



The Transmitter

Empowering Women in Utilities Since 1923



Message from the Chair

Lindsay Chambers, Ohio Chapter Chair

WINUP'S MISSION

Provide a link for developing and recognizing professions involved with utility business trends, issues, products, and services.

WINUP'S OBJECTIVES

1. Opportunities for professional development
2. Networking and mentoring among members
3. Recognition and visibility among members

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For additional information, please visit our websites

Chapter website:

www.winupoh.org

International Site:

www.winup.org

My fellow WINUP Ohio Chapter members, this year has seemed like a train charging full speed ahead that is going through the mountains filled with various emotions. My heart smiles for all of the members getting promoted to new positions as they are most deserving. At the same, I am concerned when I hear others are still seeking where their next home will be in our industry and how they will support their families. **TransCanada** acquired Columbia Pipeline Group approximately a year ago and we have some members that are still seeking employment as their time comes to an end. Please see the Ohio Chapter updates for more information on the TransCanada acquisition and how WINUP is lending a hand.

2017 WINUP International Conference planning is also full speed ahead, and the planning committees are really giving some time and energy into making this event one of the best, if not the best yet! More information on the Conference and volunteering opportunities are detailed in the Ohio chapter updates.

Our **Chapter's 2017 program calendar** focus has been geared around **"Developing Your Passion to Empower Your Future!"** and we have already had some exciting events, but this summer is sure to delight! We have our June Networking Dinner Workshop, a Self Defense Class, and "The Voice of the Customer" luncheon hosted at the Mid-Ohio Food Bank with an opportunity to volunteer in the afternoon. There is so much more to come as we wrap up the year.

2018 Chapter and Board Elections are right around the corner and we are seeking those interested in developing leadership skills, fueling their performance plans, and seizing the opportunity in running for a board position at the Chapter or International level. Please let me know if you have any interest in seeing what doors can be opened by viewing WINUP through a different lens. If you are not ready to take on a board position, please consider chairing a committee, such as membership.

In closing, as you review your mid-year accomplishments, take the time to really reflect on your personal contributions. Tonya Tiggett, owner of *Speak Our Language*, shared a story with me regarding a female professional that always focused on her team's efforts and success, while she was the one that was working the long hours, making the deadlines, and going the extra mile. Since this fine individual did not spend the time taking credit for her personal efforts, she was very upset when she received a poor review at the end of the year. When she took a step back to reflect on how others perceived her, she realized that she was raised to believe that "a lady speaks when spoken to", that achievements as a team were to be commended, and that it was impolite to boast. Her career had suffered because of these perceptions. So, let your voice be heard, acknowledge your contributions, and live life to the fullest with grace. It is my desire to see you ALL individually achieve success in every facet of your life! Life is precious; do not let it pass you by!

Lindsay Chambers, 2017 Ohio Chapter Chair

✓ Ohio Chapter Updates

TransCanada acquired Columbia Pipeline Group approximately a year ago. We have some members that are still seeking employment as their time comes to an end. These professionals are not losing their jobs on any accord of their own and, in fact, were encouraged to stay on until the doors closed in New Albany, OH or take on positions in other states. For those members affected, please update Deborah Hohn (drhohn@aep.com) with a new email address so we can continue to communicate with you, as your membership continues throughout the rest of 2017. To our leaders within WiNUP that have open positions, I have a couple that I am currently trying to help that have reached out to me that have numerous years of service in our industry and could use their knowledge in a variety of positions. To our TransCanada members, I hope that you have found value in your WiNUP membership and will continue to be engaged as we are sending positive wishes for the next chapter of your life as your career unfolds through a different path.

Have you been featured in any intranet, social media articles, etc. for your company? Please send them to Lindsay Chambers (lmchambers@aep.com) to be used to boost our Ohio Chapter Achievement application.

Attendance at the **2017 WiNUP International Conference** is filling fast and early this year. This year's Conference is co-hosted by the Ohio Chapter and will be held in Philadelphia on September 25th through 27th. We have capacity limits in the facility so we cannot expand registration this year.

- ✓ If you reserved a hotel room, but cannot attend, please cancel to help with our contract costs and to give another member the opportunity.
- ✓ Please check airline reservations as some members have found their American flights changed by more than 2 hours with no notice. Keep a watchful eye as September nears.
- ✓ **Volunteer Opportunities!** There are plenty of opportunities to help raise some much needed funds. Please contact Amy Dellenbach (amdellenbach@aep.com) if you are interested in helping out with the sponsorship team or if you need more information about the list of companies that will be contributing some of their sale proceeds. To contribute in other areas of the conference, see Andora Marshall (amarshall@aep.com), the Ohio Chair for this entire outstanding event that we anxiously await each year!

The **Historian Committee** is seeking a few new members. Contact Bethany McCrea (bjmccrea@aep.com).

✓ International Update

By: Kristen Thompson

The second quarter International Board Meeting yielded the following facts and figures for Membership as of April 25, 2017:

- 528 Total Membership with 500 paid members and 28 Honorary Life members
- 117 new members to date (compared to 166 total in 2016)
- Membership at the end of 2016 was 566 total members

The Summer board meeting is scheduled for June 30th. Twice a year the board meets in person, and this occurs at the summer board meeting and at the conference.

A Conference Guidelines Committee will be formed. The committee will be responsible for developing guidelines that will assist future international conferences and future conference planning committees.

✓ April Dress For Success Meeting : *Develop Your Passion Through Doing Good In Your Community*

By: Sally Schehl

What to wear?

For some, this may be an idle question we ask ourselves in the morning while browsing a closet full of clothes, searching for an outfit that suits our mood or the season. For others, this could be a fundamentally important, stress-laden question that mirrors the serious challenges we face in securing work and providing for our families.

Solving the problem of what a woman needs to be interview-ready is but one of the services Dress for Success Columbus offers to its clients. Founded in 2007 by Vicki Bowen Hewes, Dress for Success Columbus has been empowering women in Central Ohio to “achieve economic self-sufficiency and succeed in work and in life by providing a network of support, career resources, and professional apparel.” Though by name it would appear that its focus is on clothing, Dress for Success Columbus provides a full suite of programs designed to help women pursue opportunities and bridge the gap to success.

Tracy Harrison, Vice President and Program Director, and Molly Preston, Suiting Program Manager, spoke to WiNUP members about Dress for Success Columbus during a luncheon in the Scioto Room at AEP Headquarters on April 18, 2017. In keeping with the luncheon theme, “Developing Your Passion Through Doing Good In Your Community,” both Harrison and Preston described their passion for people and volunteerism and how they came to work with Dress for Success Columbus. A desire to help others find work and to feel safe and valued at work, were key factors guiding each to their current roles.

While the clothes component creates awareness, preparing clients for an interview is only the first step. Harrison and Preston explained that Dress for Success Columbus is more about mentoring and providing the ongoing support a woman needs to secure work, maintain employment, and advance in her career. More than 125 social services and community agencies partner with Dress for Success Columbus to refer clients, who then have access to all Dress for Success Columbus programs free of charge. These services include consultation with a personal stylist, interview and employment suiting, access to the Dress for Success Columbus Career Center, job search workshops, a workplace wardrobe, membership in the Professional Women’s Group, the Women2Women mentoring program, career development tools, and other professional development and leadership programs.

Dress for Success Columbus estimates that, during its ten years of operation, more than 10,000 women have been served. The significance of this number cannot be over-emphasized. Because the majority of Dress for Success Columbus clients are single mothers, with an average of two children, empowering 10,000 women to achieve economic independence ultimately means impacting and improving the lives of 30,000 people — 30,000 families in Central Ohio. When we recognize that women represent the backbone of families and communities, and that each woman’s journey to self-sufficiency and success improves the financial stability of an individual family as well as a community, the breadth and depth of Dress for Success Columbus’ positive impact is staggering.



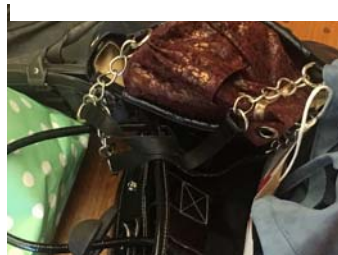
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April Dress For Success (continued)

The path out of poverty is complex and personal, Harrison and Preston stated, with no single solution — truly it takes a village. The estimated annual cost per client is \$2,500, and all Dress for Success Columbus programs are provided free of charge. During some weeks, more than 50 clients may come in for appointments at the Suiting Boutique to select interview suiting and wardrobes for the workplace. As Harrison and Preston noted, the need for professional clothing increases by 10% each year, and no donation goes unused. Ohio WiNUP members play an important role in the continued success of Dress for Success Columbus. Annual clothing drives provide professional apparel, jewelry, accessories, cosmetic kits, personal care items, and other donations that enable Dress for Success Columbus to help serve, support, and advance 1,800 women each year.

At the conclusion of the April luncheon, and to much applause, WiNUP Ohio Chapter Chair Lindsay Chambers presented a \$5,000 donation to Harrison and Preston, on behalf of AEP, to Dress for Success Columbus.

Interested in learning more about Dress for Success Columbus, its mission, and how you can help empower women and families in our community? Visit the Dress for Success Columbus website at www.DFSCMH.org, or call 614.291.5420. Consider joining the ranks of the 700 volunteers who support Dress for Success Columbus - individual and group volunteering opportunities are available.



WiNUP members donated gently used purses at this lunch event.

Spring WiNUP Clothing Drive

By: Linda Michael

The Ohio WiNUP Chapter completed another successful clothing drive during the week of May 1, 2017, teaming up with AEP's African American Employee Resource Group (AAERG). Members collected over 1200 items for Dress For Success and OSU's Star House. Our members are familiar with Dress for Success and its impact was championed at the April meeting. The Star House is a part of the Ohio State University which helps homeless youth between the ages of 14-24, not only with basic needs like a meal and a place to shower and wash their clothes, but also tries to connect them to housing, employment opportunities, education, and mental health and or substance abuse therapy.



After the Clothing Drive wrapped up, the Committee held a "Lessons Learned" meeting and discussed several ways to streamline the clothing drive process. Some ideas captured during the luncheon include:

- ✓ Improve conciseness of wording on the flyer and company email.
- ✓ Develop a checklist for the location coordinators and another checklist for volunteers with clear expectations. Require clothing drive committee members to volunteer to work the drive. Pair packing and sorting volunteers with experienced volunteers. Assign a specific lunch time to arrive so volunteers can work together. Send a reminder email to volunteers about expectations and where sorting and packing will be held.
- ✓ Update procedures for closing and tagging of boxes, and for including receipts and donation totals. Provide training to volunteers on processes and procedures. Create a web-ex or PowerPoint with instructions for how to complete forms.

Thank you to all who participated in this season's drive, those who donated clothing, and the Clothing Drive committee!

✓ May Cristo Rey Meeting : *Build Your Passion Through Education*

By: Kemi Domingo

On May 18, 2017, WiNUP members gathered at NiSource for dinner and an awareness event on the workings and life as a student of Cristo Rey High School (CRHS) – “the new kind of high school with a work/school balance”. We listened to three brilliant girls share their educational experiences at CRHS while learning to navigate the business world at the same time:

Madeline Somsy, a CRHS senior who currently works in the AEP Transmission office in New Albany;

Maria Somsy, a CRHS junior working at the Dept. of Civil, Environmental and Geodetic Engineering at the Ohio State College of Engineering; and

Yatzary Monroy, a CRHS sophomore who wants to learn more about business and pursue a career path in business leadership.

To introduce Cristo Rey was Caroline Blosser an Administrator and guide for the students from the school, who shared a well-rounded summary about this unique high school. Cristo Rey, was founded as a Catholic school in Chicago in the 1990's and has since launched many Cristo Rey schools in different states throughout the United States, with students entering at 14 years of age. The Columbus School is a newer school and part of a network of twenty-four high schools. The school is unique, as it has a learning curriculum which incorporates a work/study program with a rigorous college preparation. The funds received from companies goes directly toward the student's tuition, which makes CRHS a school that completely mimics a private education, at an affordable price for parents. In response to the many questions asked by the audience on entrance requirements, not only does Cristo Rey help to learn, but they have a holistic approach through multiple interviews and teacher recommendations.

Surveys from the companies where the students work gave enthusiastic views of Cristo Rey students. One company feedback emphasized how awesome the students were: “Very polite, and it is a great pleasure watching them grow from department to department. Their youthfulness and discipline gives the companies a new perspective, whilst the students themselves gain a perspective they would never have gained.”

To dispel that this comment was made by chance, Caroline jumped in to explain the training CRHS provides the students. There is a seven-day summer program, used to train students, to prepare them for the work place, and to boost their work skills. Continuing forward, the school delivers everyday ethics training, seminar classes about the business world, and guest speakers from management in various industries. There is also training on how to dress for work, how to shake hands and make eye contact, and basic filing skills.

The audience was fascinated and prompted the speakers for more facts and figures about CRHS. We discovered there are about 360 students, and so far, 106 companies from this region have signed up, some taking on more than one student at a time. A company, like AEP was said to have about twelve students on board.

The Columbus school is a 4-year old school, and for the first time, will have its very own seniors graduating this year. We listened to each student with their story of how Cristo Rey has changed their lives. When interviewed, they handled their responses with poise and a summary of their responses (not verbatim), is shown on the following page.

CRISTO REY
COLUMBUS HIGH SCHOOL



**“THE NEW KIND OF HIGH SCHOOL WITH
A WORK/ SCHOOL BALANCE”**

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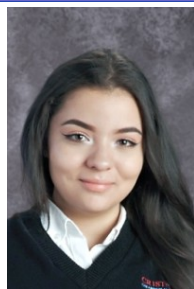
May Cristo Rey Success (continued)



Madeline Somsy



Maria Somsy



Yatzary Monroy

Tell us about your school and what makes attending the school so special? **Madeline** pointed out they teach professionalism, which prepares them for the real world in addition to seven other subjects, like physics. **Maria** said it is affordable and she is able to get a private school level education, even though her parents cannot afford a private education. **Yatzary** noted CRHS's specialty is setting aside time to listen to you, and meeting people in industry.

What has been your biggest challenge? **Yatzary** highlighted how communication had been a challenge to surmount, as she had come to CRHS as a reclusive person but now she was not as shy. **Maria** likened her public school experience, where you read something and are passed through the system, but at CRHS she has been able to improve her grades. As a freshman, **Madeline** learned to juggle her schedule, explaining that she was careful about going out on the weekend because she had to work on Mondays.

What is your favorite movie or book? **Maria:** "The Other Wes Moore" is a book about two men with identical names—one was sent to prison and the other lived a normal, privileged life. She said it helps to see how quickly life can change and that whatever you do, your whole life can change. **Yatzary:** "Miracles From Heaven" because it shows that God can do amazing things in your life. **Madeline:** loves romantic movies.

What do you do when at work? **Madeline** loves data entry. After spending the first week completing orientation, she was then able to enter data into the system before running a project. **Maria** indicated her experience was different and that there was no "spoon feeding". She works at the Ohio State University and her supervisor trusts her to "get on with it". **Yatzary** loves to work with communities and works occasionally at the front desk as a work sharer. Otherwise she does the separation of accounts and merging.

Any failures? What would happen to those who fail to pull through the system? **Caroline** explained the dedication CRHS gave through development programs to bring a student back on even keel.

How is office performance monitored? This was similar to interns at work. CRHS has assignments throughout the year and their evaluation takes into account the office attendance and performance. Evaluation includes submission of a time sheet to supervisors which contains questions on how the CRHS intern performed on various themes e.g. growth, mindset, how to receive communication, etc. At the onset, CRHS defined these themes, tailored to each student, and were areas of focus for the supervisor.

We then asked questions about their social experiences in the workplace. **Madeline** said that from day one when she joined AEP, everyone acknowledged her in a way that made her feel a part of the workforce. **Yatzary** said, one of the things she had found fascinating was people ate at their desks. She thought this was indicative of how hard they continued to work, even through their lunches. **Maria** said people always talked to her and took an interest beyond just wanting to know her name.

The WinUP audience continued to probe beyond school and work. **Madeline** was committed to Capital University for undergraduate school. We were impressed how well rounded and versatile CRHS students were and to hear that some played soccer. In addition to having the first senior class this year, the girls were proud to announce they will be having their first Prom this year, and that CRHS was starting a poetry club.

Our greatest takeaway from this event was from the reaction to the WinUP gift which was inscribed, "Developing your Passion, to Develop your Future" - **Maria** said to all of us, "Follow your passion". She had talked to her supervisor and people in the workplace, who let her know they were still looking for their passion. This reminded us of how easy it was to forget our passion and get derailed. A most memorable evening with what we thought were model students, ended on that perfect note.



On April 28, seven WiNUP members volunteered at Olentangy Orange Middle School to assist with their third annual Science and Technology Career Day. This year the event recruited about 35 volunteers from a variety of occupations ranging from engineers to paramedics to zoo keepers. Each volunteer was assigned a classroom where they got the opportunity to share their career path and job description with small groups of students in three 25-minute sessions. This was WiNUP Ohio Chapter's first STEM event in 2017 and the STEM committee will continue to offer more STEM opportunities to Ohio members in the near future.

Skin protection over the Summer

By: Michelle Myles

Let's talk skin for a moment. Skin, our largest organ, averages approximately 20 square feet in size and is responsible for protecting us from the elements and regulating our body temperature. During the summer months, many of us shed a few layers of clothing and spend more time participating in outdoor activities and events. This can present some risks to exposed skin for adults and children alike.

So what can we do to keep these risks at bay? There are some important measures we can take to help keep our skin protected. Here are some tips to use throughout the season:

☀ The sun is strongest between 10am and 2pm which increases the risk of sunburn. Try to avoid or reduce the amount of time spent in direct sunlight between these hours. Use umbrellas, trees, and protective clothing to keep skin shielded from sun rays.

☀ Use sunscreen with an SPF of at least 30 that protects the skin against UVA and UVB rays, even on cloudy or cool days. Reapply sunscreen at least every two hours, immediately after swimming, or if sweating profusely. This applies to children six months and up as well.

☀ Wear lip balm when outdoors to protect your lips from UVA and UVB rays.

☀ Keep sensitive skin around the eyes protected by wearing sunglasses with UVA and UVB protection.

☀ Wear wide brimmed hats to protect your face from the sun's rays. Baseball caps can be worn as well. Just be sure to apply sunscreen to your exposed areas, like ears and neck.

☀ There are some prescription and OTC medications, like antihistamines, nonsteroidal anti-inflammatory drugs (NSAIDs), and antibiotics, that can increase your skin's sensitivity to sunlight and cause hives. Check with your doctor or pharmacist to see if one of the medications you are taking is on the list.

☀ Use insect repellents that contain 20% or more DEET to protect against ticks and mosquito bites, especially in wooded areas, and check for ticks afterwards. These insect bites can transmit a number of diseases, like Lyme disease, West Nile virus, and Zika virus - just to name a few.

☀ Learn what poison ivy, oak, and sumac look like to avoid developing an itchy rash. The oil in these plants, called urushiol, causes a rash within 12 to 72 hours after contact with skin.

June is National Safety Month. This month focuses on reducing leading causes of injury and death at work, on the road, and in our homes and communities. So what steps do you take to make sure that you and your loved ones return home the same way or better than you left? No matter what type of work you do, we should always be on alert. Some things to remember:

- Distracted Driving - Put the phone away while driving.
 - Distracted Walking – Don't text and walk at the same time. Keep your head up and watch where you are going.
 - Know your surroundings and keep an eye out for potential slips, trips, and falls.
 - Proper seat and desk alignment – Are you sitting properly while at work so as not to put undue strain on your back, neck, or wrists?
- Visit the National Safety Councils website (www.nsc.org) for more information and for safety training resources.

Member Spotlight: Beth Traetow



Beth Traetow is the Executive Administrative Assistant to the Vice President and Chief Accounting Officer at NiSource, Inc. (Joe Mulpas) and has worked for NiSource for nine years in the Arena District in Columbus, Ohio. She supports Mr. Mulpas and the day-to-day activities of the entire Accounting Department in the Finance group, consisting of over one-hundred employees in Ohio and Indiana. Her work consists of scheduling and supporting the department in whatever tasks need completed, which may be different every day. Although she is very busy and must remain flexible, she is also never bored!

How did you hear about WiNUP and why did you join?

Beth joined the Ohio Chapter of WiNUP in 2010 when her supervisor was spearheading the recruitment of NiSource into the WiNUP organization. She joined because it was an opportunity to meet peers in the utility profession. She continues to attend meetings as often as she can (especially lunch meetings at AEP) and her past two bosses have been very supportive of her participation in WiNUP.

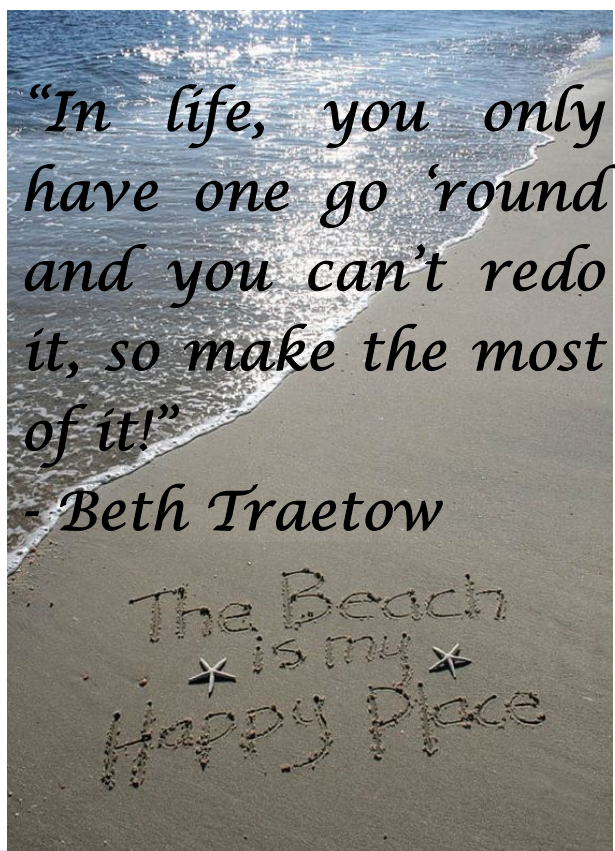
What advice do you have for women in the workplace?

Beth recommends that women should become involved in as many things as possible because the variety keeps your work fun, provides exposure to people you would not expect to meet, allows you to listen to new and interesting speakers, and enables you to take advantage of opportunities as they present themselves. In addition to WiNUP membership, she serves as the lead to the NiSource Executive Administrators Team; liaison with Guckenheimer, the restaurant and catering services at NiSource; and member of the NiSource employee resource group (ERG) "DAWN" – i.e. Developing and Advancing Women at NiSource. With DAWN (and other company ERG's), Beth suggests we can join a group with similar interests and discover opportunities in support of similar goals. To sum up Beth's advice - recruit "Get involved and make a difference."

Tell me about your family. What do you do to relax?

Beth has been married to her husband for 37 years, and he has worked for the Columbia Gas (the parent company of NiSource) for 36 years. To further increase the NiSource Pride, her 32-year old son began working for the company three years ago. She also had a 29-year old daughter who lives in North Carolina. Before her employment with NiSource, Beth was the office manager at an IT recruiting company and was a substitute administrator with the Hilliard School system. These two positions followed a rewarding fourteen years as a stay-at-home mother to her two children. Beth can find her "happy place" wherever she can walk on the beach and be surrounded by palm trees, the beach, and water. She and her husband have plans (written in sand) to someday move to Florida after retirement.

Thank you for your inspiring words and for sharing a little about yourself with us!





WiNUP Seeds of Mentoring

By: Irina Bilenko

The Mentoring Program has selected a group of ten mentees and ten mentors who participated in a Kick-off session on June 13 with an overview of the program. We look forward to updates on their progress and group activities for development throughout the next six months! The Ohio Chapter WiNUP Mentoring Program pairs WiNUP members as mentees with mentors from our utility industry who can share business insights, provide an honest 'reality check', teach from their experiences, and offer advice on career and professional challenges.

For more information on the Mentoring Program contact Irina Bilenko at igbilenko@aep.com or Kernes Samana at kksamana@aep.com.



WiNUP Pulse

We are saddened to share that long time WiNUP leader, Velda Otey, has lost her mother in recent weeks. Please keep her and her family in your thoughts and prayers. I know we all endure things in life, however, Velda has touched so many souls and lifted so many women up along her WiNUP journey and in some way shape or form, if you know Velda, her family has touched you too!

“WiNUP Pulse,” is used to keep membership informed of life-changing events - professional and personal achievements, celebration of marriage, birth, adoption, etc., as well as remembering those we have lost. If you have an event you would like to share with others, please send the information to Amy Russell (acrussell@aep.com).



Save the Date: Self Defense Workshop

Save the Date to join WiNUP for a Self Defense workshop **August 11 !**

Proceeds to help Fundraise for the WiNUP Conference in Philadelphia.



WiNUP members can invite friends to join them in Lewis Center in the evening.

Watch your email for more information to come.



EMPOWERING MOMENTS: Surrendering Control

By: Kellie Conklin

There is one growing pain that most leaders experience at some point as they move through their career. It may be the first time an emerging leader is asked to take a lead role on a specific project or initiative. It may be when the leader first moves into a supervisory or managerial role after being an individual contributor. Or it may be after many years of leadership, when a leader finds themselves with new or inexperienced staff. This growing pain is that of getting comfortable with delegation.

Delegation is defined as “sharing or transferring of authority and the associated responsibility, from an employer to an employee”. With the volume of work demands that we all have, why is it so difficult to “share” the workload via delegation? It really comes down to the concept of surrendering control. So, how do we build the ability to surrender control? It really comes down to trust!

I recently went through a personal life experience that brought the concepts of trusting and surrendering control into full focus. In early May, my daughter shipped out to Army Basic Training. She had been away at college for a year already, so, while I expected some emotions with her shipping out, I was not prepared for how personally difficult it would be. Watching her leave on her ship date was right up there with watching my son go into surgery when he was young. Both completely heart-wrenching mom moments!

The days after she left were emotionally some of the most difficult days I have experienced. As I realized how it was hitting me, I had to focus on all I done to prepare her for adult life. I had provided her guidance for the last nineteen years about how to view the world, how to set goals, how to go after those goals with tenacity and resilience, and how to stay true to herself – basically, how to own her life and achieve her dreams. I had to trust that she could navigate this grueling training, and I had to surrender control over how and when I could make contact with her. Funny thing is that you quickly learn that when it comes to Army life, you have surrendered control whether you know it or not! But I needed to make those mind shifts to make her time away pass quicker and easier. My checkpoints on her progress became letters (which I still pray to arrive in the mailbox every day even though military mail just doesn’t move that fast – it tends to come in batches). Those letters fill me with stories of the challenges she is conquering and the success she is achieving.

As I think about this personal experience, I realize that it is much like the process of delegation. A leader develops their employees to be able to take on future challenges. As the leader exposes them to new opportunities, the leader trusts that they can take it to the next level and gives them greater challenges by surrendering control over projects, initiatives, or entire processes. There are generally some checkpoints on progress – meetings, status reports, presentations (or in my personal case, letters from a military base).

At the heart of it, delegation is about developing employees, defining the vision, providing guard rails, and then surrendering control to somebody you trust to get the work accomplished. While it may be difficult at various points during a leader’s career, it is absolutely worth it to see people grow and flourish!



In Our Own Backyard: Native Plant Gardening

By: Kristi Crissinger

When you are shopping at your local nursery, how do you select the flowers, shrubs, or trees for your yard? I know that size and color are definitely factors in your decision, but what about having to choose between two apparently very similar plants, for instance, you have a Shasta daisy and a white coneflower side by side, and cannot choose. If you are interested in providing food and shelter for local wildlife, then the choice is simple. You pick the coneflower, because it is native to the eastern United States and is a magnet for pollinators and goldfinches.

Selecting plants that are native to your area is important on many levels. Our native fauna evolved with our native flora. They developed a relationship that was beneficial to both. They developed checks and balances that ensured their continued existence. As human beings expanded across the country, thousands of miles of this evolutionary harmony was destroyed. Many plants were brought to North America from Europe and Asia. Our native fauna had not evolved with these plants and in many cases, found the plants toxic. Without the checks and balances, these plants grew out of control and became invasive across the country.

Now that we understand these fragile relationships, we need to ensure that we do not continue to make the same mistakes. While many non-native plants are beautiful and exotic, chances are good that there is a native species that is just as alluring. When you plant these native plants, not only do you get to enjoy plants that don't require excessive attention, but you get the satisfaction of ensuring you are doing what is best for everything around you.

I first began to understand the importance of native gardening when I was told to select native plants for a rain garden at a local park. I did a little research and came up with a list that could survive in rain garden conditions. One of the plants we selected was swamp milkweed (*Asclepias Incarnata*). While I knew that Monarch butterflies liked milkweed, I was not prepared for the difference going "native" makes. By the next summer, we had a caterpillar nursery. We even had the privilege of watching a Monarch emerge from its beautiful chrysalis. The photos below demonstrate the evolution of a Monarch caterpillar.



A co-worker asked me about native plants and I explained the benefits and recommended some plants. The next summer, she was thrilled when she discovered how her landscape had just "come alive" with the introduction of the native plants. At that point, she was hooked. Although we no longer work together, she contacts me regularly to tell me all about the caterpillars, butterflies, and other interesting life she finds.

I don't want to imply that you cannot plant something that isn't native in your landscaping. Just do a little research to determine if it is considered an invasive species. Most states publish lists of their invasive species and provide a list of native alternatives. Then, it is up to you. I hope you will choose the native for your backyard.

"In Our Own Backyard," is included in each newsletter to inform you of energy related news, current events and tips. If you have a suggestion for next quarters' topic, please email Hillary Sheffer at htsheffer@aep.com.

Information on the WiNUP 2017 International Conference

FIND THE KEY TO POWER YOUR FUTURE



Registration is still open for the WiNUP 2017 International Conference which is being held in Philadelphia, PA from September 25-27, 2017. Don't miss out on this exciting networking and educational event targeting hot topics in the utility industry and in personal development! Activities and Topics currently include:

- 🎤 Keynote Speaker - Susan Eisenhower, chairman and CEO of the Eisenhower Group, Inc., a Washington, D.C.-based consulting company that provides strategic counsel on business development, public affairs and communications projects.
- 🎤 Professional Development Keynote Speaker - Lynn Yeakel, MSM, Director, Drexel University College of Medicine's Institute for Women's Health Leadership and Founder & President of "Vision 2020"
- 🎤 The Art of Negotiation with Judge Abraham Gafni
- 🎤 A tour of Philadelphia's Navy Yard - featuring smart energy innovation and sustainability
- 🎤 Charity spotlight with Cheryl Ann Wadlington from The Evoluer House
- 🎤 Utility Nexus Panel discussing "The future synergies of energy, gas and water utilities"
- 🎤 Cyber Security Discussion and Workshop
- 🎤 Annual Banquet on the Delaware aboard the Spirit of Philadelphia.

SHOP & SUPPORT

There is a full schedule of **Fundraising** planned for the WiNUP Conference, but we need your help to make this a success. In addition to Plunder, there are 2-week time slots scheduled for "online" party plans. There is a variety of offerings, so hopefully at least one of them will interest you and your friends. The more we spread the word the better chance for success and that is where you come in. **Spread the word and purchase from the fundraisers!**

The fundraising is listed on the conference web site at <https://www.winup2017conference.com/> under the **SHOP & SUPPORT** heading at the top. It will also be featured on the conference Facebook page and sent out in email reminders. Please also share on your social media and encourage your friends to also purchase items. We need everyone's help to make this a success.

- ◆ Thank you to the vendors from Pampered Chef and Jamberry that are donating portions of their profits from the first two Fundraising sessions from May 8 through June 17. **Pampered Chef** sells powerful tools to fuel a faster, no-fuss cooking experience. **Jamberry** are "Do it yourself" salon-quality nails at a fraction of the price, as well as a hand care and foot care line.
- ◆ **Thrive Food** with Ann Lane starts on June 18 and runs through July 1. Thrive Food is a convenient, healthy, and cost effective food line.
- ◆ **AdvoCare** immediately follows starting July 2. AdvoCare has been a world-class nutrition company specializing in health and wellness, weight management, vibrant energy and sports performance.
- ◆ Then be prepared for **31 Gifts, Tastefully Simple, LuLaroe, and Mary Kay**, and all of that is in addition to **Plunder!** Take your accessory game to the next level while supporting the WiNUP 2017 Conference. Shop Plunder for a variety of affordable Pinterest-worthy looks. A portion of each purchase goes towards sponsoring the Conference. **Thank you in advance for your support!**



Ohio Chapter Goal

To operate an organization that offers its diverse membership a variety of opportunities for networking, professional and personal development.

2017 WiNUP Ohio Chapter Leadership

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*If you know someone that should be recognized, or for corrections, comments, and suggestions please contact the Newsletter Editor
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WELCOME NEW MEMBERS!

- | | | | |
|------------------------|-----------------|--------------------------|------------|
| <i>Anu Pasumarthy</i> | <i>AEP</i> | <i>Elizabeth McClain</i> | <i>AEP</i> |
| <i>Beverly Preston</i> | <i>AEP</i> | <i>Emily Tucker</i> | <i>AEP</i> |
| <i>Brandy Kellom</i> | <i>AEP</i> | <i>Erica Roesch</i> | <i>AEP</i> |
| <i>Dawn Backulich</i> | <i>NiSource</i> | <i>Latoya Rooker</i> | <i>AEP</i> |
| <i>Dawn Marbury</i> | <i>AEP</i> | | |

See **Fundraising** on the conference web site under the **SHOP & SUPPORT** heading at the top, and on the conference Facebook page. Please share on your social media and encourage your friends to also purchase items.



Calendar

2017 Ohio WiNUP Programming

Theme: Develop Your Passion to Empower Your Future

Month	Activity	Theme	Time
JUNE 27	Tips from Rich Toronto	<i>Finding your passion through Networking</i>	Dinner (Gahanna)
AUG 11	Self Defense Class (Conference Fundraiser)	<i>Nurture your passion through Empowerment</i>	Evening (Lewis Center)
AUG 23	Voice of the Customer—Tom Kirkpatrick	<i>Empowering your message through understanding your Customers</i>	Lunch (Grove City)
AUG 23	Tour at Mid-Ohio Foodbank	<i>Fulfill your passion by Helping others</i>	Tour/Volunteer (Grove City)
SEP 25-27	International Conference in Philadelphia	<i>Find the Key to Power Your Future</i>	Conference
OCT 23-26	Fall Clothing Drive	<i>Fulfill your passion by Helping others</i>	n/a
DEC	Holiday Social	<i>Celebrate our Passions</i>	Dinner