabe Kapler play this season.

"There's a lot of excitement about this team," she said. "I really think they will have a very good season."

Killian grew up on the 1900 block of Church St. in Frankford, which she described as an "absolutely wonderful neighborhood." She has worked for the Phillies for more than 32 years, and today is vice president of human resources and customer services for an organization that has about 1,200 employees, including players and game-night workers.

"It's my 33rd season and the greatest thing I've been a part of," she said.

The oldest of four children, she was a member of St. Joachim Parish and attended the grammar school. She played CYO basketball at Simpson Playground and the Salvation Army on Frankford Avenue.

"It was a beautiful, vibrant church back in the day," she said. "I really loved the school and the Immaculate Heart Sisters who taught us."

Killian went on to attend Little Flower, playing basketball and volleyball, serving in student government and taking part in the musical *Annie Get Your Gun* as a senior. She graduated in 1981 as part of a class of 510.

"It's the best place in the world. I still love it," she said.

Next, she was off to the old Spring Garden College, which at the time was located in Chestnut Hill. She played basketball there at the Division III level, graduating with degrees in management, marketing and accounting.

At Spring Garden, she took part in a work study with athletic director Ted Taylor, handling scheduling, contracts, buses and time changes.

"I learned so much working for him," she said.

Taylor pointed her in the direction of Frank and Peggy Steele, who had an opening for a summer intern. The Steeles marketed postcards designed by Dick Perez, an artist who has worked for the Phillies and the Baseball Hall of Fame. Killian worked for the Steeles as a "Girl Friday" for about six months until Perez recommended her to Phillies executive Dave Montgomery, who brought her on board as an intern as the 1985 season was coming to a close.

Killian, 55, has worked in South Philadelphia ever since.

"It's been really great," she said.

Over the years, she's worked as a ticket sales representative and manager and director of group sales.

"I really loved customer service," she said. "Our fans are just incredible."

In November 2008, right after the Phillies won the World Series, she was named to the newly created role of vice president of human resources and customer services. She is the second female vice president in franchise history, following Bonnie Clark, who became VP of communications in April 2008.

In addition to her work with the Phillies, Killian spent nine years with the Holy Family women's basketball team. She was an assistant for four years and head coach for five years, ending in 1995.

"It was my dream to coach," she said. "The nine years I was at Holy Family helped me in what I do in human resources every day in my job. I'm forever grateful for that opportunity. It was a very beautiful place to be."

Killian has fond memories of working with athletic director Sandy Michael and is proud that her former assistant, Mike McLaughlin, is doing such a good job as head coach of the Penn women's basketball team.

As for her work with the Phillies, when she reached 25 years with the franchise, she received a ring. Two years earlier, she received a ring following the World Series title.

Killian, a Holme Circle resident, believes her World Series ring compares very favorably to the national championship ring her younger brother, Chuck, earned in 1988 while playing football for Notre Dame and coach Lou Holtz.

"When you win the World Series and get to ride on a float down Broad Street that Halloween day, I don't think anything can challenge that experience," she said. "It bonds me to this group of people."

Killian makes two or three road trips a year to see other ballparks and meet up with counterparts working for other teams. She also makes an annual trek to spring training in Clearwater, Florida.

"It's one of the best things we do," she said.

Killian said, "'93 was a great highlight, too," referring to the year the Phillies reached the World Series.

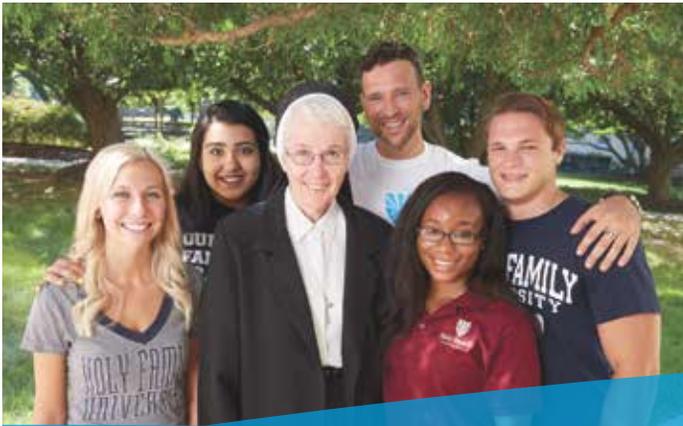


Killian credits Dave Montgomery and Bill Giles, both former presidents of the Phillies, for establishing a nice working environment and culture that employees take pride in.

Asked to name her favorites over the years, she mentions the late team ambassador and Mayfair resident Maje McDonnell, John Vukovich, Pete Mackanin, Chase Utley, Dale Murphy, Darren Daulton and Dallas Green, whom she calls "one of the finest human beings I've ever met."

As the Phillies embark on the 2018 season, Killian thinks rookie manager Gabe Kapler can win over the fan base.

"Gabe is truly an incredible leader," she said. "He's extremely engaging." ●



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Undergraduate Open House
Sunday, April 22, 2018 @ 10 am



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Sustainability is GREENer

| By Hadley Perkins, Perkins Writing Consulting

Melissa Lee, the CEO of The GREEN Program, urges young entrepreneurs to be confident and trust their intuition. Following her own advice early in her career, Melissa founded The GREEN Program while still in college. The GREEN Program – known as TGP – is a unique international study program designed to offer hands-on experiences to young professionals interested in sustainability.

As CEO, Melissa has led TGP to invest more than \$1,000,000 into local economies participating in its educational programs. Through these initiatives, TGP provides a unique avenue to governmental, public, and private facility access, as well as exclusive tours and innovative travel experiences. In addition to international programs, TGP supplements and grows existing sustainability programs with local partners, such as the University of Pennsylvania and Drexel University, by providing courses in sustainability. Melissa's dedication to sustainability led her to participate in a program to become a UN Global Schools Ambassador for Sustainable Development Solutions, which strives to create programs to integrate sustainability into K-12 educational curricula.

The GREEN Program's dedication to education incorporating sustainability led to its cooperation with the United Nations' Sustainable Development Goals. Through adoption of those goals, TGP developed short-term, accredited, career focused programs that are transformative experiences for students. To reach its ambitious goals, TGP provides an opportunity for all types of students – including the often-overlooked STEM majors – to both experience different cultures and to get hands-on experience in sustainable energy technology. ●

Melissa will be a keynote luncheon panelist at GNPCC's Women in Business Conference on April 19, 2018.



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Lunch with Eagles Insider, Dave Spadaro

Executive Luncheon Series – March 23, 2018

We were thrilled to have Philadelphia Eagles Insider, Dave Spadaro, join us on Friday for our sold out Executive Luncheon Series. With the Philadelphia Eagles since 1997, Dave's passion and affection for the team was evident throughout his interview with GNPCC Board Member, Dan McElhatton, Esq. of McElhatton Foley, P.C. Dave shared his perspective of the Eagles players and coaches through the years and is proud of the off-the-field contributions individual players and the Eagles Foundation make to the community and the region. Serving as the emcee for the Super Bowl Parade of Champions and having the opportunity to kiss the Vince Lombardi trophy are dreams come true for this Temple grad and all-around good guy. ●



Interviewed by Dan McElhatton, Esq., Dave Spadaro shares great stories about the lead up to Super Bowl, the parade, and the continued celebrations.



Frankford Historical Society President, Jim Young, presented the history of the team from the Frankford Yellow Jackets to our now Philadelphia Eagles. Be sure to check out our Fall, 2017 inBUSINESS magazine online to read the history of the Frankford Yellow Jackets.



GNPCC Board members welcome Dave Spadaro to the Union League Golf Club at Torresdale. (l to r) Nancy Morozin, Pam Henshall, Dave Spadaro, Ann Marie Carollo, Dan McElhatton, Esq.



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THURSDAY, APRIL 19, 2018

Conference: 8:30 am – 4:00 pm • Business After Hours : 4:00 – 6:00 pm

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LUNCHEON KEYNOTE PANEL

PAYING IT FORWARD: COLLABORATION FOR SUCCESS

MODERATOR:

Monica McGrath, PhD, CEO, Resources for Leadership, Inc.

PANELISTS:

Ann Marie Carollo, VP Retail Market Manager of TD Bank
Lynne Cutler, President of Women's Opportunity Resource Center
Melissa Lee, Founder and CEO of The GREEN Program
Nicole Pumphrey, Director of Strategic Partnerships of
The Welcoming Center For New Pennsylvanians
Laura Otten, PhD, Executive Director of The Nonprofit Center at La Salle University

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Cleared for Take-off!

Chellie Cameron, PHL Airport CEO is Reaching New Heights for the Philadelphia Region

| By Mary Flannery, Manager, Marketing and Public Affairs, Philadelphia International Airport



When Rochelle “Chellie” Cameron was named CEO of the Philadelphia International Airport (PHL) in December 2015, it was a role that she never dreamed she’d have the opportunity to take on – but in reality, it’s one that she was quietly preparing for her whole life.



Whether as a determined undergrad entering the University of Notre Dame with an ROTC scholarship, a young officer in the U.S. Air Force, or an executive with a major international airport, Cameron has been trained to lead and is regarded among colleagues and peers for her trademark straightforward, collaborative approach to leadership. According to Cameron, her involvement in the military is one of the most important experiences that helped shape her into the leader she is today. But how did she end up in aviation?

“ROTC graduates are required to serve four years in the military,” Cameron explained. “I never set out to pursue aviation – my undergraduate degree is in political science – but the Air Force is where I fell in love with the field. Once I realized that I could combine aviation with my passion for public service, my career path suddenly became clear.”

Today, with 25 years of aviation experience under her belt – nearly seven of which have been spent at PHL Airport – as well as an MBA from Auburn University and a CPA certification, Cameron says she has held just about every financial position in airports and astutely understands the business side of keeping the planes running. Before becoming CEO, she previously served as PHL chief operating officer and deputy director of aviation, finance and administration, as well as having held various positions during her 13 years with the Metropolitan Washington Airports Authority.

Cameron’s official CEO duties include overseeing the Philadelphia International and the Northeast Philadelphia (PNE) Airport, a large hub airport system serving more than 82,000 customers daily and 30 million passengers annually. She serves as the City’s chief aviation representative in local, state, national and international affairs and oversees the direction, planning, development, and administration of all activities of the City’s Division of Aviation.

Through \$484 million and \$665 million operating and capital budgets respectively, the airport generates more than \$15.4 billion in annual spending to the regional economy and accounts for more than 96,300 full time jobs within the region – representing a broad swath of industries, from tourism, to trade, to capital investments. Many people do not know that the Airport is entirely self-sustaining, successfully operating without the use of any local tax dollars while generating significant tax revenue for the City of Philadelphia, as well as the state coffers for Pennsylvania, New Jersey, Delaware and Maryland.

“It’s so rewarding to be a part of a vital transportation network like PHL, which plays such a huge role in growing the economy of the Greater Philadelphia region. I always say that a busy airport is essential to a city’s health and well-being, and PHL Airport is proof,” Cameron said. “Our non-stop operations to more than 130 destinations connect PHL and the region to the rest of the country and the rest of the world, enabling businesses here to thrive and residents to enjoy an enhanced quality of life.”

Since becoming CEO, Cameron has been focused on ensuring a positive customer experience for every passenger who passes through

the doors of PHL, as well as maintaining the safety and security of a state-of-the-art airport.

Cameron and her team are particularly interested in expanding the number of carriers and routes in PHL’s service. Icelandair launched seasonal service in May 2017, and Aer Lingus will begin non-stop flights to Dublin in March 2018 – a relationship that the Irish carrier’s CEO has called “transformational.” As of December 2017, PHL offered 131 non-stop flights to 96 domestic and 35 international destinations. Other destinations she has set her sights on include Southeast Asia and Latin America, among others; any of these would be a boon for the local business community.

Last fall, PHL, American Airlines and hospitality company OTG, completed an exciting \$30 million renovation of the airport’s Terminal B, which includes new dining destinations from Philadelphia chefs and restaurateurs, along with technology updates like iPad food and drink ordering from a passenger’s seat at a gate. Passengers and patrons are raving about the breadth of options and quality of food.

“What you are hearing is true – PHL is better today than it was yesterday, and we’ll continue to see positive changes,” said Cameron. “Our commitment to enhancing the customer experience is evident throughout the airport.”

Looking forward, Cameron is overseeing a joint \$900 million commitment from PHL and American Airlines to continue critical improvements and develop new infrastructure at PHL and PNE over the next 5-to-7 years. This Capital Development Project (CDP) will not only bring much-needed improvements to the facility, it also represents a unique growth opportunity for Philadelphia’s businesses and workforce.

The on-going projects will generate almost \$4 billion in regional economic output over a 5-year period, which equates to approximately 5,100 on-going jobs over the same 5-year period. The wide-ranging projects include interior terminal redesigns, bathroom upgrades, security enhancements and airfield advancements that will serve to create up-front stimulus and improve the value proposition that PHL delivers to the region and its residents over the long-term.

The aviation industry has been generous with opportunities for Cameron over the years, and has given her a chance to flex her natural leadership skills and innate business acumen. Above all, according to Cameron, aviation is a promising industry for women – and she is the perfect example of the heights that can be reached. ●



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The Union League Golf Club at Torresdale
3801 Grant Avenue, Philadelphia, PA 19114

DIRECTORS CUP SCHEDULE

10:30 am Registration & Lunch

12:00 pm Shotgun Start

Shamble Tournament

5:00 pm Cocktails, Dinner, & Awards

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Conference: 8:30 am – 4:00 pm Business After Hours: 4:00 pm – 6:00 pm



WOMEN IN BUSINESS

Conference and Luncheon

Greater Northeast Philadelphia
Chamber of Commerce

The Greater Northeast Philadelphia Chamber of Commerce recognizes the contributions of women in all areas of employment/business; this program will bring women together to connect, learn, and grow.

Women face unique challenges in the business community. The Greater Northeast Philadelphia Chamber of Commerce with the "Women in Business" initiative will enable and empower women from CEO to entry level employee to women-owned businesses gain access to the tools to *Propel their Success!*

Cost: \$150 per person

Includes: Breakfast, Keynote Luncheon, Breakout Refreshments, Business After Hours, and all informational panel and general sessions.

2018 Women in Business Conference Schedule

Registration	8:00 am
Welcome 8:45–9:15 am	Forest Ballroom
Keynote Speaker: Christin Cardone McClave, Chief People Officer at Cardone Industries	
Session I	9:30–10:15 am
Panel – Career	Walnut Ballroom
<i>How to Stand-Out in a Very Competitive Job Market</i>	
Session – Technology	Hemlock Room
<i>How to Hire the Right Digital Agency</i>	
Session – Communications	Spruce Room
<i>Verbal Communication: Still Relevant?</i>	
Session – Communications	Pine Room
<i>Winning at Local Search: A Do-It-Yourself Plan to get Found Online</i>	
Session – Personal Development	Boardroom I*
<i>How to Improve Your Relationship with Money</i>	
Session – Communications	Boardroom II*
<i>Building Your Strategic Communication Plan</i>	

Session II	10:45–11:30 am
Panel – Communications	Walnut Ballroom
<i>Choose Your Communications Channel</i>	
Session – Personal Development	Hemlock Room
<i>Leadership for a Multigenerational Workforce</i>	
Session – Career	Spruce Room
<i>Transforming Retirement</i>	
Session – Technology	Pine Room
<i>How to Identify Your Corporate Culture</i>	
Session – Career	Boardroom I*
<i>Moving Towards Entrepreneurship</i>	
Session – Personal Development	Boardroom II*
<i>Making Moves as a Millennial Woman</i>	
Luncheon Keynote Panel: 12:00–1:30 pm	Forest Ballroom
<i>Paying it Forward – Collaboration for Success</i>	
Panelists:	
Ann Marie Carollo , VP Retail Market Manager of TD Bank	
Lynne Cutler , President of Women's Opportunity Resource Center	
Melissa Lee , Founder and CEO of The GREEN Program	
Nicole Pumphrey , Director of Strategic Partnerships of The Welcoming Center For New Pennsylvanians	
Laura Otten, PhD , Executive Director of The Nonprofit Center at La Salle University	
Moderator:	
Monica McGrath, PhD , CEO, Resources for Leadership, Inc.	
Session III	2:00–2:45 pm
Panel – Technology	Walnut Ballroom
<i>How Can Technology Work for You?</i>	
Session – Personal Development	Hemlock Room
<i>The Power of Reinvention: Remain Relevant through Life's Changes</i>	
Session – Personal Development	Spruce Room
<i>How to Maximize Your Networking ROI</i>	
Session – Career	Pine Room
<i>Reinvigorate Your "Why:" How to Reboot Your Career and Connect to Your Purpose</i>	
Session – Communications	Boardroom I*
<i>Vocal Empowerment for Women in Leadership</i>	
Session – Communications	Boardroom II*
<i>Do it Yourself Market Research</i>	

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Session IV	3:15–4:00 pm
Panel – Personal Development <i>Balance – What’s That?</i>	Walnut Ballroom
Session – Communications <i>Branding or Visibility For Your Business</i>	Hemlock Room
Session – Technology <i>Equifax Breach: Cyber Security, Are You at Risk?</i>	Spruce Room
Session – Career <i>Women as Millennial Business Leaders</i>	Pine Room
Business After Hours	4:00–6:00 pm



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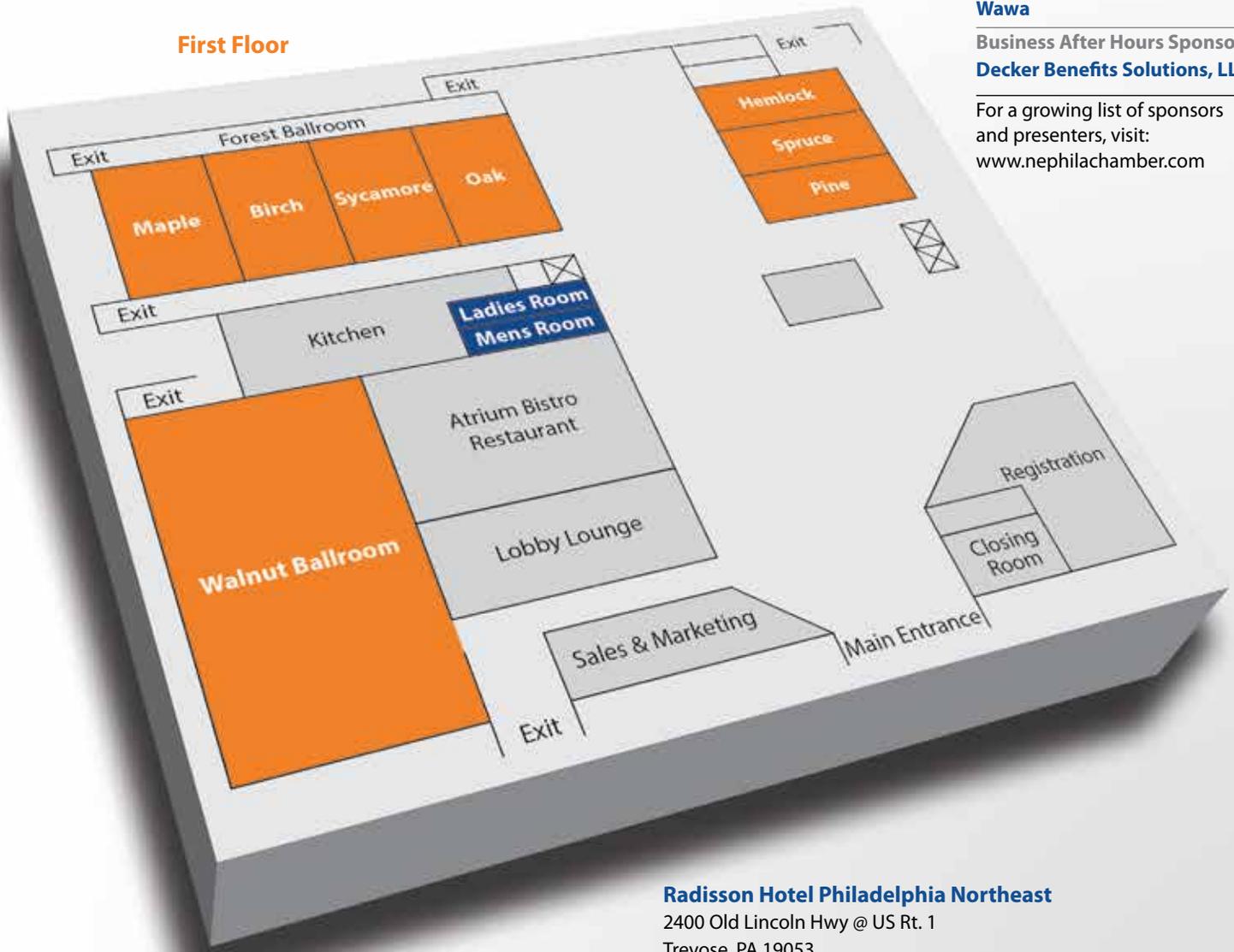
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Lynne Cutler, President of Women's Opportunities Resource Center, is a Woman Helping Other Women Succeed in Life and Business



Lynne Cutler

| By Kathe Romanillo, Renaissance Coaching Group

If you're a woman considering entrepreneurship, Lynne Cutler is a woman to know! As the President of Women's Opportunities Resource Center of Greater Philadelphia (WORC), she is in the business of empowering women.

WORC's mission is to promote social and economic self-sufficiency primarily for economically disadvantaged women and their families. WORC provides training, individual business assistance, incentive savings program, and access to business and financial resources.

Through its Economic Opportunities Fund (EOF) established in 1999, WORC provides access to capital for low-income and underserved populations in Philadelphia with specific emphasis on serving women and minorities who lack access to capital and credit by providing their "micro-entrepreneurs" with step-loans ranging from \$500 to \$35,000. To date, EOF has made over 350 micro loans, small business loans and near equity loans totaling over \$1.2 million and has created and retained several hundred jobs!

Lynne believes it is important for women to support other women and to open opportunities and share their network with other women. Lynne states that women are resilient and succeed when they get the support they need and access to the people and programs that can support them.

Lynne is proud of her work and says the key to her success is having a mission orientation. She views her work and that of WORC as changing lives and offering opportunities to women through the different

stages of their lives! She states that about 40% of WORC's client base includes immigrants and refugees. Lynne is thankful for the many women mentors that have supported her throughout her personal and professional development. She counts among them her mother – a single parent who ran her own business – to other professional women who have supported and backed her progress.

I asked Lynne what she believes to be the greatest challenge women face. Lynne responded that women must focus on their own financial stability at every stage of their life. She believes that women must devote time to understanding their finances and to take advantage of the many resources in Philadelphia – including WORC – that can help women succeed.

WORC is the first microenterprise program in the Philadelphia area and one of the oldest in the nation. WORC has received national recognition for its work, including the 2001 Presidential Award for Excellence in Microenterprise Development and the Women's Way 2012-2015 Inaugural Action Partner: Self-Sufficiency for Women Award.

Lynne says the most important attributes for success are commitment, drive, and tenacity. I couldn't agree more! ●

Lynn will be a keynote luncheon panelist at GNPCC's Women in Business Conference on April 19, 2018.



Nicole Pumphrey: *Expanding the Capacity for Diversity*

| By Hadley Perkins, Perkins Writing Consulting



Before she even graduated from college, Nicole Pumphrey knew she wanted to help young people broaden their perspective through international travel. As a young professional, she transformed that goal into tangible action designed to expose Philadelphia's youth to other cultures. Now the Director of Strategic Partnerships at the Welcoming Center for New Pennsylvanians, Nicole turned the lens back to Philadelphia to encourage businesses to focus on the unique benefits Philadelphia's diverse immigrant workforce offers to local companies.

A native of Southwest Philadelphia and a graduate of Masterman School and the University of Pennsylvania, Nicole grew up immersed in Philadelphia's culturally diverse community. Even as a child, she was interested in foreign languages and the multicultural student body at Masterman amplified that interest. Masterman's diverse community presented Nicole with the opportunity to explore her hometown from the perspective of people from other cultures and backgrounds. She learned from friends whose parents had immigrated to the United States the value of diversity of perspective and life experience.

After graduating from Masterman, Nicole arrived at Penn determined to study abroad and broaden her own horizons first hand. A semester abroad in France opened her eyes to potential career paths abroad, but it also gave her a new perspective on the unique culture of her hometown. Upon returning to the U.S., Nicole decided to explore professional options that would allow her to advocate for students' opportunity to live internationally. Her response to seeing the world from a different perspective was to ensure other people get the same transformative opportunity.

Over the intervening years, Nicole was instrumental in creating programs that provide students multicultural experiences regardless of financial or socioeconomic status. At the Fox School of Business at Temple University, she designed and implemented study abroad programs that allowed students who historically do not have the opportunity to study abroad the chance to do so. As a result of her work, students at Fox graduate with a more global vision of the business world, increased cultural awareness, and a deeper appreciation for Philadelphia's potential role in international markets.

As she worked to connect Philadelphia's students with the global economy, Nicole began to see a disconnect between Philadelphia's business community and the wealth of resources offered by its immigrant professionals. As a result, in 2014, she took a leap of faith and left the academic world to join The Welcoming Center for New Pennsylvanians. At the Welcoming Center, she has taken steps to encourage Philadelphia businesses to harness the power of Philadelphia's immigrant workforce.

The Welcoming Center is a nationally recognized resource dedicated to accelerating immigrant integration. It strives to bring Philadelphia's diverse and talented immigrant community together with local businesses. A resource for those businesses hoping to expand their business globally, the Welcoming Center also helps local businesses expand their capacity for diversity and presents a highly skilled, and largely untapped, workforce for Philadelphia businesses. ●

Nicole will be a panelist at GNPCC's Women in Business Conference on April 19, 2018.



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Networking Events: BDU's Step-by-Step Guide

| By Lisa Peskin, CEO, Business Development University

If you are going to invest your time and effort in attending events and growing your network, it is crucial that you get the biggest bang for your buck out of everything that you do! Whether you are networking for business development, career enhancement or simply to grow a strong network, it is critical to be purposeful in all of your efforts.

Networking events can be intimidating, especially if you're unprepared. If you are not quite sure why you are attending or what you're hoping to take away from the event, you will most likely come out with very little accomplished.

It is extremely important to be purposeful in preparation for, during and after any networking event you plan to attend. If you're investing your time to go to the event, there are some things that you should consider in order to maximize your efforts.

Business Development University (BDU) has put together an easy step-by-step guide to networking events. Ask yourself these questions and follow these steps before, during and after you network in order to get the most from each and every networking opportunity:

Before The Event

1. Ask yourself a few questions. It's important to know why you are going, who you are hoping to meet and what information you'd like to take away, so ask yourself:

What is your primary goal for networking? Are you looking to:

- Develop your business?
- Find a new job?
- Expand your network?
- Demonstrate to your boss that you are out there networking?

What do you want to get out of the event? Are you hoping to:

- Find prospects?
- Find good centers of influence?
- Meet people who can introduce you to good prospects or centers of influence?
- Gain valuable information from subject matter experts?

Who exactly is the person you are hoping to meet? Picture the person you'd really like to meet at this event. Describe this ideal person in terms of:

- Their title
- The industry they work in
- The size of their company
- Their geographic area

Once you determine these key factors, you'll have a better idea of who you'd like to speak with and what you're trying to get out of attending the event.

2. Prepare for the event. In order to get ready, you should:

- Plan to bring business cards and pens to take notes
- Reach out to others that are attending to coordinate a time to meet them at the event
- Prepare to wear something that is memorable in some way
- Practice your 30-second commercial so that if someone asks who you are and what you do you are prepared to let them know



Lisa Peskin

During The Event

3. Get ready to network! On the day of the event, it's very important to:

- Arrive early
- Walk in with a big, inviting smile on your face and do your best to maintain a positive image throughout the day
- Introduce yourself to people that you don't know

4. Know who you'll approach at the event. Here are some good rules for determining which people to walk up to and strike up a conversation with:

- People that are by themselves
- People that look friendly
- People that have a nametag of a company that you are interested in finding more about
- People that are in front of you or behind you in lines
- People that are seated next to you at breakouts
- People that you already know and who will introduce you to others that they are speaking with

5. Exchange information. What you're looking to get out of the event will determine what information you should exchange when speaking with someone:

- For business development, exchange information such as who you are, what you do, who you help, how you help them and who you would like to meet.
- If you're looking for a job change, exchange information such as who you are, what you do, what type of work you're looking for and which companies you are hoping to pursue.

6. Set up defined next steps. Make it clear when speaking with someone what your next steps will be for continuing the networking relationship. For example, let them know:

- You'll connect and reach out through LinkedIn
- You'll give them a call so you can connect on the phone
- You'll plan to meet with them

After The Event

7. Follow through with the connections you've established by:

- Sending out LinkedIn invitations
- Setting up more calls and meetings
- Adding everyone to your database

Taking a purposeful approach to networking and knowing what to do at each step along the way guarantees you're not just simply showing up and attending an event just to be there. Networking takes time and effort, and by implementing the above steps you're making sure that you're getting the most from what you do and building strong and valuable relationships!

Want more information from BDU on maximizing your networking efforts? Check out our five key tips for attracting influencers or download our Networking Meeting Checklist and other helpful BDUtensils. ●

Lisa will be a panelist and session presenter at GNPCC's Women in Business Conference on April 19, 2018.



Women in Business Conference:
April 19, 2018. 8:30 am to 4:00 pm
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GNPCC Informal Tuesday Luncheons are BACK!

On Tuesday, March 20, Chamber members gathered for casual networking at our new member and Northeast Philadelphia institution, Gallo's Seafood. "Our Informal Networking Lunch, is just that, informal," says, Teri Grumbrecht, Director of Business Development. "The casual lunch is designed for members and prospective members to meet, exchange cards, and learn more about the Chamber benefits."

The renewed luncheon will be run by the Membership and Outreach committee each month. Committee co-chairs, Jason Mukai from HVB – Huntingdon Valley Bank, and Justin Samuels of Beneficial Bank will lead the discussion, introductions, and add in some fun! ●

Due to the popularity of the event, reservations are required. For more information, visit the Chamber event calendar, www.nphilachamber.com.



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Ann Marie Carollo, Retail Market Manager for TD Bank's Philadelphia Region, Shares Her Wisdom and Insights on Navigating a Successful Career Path

| By Kathe Romanillo, Renaissance Coaching Group



Ann Marie Carollo has much to be proud of in her 25+ years of experience spanning Investments, Commercial, Operations and most recently the Retail Line of Business.

Prior to joining TD, Ann Marie spent nine years at Bank of America as a Market Manager in the Middlesex and Monmouth Regions. Before that, Ann Marie was with legacy Commerce Bank in New York City playing a key role in establishing presence in that market, opening over 40 locations throughout Manhattan, and the five Boroughs. Ann Marie holds a bachelor's degree in Economics and English from Montclair State University. She is extremely passionate about community involvement, specifically providing support to the HIV/AIDS community and the continued war against substance abuse among teenagers. Ann Marie is an avid art and music lover and enjoys spending time at the beach in Monmouth County.

This year's Women in Business conference theme is "Paying it Forward." As a successful woman in business, do you believe that women have an obligation to support other women in their professional development?

I absolutely do! There is no substitute for experience and mentoring. When I look back on the earlier years of my career, I'm so grateful for the women who went before me and were generous with their time. They paved the way for me and guided me.

I also believe that for any woman who is looking to further her own career path, it's essential to find aspiring women to take their place as they move forward!

As women, there are things that we can relate to and that creates a great bond for which there is no substitution.

What is or has been the key to your success (professionally, personally, or both)?

I think first, and foremost, the ability to continually self-reflect with humility—always looking within myself and being honest around what I can do differently, what I want to capitalize and where I can broaden my learnings.

I also believe that having a mentor has always been a critical component for me. To be surrounded by strong women who are committed to helping me grow and providing "courageous coaching" has been a gift to me.

I personally find new ways to learn so I can stay fresh. I get a lot of written communication through the day, so reading when I get home is not always what's on my list to do - more recently I have incorporated podcasts, so I can listen and go back if needed. I also spend time in the car each week, so listening is convenient and is a great use of my time.

What do you think are the greatest challenges or opportunities for women in business as you look ahead 5 to 10 years?

Challenges for women continue to remain the balance of professional and personal life, especially for women who choose to have a family. Partners, children, pets, and homes—they all require our time, care, focus and attention—all of which can compete with our priorities in the office.

I also believe the other challenges involve truly understanding and executing on those things that set you apart and help you to stand out against your peers - specifically in career paths that have been historically dominated by men.

Opportunity always lies in remaining current in your field of passion - could be technologically, could be learning a second or third language and of course continuing educational efforts to remain competitive.

Finally, I believe there is no substitute for excellent written and presentation skills.

What are your thoughts on formal and informal mentorships? Do you see value in them? Have you had a mentor or served as one? What would you recommend to other women in seeking a mentor?

I'm all about mentoring relationships! Formal relationships help you break out of your comfort zone and invite a mentor inside your career path. If you remain open, you'll receive guidance from someone you might not have chosen, if it wasn't a formal pairing.

I've had formal and informal mentors - and I still do. I'm always learning and open to guidance. I also currently mentor a few emerging leaders in my field. I enjoy the experience and I love watching people grow and learn. I learn from them all the time.

I always recommend asking your leader for advice on finding a mentor - searching for someone that you don't know, but you believe can help you. Your leader may know someone along the networking scene that can be a benefit to you.

What advice would you offer women who are in the early stages of their career?

- If you don't have a mentor - get one! It's never too late to embark on a mentoring relationship—set up ongoing conversations and maybe job shadowing.
- Be sure to ask for a career conversation with your manager a minimum of twice a year. Be able to walk away with a sustainable and achievable development plan. Tie back to that plan with touchpoints: Are you on track? Do you need to alter the plan? Are you progressing, and if not, why not?
- Stay current on information relevant to your career or area of passion.
- Get involved with activities that test your public speaking and presentation skills.
- Begin to save for your retirement! You won't regret it! I promise! ●

Ann Marie will be a keynote luncheon panelist at GNPCC's Women in Business Conference on April 19, 2018.

Meet Colleen M. Hanycz, Ph.D.: First Woman and Lay President of La

By Kaitlyn Haney, Manager, Organizational Development, SPIN

Waiting to hear the reactions from the La Salle University community, the newly appointed University President thought, 'maybe the biggest focus will be on the fact that I'm Canadian.' But for the Explorers, the new University President coming from Canada was hardly the concentration. Since its founding in 1863, La Salle transformed itself from an all-boys Catholic college to a fully co-ed university led by the Christian Brothers, and a bigger splash was about to be made. For the first time in its 153 year history, the person taking the seat of University President would not garner the title, "Brother President." The person taking on the role of 29th President of La Salle University would be a lay person – not to mention a woman.

On July 1, 2015, Colleen M. Hanycz, Ph.D. became the President of La Salle University. And, although two plus years have gone by since the announcement, the buzz around the first female, lay President is still going strong.

"To this day, I still have people stop me in the streets to tell me how delighted they are to have a female president at La Salle," said Hanycz.

With alumni, students and families expressing their excitement for her arrival, it's stunning and shocking to Hanycz to see how focused the La Salle community is on the fact that she is the first female University President. But something even more intriguing to the outside eye is that strong female leadership is not only found at the highest position at La Salle – the leadership has also trickled down as all three University Deans and also three of seven Vice Presidents, are women.

With her strong team by her side, Hanycz has made a great name for herself with the La Salle community embracing the new leadership and providing an open mind to some of the very big and also tough moves she has made to help La Salle grow and thrive.

"Some of the decisions I've had to make have resonated with some better than others, but La Salle is a culture where everyone wants to succeed," said Hanycz.

With the students and community's best interest in mind, Hanycz has focused on major issues pertaining to operating costs and finances, enhancing excellence in teaching and learning, while also honing in on smaller, yet important ideas to make students feel excited and comfortable on campus. For example, this past Fall, Hanycz addressed the rising cost of tuition in the U.S. by resetting tuition from \$40,400 to \$28,800. The tuition reset sent tuition back to 2008 levels and also provided the opportunity to expand high quality, holistic education offerings to students across all socioeconomic backgrounds. Alongside major changes in tuition, students have seen noticeable changes across campus, including major parts like Hansen Quad. After a mini-makeover, the Quad is now equipped with hammocks, lawn chairs and lighting allowing for a more relaxing and appealing environment where students can socialize, relax and study. And soon, students will even be able to sip coffee from the entirely student run



Saxby's Café that will open this Spring in Founders Hall, the newly opened \$35 million School of Business center that was dedicated in September 2016.

Reflecting back on these moves and the leadership style that helped make these decisions, Hanycz compares her leadership to that of a mother – she's a President that wants to be with the students. And, her motherly leadership style certainly showcases her hands-on approach. Whether it's speaking directly with the students at La Salle through her Twitter, or meeting with students in her Presidential Student Advisory Council (P. SAC), all students are heard. This leadership style has helped students and families find comfort knowing their questions, concerns, thoughts and ideas are important to the President. Families often find that key topics like that of student safety are top of mind as Hanycz also shares these concerns as she herself is a mother of a student at La Salle, and also a prospective student who will be looking into colleges in the upcoming years.

It's obvious that Hanycz's personal experience as a mother is a major differentiator in previous University Presidential leadership seen at La Salle, but it's also something that she believes is exactly what made her the woman success story we see today.

"Like so many women, my journey did not follow a straight line," says Hanycz.

Her journey began traditionally, where as a native of Toronto, Hanycz received her bachelor's degree from St. Michael's College at the University of Toronto. After looking into graduate studies, she completed her law degree in Dalhousie University in Halifax, Nova Scotia and became a litigator. In the meantime, she got married, and

welcomed her first child. Hanycz notes this was the first time that she became conflicted that women could have it all.

"I was married, had a baby, a job with high-octane clients... for me, it felt like I was the doing the worst at everything I was doing, and I needed to find a way to become more balanced and focused."

At 31, Hanycz retired from law and became a full-time, stay-at-home mom while becoming a full-time graduate student studying for her LL.M. and Ph.D. in law at Osgoode Hall Law School in Toronto. Now with three children, Erik, Emily and Claire, she was just wrapping up her Ph.D. and began teaching as an adjunct professor at Osgoode Hall. She was later hired as a full-time assistant professor, and worked her way up the ranks. Her leadership was noticed as Hanycz was approached to take on the role as President of Brescia University College, Canada's only women's college. Embracing the idea to impact real change in women's lives, she took the role as President, and during her seven year tenure she helped advance the college by placing emphasis on women in leadership, raising its national profile, and increasing enrollment.

Now at La Salle, Hanycz believes it is so important to help women like her become the next generation of leaders, and mentorship will play a big part. Hanycz notes that during her early professional career, she struggled to find women mentors that she could relate to or mentors going through similar personal and professional experiences balancing both a professional career and motherhood. She later found mentorship in leaders and professionals around her that were incredibly supportive of women, and she carried the invaluable lessons that she learned from them throughout her career – most notably justice, as she always seeks to do what she feels is right, even if unpopular.

To find a mentor, Hanycz offers several recommendations – most importantly, find someone that you can see yourself in, and someone that you aspire to be. And, once you find that person, work up the courage and to ask to meet with them periodically for coffee, meetings or even phone calls.

"As women, the only way we are going to see an increase in leadership – whether C-Suite, administration, boards, etc. – is through mentorship. And the only way we are going to do this is to allow ourselves to become available."

Hanycz notes that mentorship is something that she ramped up at Brescia and took with her to La Salle. She has several mentees that she meets with regularly for coffee, lunch and phone calls. She loves to see that this helps young women, and at La Salle, she wants to make sure the young women on campus can see themselves as leaders and find mentors to help them get there.

"I've long believed in the tremendous strength of women as leaders, and it's incredibly important that the students we serve see themselves in front of the classroom, in higher administration and beyond."

With Hanycz's leadership, the young women that attend La Salle University will certainly find strong role models and mentors on campus, helping to shape them into our next generation of leaders and even future University Presidents. ●



Laura Otten, Ph.D. joins esteemed keynote luncheon panel at WIB Conference

Laura has been director of The Nonprofit Center at LaSalle University's School of Business, a management support organization that enhances the management and governance capacity of nonprofit organizations throughout the Greater Philadelphia region, since 2001. A Nonprofit Center consultant and instructor since 1985, Laura served as director of evaluation and research, prior to becoming director. In 2013, she developed and became the first director of La Salle University's Master's degree in Nonprofit Leadership, and is an associate professor.

She has since led The Nonprofit Center in developing innovative and expanded programs to meet changing community needs, raising quality standards, and fostering the development of applied research on nonprofit management issues. Laura also continues to work in the areas of board development, succession planning, and coaching directly with clients.

Laura also served as director of La Salle's Criminal Justice Program and its Women's Studies Program and Project on Justice and Society. She gained tenure in 1988 and has been recognized for distinguished teaching. Laura has several publishing credits, including the book, Women's Rights and the Law (Praeger, 1993).

Laura received her Ph.D. in Sociology and her M.A. in Criminology from the University of Pennsylvania and her B.A. in Sociology from Sarah Lawrence College.

Her weekly blog, Nonprofit University (nonprofituniversityblog.org), is read in over 155 countries. ●

Laura will be a keynote luncheon panelists at GNPCC's Women in Business Conference on April 19, 2018.

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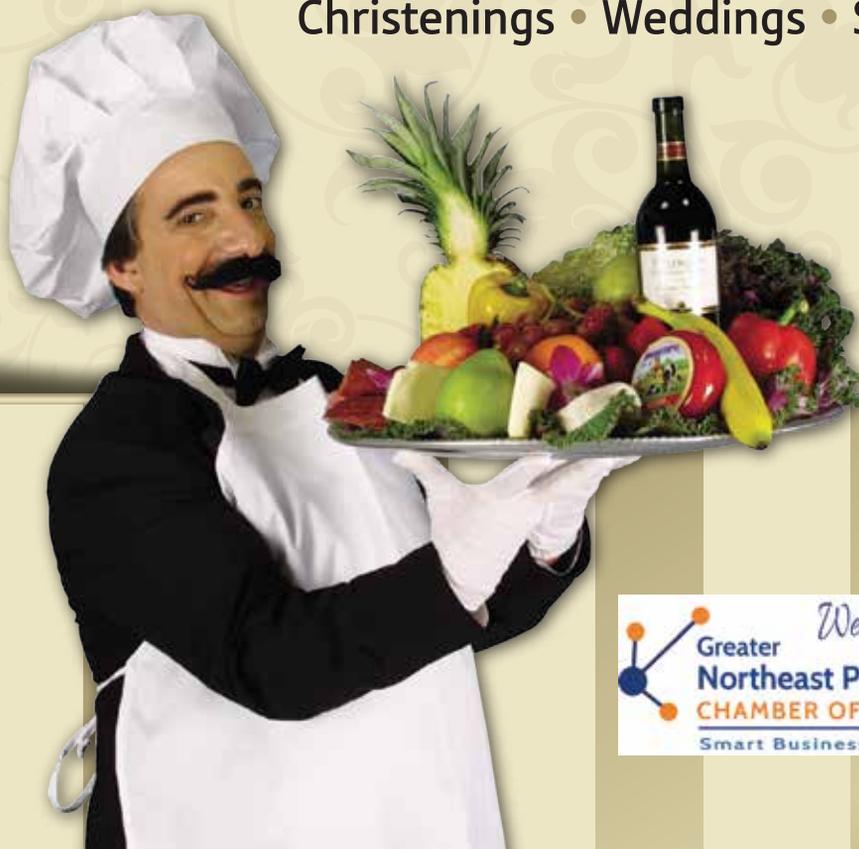
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Mary Disston, Matriarch of Tacony

| By Jack McCarthy, Archivist and Historian

Mary Disston was one of the most influential women in Northeast Philadelphia history. Born Mary Steelman in 1822, in 1843 she married Henry Disston, a young English immigrant who just three years earlier had opened a small saw making shop in Northern Liberties. Demonstrating great mechanical ability, along with an excellent business sense and an unwavering commitment to product quality, Henry's business prospered. By the Civil War his saw works was the largest saw manufacturer in the nation, employing over 150 workers in four buildings totaling 20,000 square feet of space. Henry needed even more space for his growing business, however, and in the early 1870s he began re-locating it to Tacony. It was here that the company would become a massive enterprise—the largest saw manufacturer in the world, with over 4,000 workers at its height—and that Mary Disston would exert a profound influence on the local community.

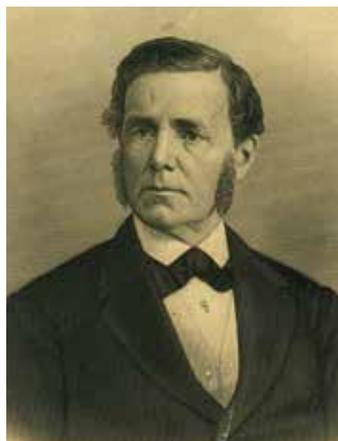


Mary Disston, 1822–1895

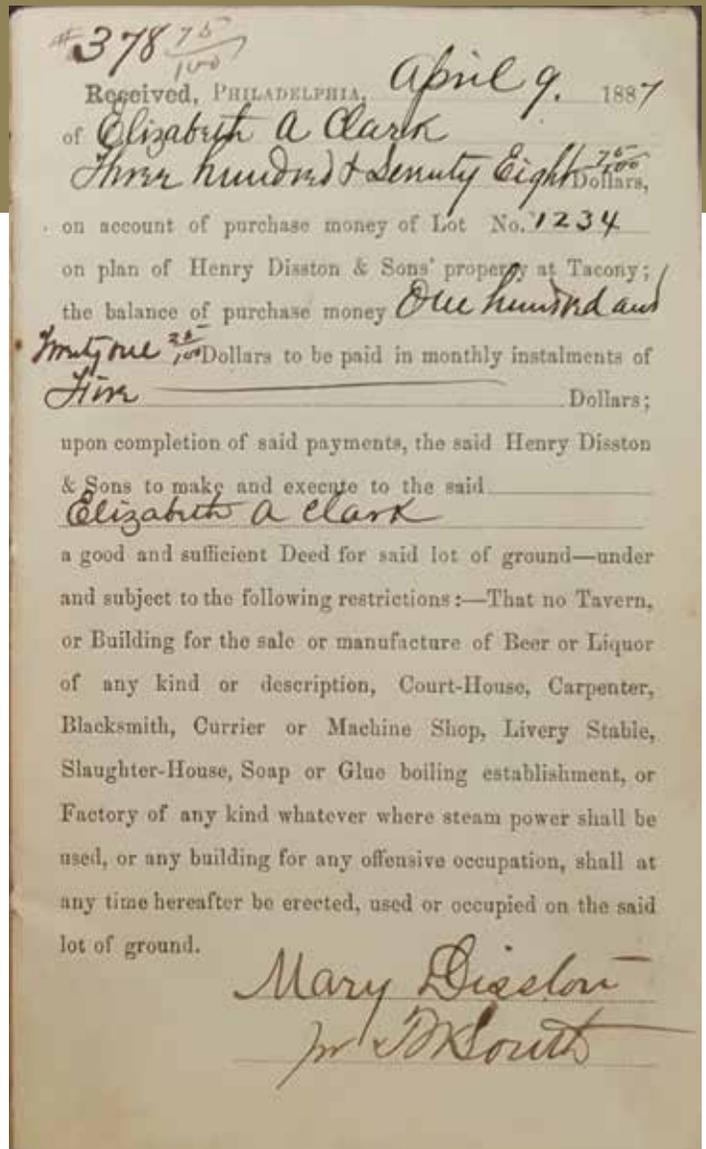
Intent on providing a safe, family-centered environment for company workers, Henry and Mary created the Mary Disston Estate, a 158-acre tract of land designated as a residential community in Tacony. The Estate was west of the railroad tracks, the dividing line that separated the residential area from the industrial complex along the Delaware River to the east. Within the Estate, the Disstons provided decent affordable housing for company workers, offering quality homes for sale or rent at reasonable prices. The Disstons placed deed restrictions on all land sold within the Estate that prohibited a variety of activities—the sale of alcohol, operation of steam-powered factories, slaughterhouses, and soap or glue boiling establishments—all designed to maintain

the safe, residential character of the neighborhood. (The sale of alcohol is still prohibited within the Disston Estate, a restriction that was upheld after a lengthy court battle in the 1990s.)

Henry Disston died in 1878, long before his and Mary's vision for Tacony came to full fruition. While his sons assumed management of the saw works, Mary focused on the Estate. She oversaw the sale and lease of property, donations of land for community uses, and support for local organizations. Until



Henry Disston, 1819–1878



This notebook records the sale of a property within the Mary Disston Estate in 1887, listing the various deed restrictions on the property.

her death in 1895, Mary essentially served as matriarch of Tacony. Donating land for schools, churches, parks, and other civic purposes, it was her vision and benevolence that shaped the community.

Following Mary's death, the family established the Mary Disston Estate Trust to manage the 365 homes it owned and to continue to benefit the community. As per the terms of the Trust, it was to be dissolved following the death of Mary's last grandchild, which occurred in 1942. By 1944 the properties had all been sold and the proceeds disbursed to Disston family heirs. Another stipulation of the Trust was that the homes were to be sold to their renters if possible; all but one of them were in fact sold to their lessees.

Mary Disston personally guided the development of Tacony from the 1870s until her death in 1895, while her influence could be felt into the 1940s and her legacy continues to shape the community today. ●

Jack McCarthy is an archivist and historian and president of the Friends of Northeast Philadelphia History.

Mary Disston Notebook Images courtesy of Historical Society of Tacony.



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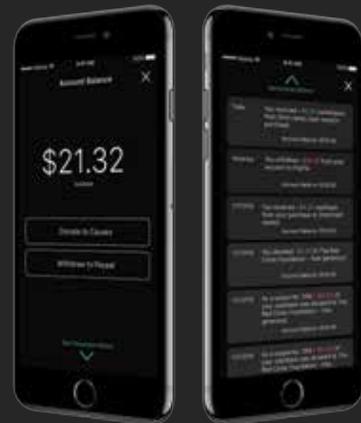
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