



International Association of Workforce Professionals

Official Publication of the Ohio Chapter, IAWP

Providing development, service, and support for
Ohio's Workforce Professionals

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Holiday Edition 2006

Editor: Mary Kay Krisman

The year in reflection from the President

This year has been rewarding and challenging. It saw an addition to my family after years of being away from us. Trisha joined our family once again. Anyone that has a teenager in their family knows the trails and tribulations that it can bring as well as its rewards. Those of you there were lucky enough to go to the International Conference in Kentucky got a chance to met her and assist her in accessorizing for the banquet.

I was very proud of how Ohio was represented both in the educational conference and on the dance floor. We know how to present and participate in the educational part of the conference but we also know how to show the International how to greet, share and have fun.

Our state institute and conferences are professional gems and hats off to all those volunteers that made it a success. We have big shoes to follow when we host the conference in Youngstown next year.

I see a spirit of co-operation and a wanting to succeed from our leadership to our membership. Remember we are as strong as you and I would like it to be. That old cliché that we can not do it without you was true then and it is true now.

Please continue to share and support us and encourage a friend to join.

Have a Merry Christmas and a Joyous New Year!

Gus Guzman, Ohio IAWP President

Membership Drive 2007

Its "new membership drive" time again. Applications and payroll deduction cards are provided for you right here in the *Cardinal*. Please make it your goal to approach (at least) one person you know who could benefit from and enjoy IAWP membership. If each member enrolled one new member, we would be 460 members strong!

The Membership Committee is currently working on sponsoring a contest; all you have to do is enroll the most members by March 2, 2007. The prize is TBA, but you

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- Hall of Fame Inductee
- 2006-2007 Ohio IAWP Board Greetings and Messages

can certainly get started now (I promise the prize will be worth your while).

I would like to thank everyone who has taken the time to introduce others to IAWP; I especially appreciate those who have actually helped enroll new members. We have been on a serious decline; in 2001 we had 383 members. As of March, 2006, we had 164 members; currently we are up to 230. Those are numbers of which we should be very proud! Continue to persevere. Best wishes to all in 2007.

If you have any questions, contact me by e-mail: mcnari@odjfs.state.oh.us

*Joan McNary,
IAWP Ohio Chapter VP and Membership
Chair*



Joan McNary presenting Director Barbara Riley with a nutritional bar that were passed out to all present at the All Staff Meeting in Canton, Ohio on October 11, 2006, after a presentation on IAWP

**Membership
Application for 2007
Refer to pages 4 and 5.**

IAWP 2006 Awards Nominations

It is now the time to review the criteria for the awards program that are on the website (iapes@iapes.org) and nominate those that you feel are deserving. We, in Ohio, are providing the customers with top notch service and should be considered for any of these awards. Any questions on awards or how to submit, contact Carolyn Bannister by January 15, 2007.

- 1) **Citation Award:** to individuals and groups for outstanding service to IAWP or workforce development programs.
- 2) **Specialized Customer Service Award:** Outstanding program of awareness to further special groups by an individual and a group.
- 3) **Service to Veterans Awards:** to individual and groups who have done the most to assist and promote veterans in the workplace.
- 4) **Public Policy Award:** To an individual who performed outstanding public service to support workforce development programs.
- 5) **Award of Merit:** To an individual and group for outstanding service, beyond normal expectations, that benefits IAWP and the workforce area.
- 6) **Administrator of the Year:** To an individual for outstanding public service in the support of workforce development.
- 7) **One Stop of the Year:** to a group who provides outstanding services in a stop setting.
- 8) **Retiree of the Year:** To a retired individual for outstanding commitment to IAWP's objectives.
- 9) **Lifetime Achievement:** to an individual in recognition of outstanding, long term commitment to IAWP.

Carolyn Bannister, Awards Chair

George Faithful inducted into Ohio IAWP Hall of Fame



George Faithful has a dedicated record as a member of the Ohio Chapter of IAWP he has been a viable motivator at the Chapter, District and International levels.

Some of the positions he has held are:

Ohio Chapter Education Chair 1997-1998
Ohio Chapter 2nd Vice President 1998-1999
(Legislative Chair)
Ohio Chapter Vice President 1999-2000
(Membership Chair)
Ohio Chapter President Elect 2000-2001
(Awards Chair)
Ohio Chapter President 2001-2002
Ohio Chapter Past President 2002-2003
District VII Director for Ohio, Kentucky, and
Indiana 2003-2004
Ohio Chapter Secretary 2002 thru 2004
Hall of Fame Subchapter Fall Educational
Conference Co Chair-Atwood 2002
Central Ohio Spring Institute Conference Co
Chair-Columbus 2003
Hall of Fame Subchapter Fall Educational
Conference Co-Chair
Zanesville

His real contribution has been his devotion to keeping the Ohio Chapter viable during massive change in our state Employment and Training agency. With numerous office closings and staff/members relocating to

new work centers across the state George personally worked to insure the chapter continued having conferences. This enabled pertinent information about the changes that were taking place to be heard from the members first hand. He has always been a willing volunteer and tireless worker

At the International IAWP level in 1997 he assisted at the registration booth for the IAPES international conference that was held in Columbus, Ohio. His registration committee flawlessly served 900 attendees. In 2004 he assisted in the scoring of the International Awards program.

At the district level, he has represented Ohio at many District VII meetings. He has proposed on two occasions to provide monetary support to the International Delegate fund. These efforts help insure our international partners are able to enjoy the quality educational conferences.

His interest in increasing his knowledge at all levels within the Employment and Training arena was demonstrated by his becoming the third person, in Ohio's history, to become an International Association of Personnel Professional Development Program (PDP) Employment and Training Master. This is a significant accomplishment that was praised at all levels within and outside our agency.

George is a visible example of how a member of IAWP can go from being a member to one of the top leaders. His efforts to help the Ohio IAWP Chapter maintain its' presence are recognized by all. It is fitting that George be honored as an inductee to the Ohio Chapter's Hall of Fame.

Submitted by Jenni Litten

AUTHORIZATION FOR PAYROLL DEDUCTION

Employee Name _____ Social Security Number _____
 Last First Middle

I hereby authorize the State of Ohio to make the following Deduction from my earnings:

New Authorization Change Cancellation Do Not Wish to Enroll

Medical Insurance (Complete Health Care Form) Single Family

Insurance

Charity Pledge

Union Deduction

Credit Union (Complete Credit Union Membership Form)

City Income Tax

Savings Bonds (Complete US Savings Bond Card)

Other Intl. Assn. of Workforce Professionals (IAWP) Member Dues

DEDUCT: % or Amount **\$2.50 from the** Effective Date _____
first 2 pay periods of each month.

PAYABLE TO: OHIO CHAPTER IAWP Deduction Code NAP

Employee Signature _____

PAYROLL OFFICER	
PAYROLL NUMBER _____	
WORK LOCATION _____	
DATE _____	
SIGNATURE _____	

OD-X 15936-0F

Payroll Deduction Payment Option for State of Ohio Employees
IAWP Membership Dues for 2007

State employees may use payroll deduction to pay for their yearly dues.

\$2.50 will be deducted from the first two pay periods of each month equaling 24 payments each year.

Your membership for 2007 is \$60, therefore if you start your payroll deduction later than the first pay check in January, you must pay what your payroll deduction does not cover.

Use the following chart to determine how much to send to the Treasurer with your application:

1. Complete, sign and submit the payroll deduction form (above) to your Payroll Officer.

2. Send your Membership Application & Payment (use chart >>>)

to:

N. Dais, Treasurer
Ohio IAWP
3132 Escott Avenue
Toledo OH 43614
2007 Membership Application
International Association of Workforce Professionals
Ohio Chapter

Submit your <u>Authorization for Payroll Deduction</u> so that your Payroll Officer receives it by...	...with an <u>effective date</u> no later than....	.. and send this amount with your application
12/22/06	01/05/07	\$0.00
01/06/07	01/19/07	\$2.50
01/20/07	02/02/07	\$5.00
02/03/07	02/16/07	\$7.50
02/17/07	03/02/07	\$10.00
03/03/07	03/15/07	\$12.50
03/16/07	03/30/07	\$15.00
03/31/07	04/13/07	\$17.50
04/14/07	04/27/07	\$20.00
04/28/07	05/11/07	\$22.50
05/12/07	05/25/07	\$25.00
05/26/07	06/08/07	\$27.50
06/09/07	06/22/07	\$30.00
06/23/07	07/06/07	\$32.50
07/07/07	07/20/07	\$35.00
07/21/07	08/05/07	\$37.50
08/06/07	08/17/07	\$40.00
08/18/07	08/31/07	\$42.50
09/01/07	09/27/07	\$45.00
09/29/07	10/12/07	\$47.50
10/13/07	10/26/07	\$50.00
10/27/07	11/09/07	\$52.50
11/10/07	11/23/07	\$55.00
11/24/07	12/07/07	\$57.50
12/08/07	12/20/07	\$60.00

2007 Membership Application

International Association of Workforce Professionals Ohio Chapter

Please accept my application for membership in the International Association of Workforce Professionals. I understand that this application is for the Ohio Chapter and the International Association covering the calendar year 2007 (January through December).

Name _____

Home Address _____

Home Phone _____ Cell or Alternate Phone: _____

Home E-mail address _____

Work E-mail address _____

Employer / Division _____

Worksite Address _____

Business Phone _____

Signature _____ Date _____

Who may we thank for inviting you to join? _____

Membership Type

- Regular Member \$60 Check here if renewal.
 Retiree Member \$30 Check here if renewal.

Payment Type (Check only one.)

- Visa
 Mastercard

Card Number: (xxxx xxxx xxxx xxxx)

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Expiration Date: (mm yy)

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- Check (Payable to Ohio IAWP)
- State of Ohio Employee Payroll Deduction, **sent before December 22, 2006** (effective 1/05/2007)
I made sure my Payroll Officer received my Payroll Deduction Form before December 22 with instructions to withhold \$2.50 per pay period effective with the first pay period in January. **I enclose no money!**
(I have read and agree with the terms listed below.)
- Payroll Deduction (State of Ohio Employee)
I have submitted the appropriate payroll deduction form (\$2.50 per pay period) to my payroll officer am attaching payment to this application for the portion of this year's dues not covered by the deduction. (Use table attached to the payroll deduction card.)
I understand that my membership will automatically be renewed each year unless I inform the Treasurer not to renew by the end of January. If I do not contact the Treasurer by January 31 to cancel my membership, I agree to pay any dues balance for that year not paid by payroll deduction.

Mail the completed form and any payments to:

N. Dais, Treasurer, Ohio IAWP, 3132 Escott Avenue, Toledo OH 43614

Greetings and Messages from



Ohio Chapter IA WP Members



IAWP, what a wonderful organization. Like most of us, I became a member when invited by a current member that turned out to be my best friend. While employed to go to the Spring Institution and Fall Convention and learn new policy first was great. Now that I am retired I continue to attend meetings to see all the wonderful friends I have made over the years. Happy Holidays to all of my Ohio friends.

Try this for you holiday party . . .



Stuffed Pretzels

Spray a cookie sheet with Pam. Put one layer of Beer Pretz-O's on tray.

Place one chocolate candy kiss on each pretzel. Bake at 200 degrees for about 2 minutes. When the kiss is soft, press a M & M on top of kiss so it will spread out and to fill the pretzel. Put in the refrigerator for a couple of minutes to set. Remove from tray and enjoy.

Nancy Dais, Treasurer



"Every day is like Christmas, because every day is a gift." This is my favorite saying, and it helps to

keep me with the right focus, especially in the holiday season. I love everything about Christmas: garland, glitter, tinsel, and even the way it's been commercialized. Why do I say that? Because the lights and decorations have gotten really incredible over the years, I love to go out just to see the lights. And shopping has gotten much easier than it used to be, what with the internet and large variety of items

available. And there are so many opportunities and things to do.

There was a Christmas past when I was a single mom and was working as a temp. My work assignment had ended a few weeks before Christmas, and there was really no extra money to buy Christmas presents for my son. On Christmas morning I woke up early, and was trying to focus on the real things to be thankful for, such as our good health, etc. Ok, I admit it; I was feeling sorry for myself! Then, I had the strangest compulsion to open the front door, and when I did, I saw a large plastic bag overflowing with presents for us. It still brings tears to my eyes when I remember that morning. Five years later I learned that a person from my church played Santa every year for the single parents on tough budgets (from another mom that saw them delivering their bag).

Now that I am in better circumstances, I get to play Santa. And IA WP has many worthwhile projects to participate in, such as sending holiday boxes to our troops, or sponsoring needy families. Sure, it's a busy season, and sometimes hard to keep up. But it's also a time to see people at their best, and to appreciate the true values of life and friendship.

Joanne Firestone, Secretary



HELPING OTHERS

Most of us have the opportunity to enjoy the holiday season with family & friends. As we deal with the stress & crowds, it is easy to forget that many others are less fortunate. IAWP has always helped people in need, whether it is during the holidays or sending clothing & money to organizations various times throughout the year. By participating in community service activities, it is not only a helpful & wonderful thing but can reduce our own anxiety.

Since I have been a member of IAWP, I have always been very proud of how our members share their blessings with others less fortunate. Our members contribute to co-workers, families, organizations, & individuals to make their lives a little more pleasant. Even the smallest demonstration of caring for others will help make our community a better place for all of us.



Corkey Swain

Mansfield PC

Hello Ohio Chapter!



Thank you for the privilege of serving as your President Elect. Since becoming a member I have grown both personally and professionally. When I first became a member I was shy and stayed in the background. When I started attending the training sessions held at the educational conferences, being on several committees through the years and meeting great people I have become a better person. I have gained knowledge, more self-confidence and a lot of great friends!!!

As your President Elect, one of my duties is the Award Committee Chair. As of 12-14-06 I have not received any nominations. We have extended the deadline to submit a nomination to January 15, 2007. Please take time to go to the IAWP website (www.iawponline.org) select "Members only" and review Chapter 5 on International Awards Program. Then show a fellow co-worker, employer, one-stop, veteran or a retiree how much you appreciate all their hard work and great service they have provided to the community. Nominate them for an award!!! As a member of this great organization due your part and participate!!!!

Carolyn M Bannister
IAWP Ohio Chapter President Elect

I want to wish you all the best during these festive times and hope that the coming year will bring you prosperity



and good health. Thanks for all that you do as members of the Ohio Chapter.

Jerry Raffenaud

The Central Ohio Sub Chapter has set the date for the annual Spring Conference April 26th and 27th at the Radisson Hotel, Columbus/Worthington. Mark your calendars.

Happy Holidays from the Central Ohio Officers and members.

Mary Ellen Miller, Area 5 Representative



In 1978, co-workers invited me to join I.A.P.E.S. / I.A.W.P. I discovered numerous benefits of membership, mainly personal and professional growth through education. I've enjoyed many years serving as Toledo Subchapter President and Area I rep. in our Ohio Chapter, and so many friendships! Here's a favorite recipe of mine:



Double Chocolate Fudge

1 can (14 ounces) sweetened condensed milk
 2 cups (12 ounces) milk chocolate chips
 1 ounce unsweetened chocolate
 1 teaspoon vanilla
 3/4 - 1 1/2 cups chopped pecans

Butter an 8" X 8" baking dish or cake pan. In 2 quart casserole, stir together milk and chocolate chips; add chocolate. Microwave uncovered on HIGH (100% power) for 1 minute; stir. Microwave on HIGH for 2 more minutes or until chocolate is melted and mixture can be stirred smooth. Stir in vanilla and nuts. Spread mixture evenly in pan. Refrigerate until firm. ENJOY!

HAPPY HOLIDAYS, FRIENDS!!!!!!

Debbie Kleckner, Area 1 Representative

Seasons Greetings



I wish to convey best wishes to you and yours for this joyous holiday season. This time of year makes me reflect on my accomplishments and shortfalls from 2006. I think the biggest thing for me is to have a feeling that I did reach a goal that I set out for during this year. I have taken many classes and had training on how to succeed in reaching what you aim for. Time and again the main thing was to sit down and write what your goals are. This may sound silly but most folks I know that follow this plan, keep their written goals on display close to their work stations. By doing this they visually reinforce what they want and it is constantly there for them to focus on. This is important even on a daily

basis to make small steps towards reaching your goal. If I don't have my goals written down and available for reflection it seems that I wander down the wrong path. I am goal/action oriented and I feel frustrated if I don't complete a goal I am after. A feeling of accomplishment carries over to feelings of self worth. The efforts that we make striving towards our goals enrich not only our own lives but those that come in contact with us. Set the example.

George Faithful, Immediate Past President



While I haven't been as active in IAWP as I would like, due to health and personal issues, I have always treasured the friendships I have developed with fellow members that I spend time with at the conferences, and I always get a lot of good information on programs and changes in our services that I can take back to my co-workers at the processing center and actually use in doing my job. The networking opportunities are terrific, and well worth the membership cost. Hope everyone has a wonderful holiday season, with lots of family and friends, love and peace to you all.

Jodi O'Connell, Area 6 Representative



Why I joined IAWP: I joined because, I was curious and ambitious in learning anything that would enhance my job performance, and give me a chance to mix with co-workers from other parts of the State. Attending the conferences (either Spring or Fall) has not been a disappointment. In fact, not only has the conferences given me increased knowledge but also knowledge that I have been able to share with One Stop Partners. Being a member of IAWP has been an asset to my job and life. I would like to extend to all member and non members a very Merry Christmas and a safe & Happy New Year. God Bless

Jim Dillon, Area 7 Representative

Have a happy, safe and prosperous Holiday Season.

Agnes Kimbrough
Area III Representative



AREA 3 ACTIVITIES



Youngstown Processing Center participated in the local Toys for Tots Drive in the month of December with the help of Gus Guzman, (Ohio Chapter IAWP President), Agnes Kimbrough, Area 3 Representative (Elf-shopper) and Kathleen Rossi (ELF-shopper); along with many other generous Elves – it was another successful year. Thanks to all who participated!



Area 3 Elves with the Toys for Tots Marine Elves



News Notes



If you have any News or Activities you would like to share in an up coming **CARDINAL**, send your article and/or pictures to Mary Kay Krisman or Gregory Kambitsch.

My “Thanks” go out to Greg for setting up the **CARDINAL** on the website, for Nancy in mailing the extra **CARDINAL**s to the membership, to Gus for his support and to all whom contributed to the **CARDINAL** in 2006.

Merry Christmas and Happy New Year!

Mary Kay Krisman, Editor

2006-2007 Ohio Chapter IAWP Board

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Gus Guzman, President
Carolyn Bannister, President Elect
Joan McNary, First VP
Joann Firestone, Secretary
Nancy Dais, Treasurer
George Faithful, Immediate Past President
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