



COMMUNIQUE

What's Inside

The Dreaded New Year's Resolutions.....	1
APW on Facebook	2
January Networking Luncheon.....	2
From Our January Luncheon Speaker.....	3
Make a New Year's Resolution to Join a Committee.....	4
February Networking Luncheon & Annual Committee Fair	5
From Our February Luncheon Sponsor Leslie Garske of Divorce Resource Centre of Colorado	5
Outreach Committee Updates	6
The Public Affairs Committee.....	7
Think Twice Before Hitting That "Reply All" Button.....	7
2018 Networking Luncheon Sponsorship – SIGN UP NOW!	8
Showcase Your Business at the Member Appreciation Luncheon	8
E2 Business Gifts.....	8
NEWS AND INFORMATION:	
APW Networking Events, Member News and Information.....	10-15
Business Source	16-20
Calendar.....	21



KERRY HAMMOND

THE ALLIANCE OF PROFESSIONAL WOMEN

Executive Director

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Connecting Women Personally, Professionally and Philanthropically

The Dreaded New Year's Resolutions

By Kerry Hammond, Executive Director of the APW

2017 has come and gone and that means it's time for New Year's resolutions. Don't roll your eyes, I know that many poopoo the idea of making a New Year's resolution. You may think, why even bother if I'm never going to follow through? But I think the better question is: but what if you do?

The month of **January is a great time to reset and make plans to realize your goals**, but it can be daunting to try and come up with the perfect plan. In case you're struggling to choose the best resolution to fit your 2018 needs, **I've come up with a few of the classics to get the ball rolling.**

Kerry's 10 favorite New Year's resolutions:

1. **Lose weight** – this is probably the most chosen—and most struggled with—resolution. Rather than just resolving to lose weight, it might be a good idea to combine this with #2 below.
2. **Stay Fit/Get Healthy** – setting a goal to exercise and eat healthy will go a long way toward any weight loss goals you may have. We all know we should exercise more and eat better, but as we get busy this is a concept that is easily forgotten. I think a reset every January 1 (and periodically throughout the year) is a great idea.
3. **Travel** – our first two resolutions were a bit serious and daunting, so I thought I needed to throw in a fun one to make you keep reading. If you're a world traveler, pick a place you haven't visited; if you're more of a homebody, maybe lower the bar and pick a place in the U.S. you'd like to visit. You can even choose a place of interest that you want to visit—who doesn't want to see the World's Largest Ball of Twine?
4. **Spend Less/Save More** – ok, so travel might be hard to do if you resolve to save your pennies. But since I identify more with "and" than I do with "or," I think they can both be done. Perhaps you can eat out less, which really fits into both #1 and #2 above. Now you're seeing how this works.
5. **Spend More Time With Family** – this one can be totally free and probably the most valuable to your feeling of wellbeing, assuming you actually like your family. I find that spending time with friends, or as I call them, my chosen family, works just as well.
6. **Read More** – Denver has a wonderful library system, so stop by, pick up a book, and see where it leads you. Find one set in an exotic locale, and you can armchair travel.
7. **Get a New Hobby** – this is a fun one and the sky is the limit. Maybe 2018 is the year you're supposed to learn to belly dance; maybe you can learn a new language before you travel to a foreign country; perhaps an art class is calling your name.
8. **Stop Procrastinating** – I don't really feel like talking about this one, I'll get to it later.
9. **Enjoy Life to the Fullest** – stop and smell the roses, sit in your backyard and just listen to the birds, unplug from your electronics and go for a walk. Sometimes all it takes is paying attention to the little things. Maybe it's time to create that Bucket List.
10. **Volunteer** – when you volunteer, it's a win-win situation. You can help others while you help yourself by feeling good about helping others.

There you have it, 10 resolutions to get you started. And if there's one on that list that you'd love to choose but don't know where to start or how to go about it, try a search of our APW Member Directory. We have members who are health coaches, wellness experts, estate planning attorneys, and accountants. We even have the Outreach Committee that is dedicated to providing volunteer opportunities for our members. We're one big happy family, so tap into the resources the organization offers and visit our Member Directory **HERE**.

In the next issue: Ideas for Creating Your Bucket List

Communiqué Committee

Kerry Hammond, Editor
Chelsey Burns, Co-Editor
Sandy Smith, Co-Chair

Communiqué Sponsors

Sandy Smith/Alexander Smith Design
www.alexandersmithdesign.net

APW Facts

WEBSITE

Did you know that members can add items to the APW website calendar? If you have an event you're sponsoring and you want to let other members know, you can log in to your member account and add the information to the community calendar.

You can also post your events on our Facebook page to let other APW members know what you're up to. "Like" us on Facebook and follow our posts too.

NEWSLETTER

If you're an APW Member and would like to write an article for an upcoming issue of the APW newsletter, the Communiqué, please contact **KERRY HAMMOND** at execdir@apwcolorado.org.

Corporate Members

KUAN YIN MEMBER
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Creative Financial Staffing
FirstBank
REALART
Ryan, Gunsauls & O'Donnell, P.C.
University College University of Denver

Be advised that the Communiqué is not private, only the APW Member Directory is restricted to members only, and can be viewed on the Internet.



APW on Facebook

You asked and we delivered. The APW now has a **Members Only private Facebook Group**. Here members can share their thoughts and insights with other members using social media. If you haven't received an invitation, don't despair. **Just click on the link below** and send a request. All members are welcome.

We encourage group members to post upcoming events related to their businesses, share professional achievements and accomplishments, or query the group if you're struggling with an aspect of your business and just want some advice. If you're shy, or don't have a burning question, you can still participate. As administrator, **KERRY HAMMOND** will be posing some questions to group members just to get the conversation started. All you need to do is comment on her posts to weigh in. Always start with your business name so other group members can associate you with your profession.

CLICK
HERE



January Networking Luncheon

Join The Alliance of Professional Women for our **January 2018 Networking Luncheon** and **kick-off the New Year** at family-owned-and-operated **Chinook Tavern**, 6380 S Fiddlers Green Circle, Greenwood Village, CO 80111.

Fun Fact: The definition of Chinook is: a warm, dry wind that blows down the east side of the Rocky Mountains at the end of winter. It is pronounced (shi-nook).

Thursday, **January 11, 2018**
from 11:30am - 1:00pm
11:00am New Member Orientation



We are excited to announce that our speaker for the January luncheon will be **VIRGINIA PHILLIPS**. Virginia is an author, the owner of **The Academy of Entrepreneurial Excellence**, a part-owner of Molder Rubber and Plastics Corp, an inspirational speaker, an entrepreneurial coach, a podcaster, and a survivor. She has received the VIP Woman of the Year Circle of Excellence Award for the second time, Who's Who in Excellence Award, and the Women Who Soar Award. She earned a master's degree as well as many additional professional certifications.

Virginia's original and powerful five-step approach creates transformational momentum. Her leadership and coaching expertise guides individuals to develop skills, build confidence, and create opportunities for success.

Be present, be aware, and get ready to take action using commitment, action and motivation, because it is time to make today your most profitable day.

Choice of Entrée (Choose One)

Classic Chinook Chicken Saltimbocca – Prosciutto, gruyere, asparagus, rice pilaf and white wine mushroom butter sauce [OR](#)

Roasted Red Beet and Granny Smith Salmon Salad – Applewood grilled salmon, arugula, chevre cheese, roasted walnuts and orange vinaigrette (GF) [OR](#)

Wild Mushroom Crepes – House-made mushroom stock, porcini, button and crimini mushrooms stuffed crepe and creamed spinach (Vegetarian).

Dessert: European Pastries

REGISTER NOW for this New Year Event!

[\[Back to What's Inside\]](#)

Leadership

EXECUTIVE COMMITTEE

Leah Dirks

(First Bank)

President

Lee Lipniskis

(Core Contractors)

Treasurer

Pam Fischer

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Secretary

Sheila Drew

(Creative Financial Staffing of Colorado) Immediate Past President

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Cari Harris

(Etcetera)

Melissa Richards

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BOARD MEMBERS

Leah Dirks (First Bank)

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Lee Lipniskis (Core Contractors)

Treasurer

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Sheila Drew

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EMERITUS BOARD MEMBERS

Emilie Ailts, Melinda Harper,
and Charlene Wilson

From Our January Luncheon Speaker

Mastering the Art and Science of Mindset

By Virginia Phillips



Mindset, as a word, has been around for more than a century and yet it is one of the toughest things on the planet to master. As **TONY ROBBINS** says, “There is no worse fate than to achieve everything and not be fulfilled.”

Now you wouldn't be a part of this group if you didn't value giving-back and if it didn't, on some level, make you feel good, but volunteering has its challenges. Unfortunately, it is possible for you to raise millions of dollars for a charity and come home feeling like you missed opportunities to do more. That somehow you could have maintained a better life balance during the fundraiser, and the success should feel better than it does.

So, why does this happen?

1. Survival – You are a human being and you are built to survive. Yes, giving-back is typically a low-risk activity, but your ability to stay alive in any situation hinges on your awareness of danger. The threats you perceive must be smaller than the stories of fear you tell yourself. If it is the reverse and the realities of danger are larger than your expectations of them, you may not survive, or you may have negative reactions.

As I discuss in my book *Yes, You Can!*, how you feel after experiences is interesting. For example, surviving a near death experience can give you a renewed zest for life. On the other hand, surviving rush hour traffic can be distressing. This may not make sense immediately, but as you think about it, it begins to be understandable.

An experience you survived in the past diminishes your perception of danger. Thus, if you survived a near-death experience, you develop a feeling of elation when you expect to die and you don't. Whereas, traffic is something you have experienced before and survived. You will prepare less for the dangers it can have due to your survival track record. When the demands of the situation require more from you than you were prepared to give, you feel stressed.

2. Nature – You are a social creature by nature. Your experiences, for better or worse, are shaped by influence, status, and power. Your desire for them are strong. Yes, you want them; if not for yourself, then for your community. The stronger your tribe, the more likely you will successfully survive and thrive. However, this can leave you yearning for more and disappointed if it has not yet happened.

3. Balance – You are tugged between your needs and the needs of your community. The demands of both are constantly changing. It is impossible to predict how the future will change, what you can provide, and how to prepare to give the necessary resources at the right time. Optimal balance is elusive.

Find even more joy in your volunteer activities and find the influence, status, and power you desire by practicing the art and science of mindset. Do so by giving and stretching yourself for the good of the community, balancing your needs and the needs of others and most importantly embracing being human.

[\[Back to What's Inside\]](#)

Make a New Year's Resolution to Join a Committee

The Annual Committee Fair will take place at the February Networking Luncheon.

To get a head start, here is a list of the Committees you can join:

Member Support Committee (Chair: LAUREN HULSE)

The Member Support Committee welcomes new members, hosts new member orientations, and helps new members connect with others in the APW. The committee meets the third Wednesday of every other month.

Contact: lauren@hulselawfirm.com.

Fundraising Events Committee (Co-Chairs: TRACIE ROMERO & KATARINA CONWAY)

The Fundraising Events Committee is responsible for planning the Alliance Foundation's annual fundraising luncheon. The Alliance Foundation funds the Village Bank Program, Scholarship Program, and local community outreach programs coordinated by the Outreach Committee.

Contact: tracie.romero@designhealth.com or lularoebykatarina@gmail.com.

Networking Events Committee (Co-Chairs: KRYSTAL THOMPSON & HEIDI ELKINS)

The Networking Events Committee is responsible for planning our monthly networking luncheons in popular restaurants throughout the city. The committee meets on the first Tuesday of the month, over lunch.

Contact: krystal@westandmainhomes.com or heidi.elkins@comcast.net.

Outreach Committee (Co-Chairs: WILLY WILSON & JUDY SUTTON)

The Outreach Committee is the community service arm of the APW. They provide volunteer opportunities for members that promote the health, welfare, education and employment of underserved women and children in our community. The committee meets in the evening of the first Wednesday of the month.

Contact: wilson@lifeunstill.com or judy@thesuttons.net.

Public Affairs Committee (Chair: SUE BORGOS)

The Public Affairs Committee is dedicated to providing opportunities for members to become politically informed. The committee meets for breakfast on the third Wednesday of every month.

Contact: sborgos@ots-denver.com.

The Scholarship Committee (Co-chairs: ANNE MOORE & LORNI SHARROW)

The Scholarship Committee's mission is to engage scholars in the activities of the Alliance of Professional Women, further advancing the power of the scholarship through personal relationships. The committee meets the fourth Thursday of every other month.

Contact: avatar.anne@gmail.com or lorni.sharrow@moyewwhite.com.

The Communiqué Newsletter

The Communiqué is the APW's monthly newsletter, distributed electronically at the beginning of every other month. It aims to help fulfill the APW's mission to connect women personally and professionally. We are always looking for members who want to write an article for an upcoming issue.

Contact: execdir@apwcolorado.org.

If you are interested in joining any of the above committees, you don't need to wait until February, please contact **KERRY HAMMOND**, execdir@apwcolorado.org at any time.

February Networking Luncheon & Annual Committee Fair

Since our **February Networking luncheon** is also our **annual Committee Fair**, each APW Committee, and the APW and Alliance Foundation Boards, will have a table set up so that you can stop by and get more information. This is a great way to learn about each, determine which might be a good fit, and find out how you can get more involved.

If you have a friend or colleague who is interested in joining the APW, this is a great way to introduce them to our group and show them everything we have to offer.

Plan to join us at Curtis Ballroom at The Landmark, Comedy Works South, located at 5345 Landmark Place, Greenwood Village, CO 80111
Thursday February 8, 2018 from 11:00am - 1:00pm (There will be no New Member Orientation at this luncheon)

Stay tuned for our menu options and reservation link. We will provide entrée options and a registration link in an upcoming What's Happening email, as well as on our website.

From Our February Luncheon Sponsor Leslie Garske of Divorce Resource Centre of Colorado

Will the “Divorce Subsidy” Be Eliminated?

While politicians are feverishly working on tax reform, there are a few things a couple considering divorce will want to watch. The House bill (the Tax Cuts and Jobs Act), if passed, would eliminate the current tax deduction received by those who pay alimony, and make the income tax-free to the recipient. It is projected to raise about \$8 billion in tax revenue over the next 10 years, but could ultimately hurt the person receiving the income, usually the former wife and children. The bill would not affect existing divorces, but divorce decrees executed after December 31, 2017.



Currently, when an ex-spouse, typically the ex-husband, pays maintenance to his ex-wife, those payments are deductible on his tax return, yet taxable to the ex-wife. Often, the receiving spouse gets more in actual dollars than the spouse paying it. Here's how: Let's say an ex-husband pays \$10,000 per month in maintenance and is in the 50% tax bracket, including state and local taxes. His net outgo after tax is \$5,000. The ex-wife receiving the \$10,000 per month in maintenance is in the 30% tax bracket. She owes \$3,000 in tax leaving her a net of \$7,000 into her bank account. The difference between the \$5,000 the husband pays and the \$7,000 the wife gets is \$2,000 in tax per month that the government is “subsidizing.” This tax advantage to the payer is often used in negotiating settlements and to ease the gap between the parties' needs vs. actual income.

The reason for the proposed change is that under current law, a divorced couple can get a better tax result for payments between them than a married couple can. Will less people get divorced? Probably not, but ultimately the change will take more from the household pot of money leaving less to make ends meet when one household is divided into two.

Want more information on how divorce would affect you financially?

LESLIE GARSKE is a Certified Divorce Financial Analyst with the Divorce Resource Centre of Colorado who assists divorcing couples divide assets and mediate divorce settlements. Contact **LESLIE GARSKE** of Divorce Resource Centre of Colorado at Leslie@DRCofColorado.com or 720-635-2686.



Outreach Committee Updates

Delores Project

On November 7, **APW volunteers** joined coordinator, and Outreach Member, **Abbe Pensack** at the **Delores Project** and cooked up some Italian food to serve to the residents of Delores. Thank you to everyone who volunteered their time and to Abbe for planning the evening. Our volunteers were: **KRISTI SULLIVAN**, **SHEILA DREW**, **SAM DARDANO** and her son **Beau**, and **KERRY HAMMOND**.

The Delores Project provides safe, comfortable shelter and personalized services for unaccompanied women and transgender individuals experiencing homelessness.



Arapahoe House



APW members did some **secret Santa shopping** for **Arapahoe House** and **New Legacy Charter Schools** for this year's **Adopt-a-Family event**. The gift wrapping party at **PAM FISCHER's** home was festive and lively. Members wrapped the gifts, ate, drank, and mingled. Everyone had a great time and got into the holiday spirit.

The old adage that it feels better to give than receive is very true. As we wrapped gifts for Arapahoe House, we talked about how great it is to make someone's holiday wish come true. It was also touching that many of the items on the wish lists were items that we take for granted, like pajamas or shoes. **Kudos to everyone** who participated this year and gave back to this wonderful organization.

Arapahoe House is focused on treatment that provides deep, therapeutic and life-changing impact including outpatient services, residential and medication assisted treatment. They are committed to breaking the cycle of addiction in families and helping individuals improve their lives.

New Legacy Charter School is a small public charter school tailored to the unique and multifaceted needs of teen parents, empowering them to create a legacy of education, quality parenting, and personal success for themselves and their children.

On a **sad note**, we want to inform you that **Arapahoe House will close** permanently on January 2. The Denver Post reported that the closure is **due to financial losses** and **lack of government funding**. The facility treated a record 5,000 people per year, all of whom will need to find other centers for help. The nonprofit was in business for 42 years and will be a great loss to our community.

The Outreach Committee is busy planning events for 2018, so stay tuned for your opportunity to help out. If you want to **get more involved**, please contact **WILLY WILSON** (wilson@lifeunstill.com) or **JUDY SUTTON** (judy@thesuttons.net) co-chairs of the Outreach Committee.

Luncheon Sponsors

Jill Klancke Klancke and Cook November 2017	Jill Klancke Klancke and Cooke Attorneys at Law April 2016
Pam Foley, REnew and REdo Leigh Miller, Juice Plus+ October 2015	Pamela Foley, Well and Company March 2016
Tracie Romero Design Health August 2017	Ky Agnew, CSA PASCO-Personal Assistant Services of Colorado February 2016
Chelsey Burns Mindful Health Coaching, LLC July 2017	Lorni Sharrow, Moye White November 2015
Alliance Foundation June 2017	Kristi Sullivan Sullivan Financial Planning October 2015
University College University of Denver April 2017	Cari Harris and Megan Henson Etcetera August 2015
Chrysta Bairre Live Love Work March 2017	Pamela Wilson The Care Navigator July 2015
Leslie Garske AXA Advisors, LLC. February 2017	
Lee Weisbard, DDS Weisbard Dental November 2016	
Patsy Butterfield HM Brown Auto Brokers October 2016	
Leigh Miller, Juice Plus+ August 2016	
Lee Lipniskis, Core Contractors July 2016	
Alliance Foundation June 2016	

Interested in becoming a Networking Luncheon Sponsor? Call 303-368-4747

The Public Affairs Committee

The **Public Affairs** meetings will continue in 2018 and the Committee **strives to provide exciting and relevant speakers**. The first meeting will be Wednesday, **January 17, 2018**. Our February Public Affairs Committee meeting will be held on **Tuesday, February 21**.

The **speakers** are still being finalized and will be **announced in our weekly What's Happening at the APW emails** and will appear on our website calendar, which can be accessed **HERE**.

The Public Affairs Committee meets in two locations: **Zaidy's** Restaurant at First Avenue and Adams Street in Cherry Creek and **Maria Empanada** at 1298 S. Broadway. The meetings start at 7:30am, and we usually wrap up at 9:00am. We eat while listening to the speaker, and the format is casual. You will buy your own breakfast.

If interested in attending, or if you have any questions, please contact **SUE BORGOS** at **sborgos@ots-denver.com**.



Join APW members or prospective APW members at an upcoming **Coffee Connections**.

Wish you had more time with APW members? Grab a cup of coffee, tea or breakfast, and join other APW members

and prospective members to talk about your business and discuss business-related topics. Leave when you need to, our end time is approximate.

WHEN: FRIDAY, JANUARY 19, 8:30AM - 10:00AM

Where: Maria Empanada, 1298 S. Broadway

RSVP: LEIGH MILLER, millerleigh13@gmail.com or 720-272-2853

WHEN: FRIDAY, FEBRUARY 16, 8:30AM - 10:00AM

Where: Mangia Bevi Café, 6363 S. Fiddlers Green Cir., Greenwood Village

RSVP: LAUREN KAPLAN, lauren@thekaplans.com or 303-912-2576

Think Twice Before Hitting That "Reply All" Button

By Kerry Hammond, Executive Director of the APW

Let's all make one more New Year's Resolution: to think twice before hitting the "reply all" button. Many of us share the pet peeve, but many of us are also guilty of doing it. You know how it goes, we receive an email from a friend or co-worker. The message contains necessary information, but to save the sender time, several people are cc'd on the email. Inevitably, everyone cc'd on the email will then receive at least two or three replies. Many of them will just contain the words "thank you."

Before you "reply all," think about your message. Is it something that everyone on the thread needs to know? Are you adding relevant information that may be helpful? Then by all means, reply all. But if your reply is a simple "thank you," another acknowledgement of receipt, or an RSVP that only the host needs to keep track of, please just use "reply." The sender will know their message was received and others on the thread will appreciate that they were not bombarded with unnecessary communication.

In the Next Issue: A Five Step Checklist to Make Your Email More Professional

[Back to What's Inside]

2018 Networking Luncheon Sponsorship – SIGN UP NOW!

Showcase your business! The APW has started a new 2018 calendar year, and we have **openings for members to sponsor networking lunches. They will fill up fast, so don't delay.**

A Networking Luncheon Sponsor receives the following benefits:

- A five-to-ten minute promotional presentation at the sponsored APW lunch meeting. The sponsorship fee includes lunch for the sponsor and a guest. The sponsor will be asked to provide a small gift for a drawing during lunch (i.e. complimentary one-hour consultation, a gift certificate to a restaurant, etc).
- A full-page article, written by you, in the newsletter. This full-color, formatted newsletter e-mail is distributed to almost 1,000 professional women in Denver!
- Exclusive distribution/display of materials at place settings or on chairs at the luncheon.
- Recognition as a sponsor on the APW website, providing an active link to your company website on the front page of APWcolorado.org. This 12-month listing will boost your own website's search engine ratings because APW consistently returns top level results in search queries.

The cost of a Network Luncheon Sponsorship is \$300. Sole Proprietors may split the cost and benefits of hosting a networking luncheon. Our member feedback has been that it takes approximately three weeks to one month to recoup the cost of business gained through exposure at the luncheon and in our newsletter.

Networking Luncheons will be reserved on a first-come-first-served basis, so reserve your month today by contacting **KERRY HAMMOND** at execdir@apwcolorado.org or 303-368-4747.

Showcase Your Business at the Member Appreciation Luncheon

Our **12th Annual Member Appreciation Luncheon** is just around the corner. Block your calendar for **May 10**, from 11:00am to 1:00pm for our special two-hour event. If you're thinking SWAG bags, you're right. We will be returning to the **Denver ChopHouse and Brewery** in LoDo for this luncheon.

Being a SWAG Bag Sponsor is a great way to get noticed by all of the dynamic women who attend our special springtime event. Provide a special giveaway or goodie to be given to all attendees at this luncheon in our SWAG bag.

How it works: Once registration is open, sign up to become a SWAG Bag Sponsor. The cost to be a sponsor is \$35 for APW members and \$45 for non-members.

Next, prepare 100 gift-type items/items of value to be put into the bags for each attendee. Have some fun finding a creative gift to showcase your business.

Our theme this year is "Unity." You can use this theme to help you brainstorm, but don't let it limit you. Anything goes as long as it's a gift-type item.

If you need someone to help with your fun SWAG order, consider APW member, **JOANNA JOHNSON**, at 303-522-3686 or Email: joanna@e2businessgifts.com. If you can't figure out what type of SWAG would fit your business or how much it might cost, Joanna has chosen some great examples for us and they are shown here to help get your creative juices flowing.

E2businessgifts

303.522.3686
joanna@e2businessgifts.com
www.e2businessgifts.com



Mini blade with grip handle and key ring. Easily open (and flatten) all those boxes being delivered to your home/office!

Comments:

Product #: K-KNIFE

Quantity	250	500	1000	2500
Price	\$ 1.15	\$ 1.05	\$ 1.00	\$ 0.90



Innovative safety webcam cover features an easy clip-on design with a full-color Vibraprint poly domed emblem of your logo. Use on tablets & laptops.

Comments:

Product #: EXPRESS-SC10

Quantity	100	300	500	1000
Price	\$ 1.38	\$ 1.16	\$ 1.02	\$ 0.92



Gel Beads reusable Hot & Cold Pack. Large, practical 4" x 7" size.

Comments:

Product #: 9463

Quantity	100	250	500	1000
Price	\$ 2.89	\$ 2.51	\$ 2.18	\$ 1.90



Quality metal bottle opener with your one-color artwork imprinted on handle. Everyone can use an extra for parties and events.

Comments:

Product #: MO981

Quantity	100	250	500	1000
Price	\$ 1.06	\$ 1.02	\$ 0.96	\$ 0.92



Clear PVC Stadium Tote Bag. Right-sized for use at all clear bag policy stadiums!

Comments:

Product #: 926

Quantity	100	250	500	1000
Price	\$ 2.79	\$ 2.59	\$ 2.49	\$ 2.39



The popular & original PopSocket (R) media stand and phone grip. Full-color personalization with instructional header card.

Comments:

Product #:

Quantity	100	500	1000
Price	\$ 4.89	\$ 4.79	\$ 4.69

APW Networking Opportunities

WHAT: NETWORKING EVENTS COMMITTEE MEETING

When: Tuesday, **January 2** and **February 6**, 11:30am – 1:00pm
 Where: **Natural Grocers**, Colorado Blvd. and Evans
 RSVP: **KRYSTAL THOMPSON**,
krystal@westandmainhomes.com

WHAT: OUTREACH COMMITTEE MEETING

When: Wednesday, **January 3** and **February 7**, 5:30pm – 7:00pm
 Where: TBD
 RSVP: **WILLY WILSON**, wilson@lifeunstill.com

WHAT: JANUARY NETWORKING LUNCHEON

When: Thursday, **January 11**, 11:30am – 1:00pm
 (11:00am New Member Orientation)
 Where: **Chinook Tavern**, 6380 S Fiddlers Green Circle,
 Greenwood Village, CO 80111
 Cost: Members \$35; non-members \$45
 RSVP: **CLICK HERE** to attend

WHAT: PUBLIC AFFAIRS COMMITTEE MEETING

When: Wednesday, **January 17**, 7:30am - 9:00am
 Where: **MARIA EMPANADA**, 1298 S. Broadway
 RSVP: **SUE BORGOS**, sborgos@ots-denver.com
 Speaker: TBD

WHAT: COFFEE CONNECTIONS CENTRAL DENVER

When: **January 19**, 8:30am – 10:00am
 Where: **MARIA EMPANADA**, 1298 S. Broadway
 RSVP: **LEIGH MILLER**, millerleigh13@gmail.com

WHAT: FEBRUARY NETWORKING LUNCHEON & COMMITTEE FAIR

When: Thursday, **February 8**, 11:00am – 1:00pm
 Where: **Curtis Ballroom** at The Landmark, Comedy Works
 South, 5345 Landmark Pl., Greenwood Village
 RSVP: **Watch for link on the website soon**

WHAT: COFFEE CONNECTIONS SOUTH

When: Friday, **February 16**, 8:30am – 10:00am
 Where: Mangia Bevi, 6363 S. Fiddlers Green Cir.,
 Greenwood Village
 RSVP: **LAUREN KAPLAN**, lauren@thekaplans.com
 or 303-912-2576

WHAT: PUBLIC AFFAIRS COMMITTEE MEETING

When: Wednesday, **February 21**, 7:30am - 9:00am
 Where: **MARIA EMPANADA**, 1298 S. Broadway
 RSVP: **SUE BORGOS**, sborgos@ots-denver.com
 Speaker: TBD

WHAT: MEMBER SUPPORT COMMITTEE MEETING

When: Wednesday, **February 21**, 11:00am – 12:30pm
 Where: **Café de France**, 8081 E. Orchard Rd.,
 Greenwood Village
 RSVP: **LAUREN HULSE**, lauren@hulselawfirm.com



Save the Date: 7th Annual + Changing Lives

On **September 13, 2018**, we will celebrate our **7th annual Helping Women + Changing Lives Luncheon**. Over the past six years, this event has raised hundreds of thousands of dollars, funded more than 20 Village Banks in 9 developing countries, provided approximately 16 two-year college scholarships to women in the Denver area for their junior and senior years, and helped families and children throughout the year through local outreach. The success of this event is due to the overwhelming support provided by the APW membership and our sponsors. It's an event you won't want to miss, so **mark your calendars**.

Our **Co-Chairs** for the luncheon are **TRACIE ROMERO**, Account Executive with **Design Health** and **KATARINA CONWAY**, Fashion/Image Consultant with **LuLaRoe**. If you see these ladies at a networking luncheon, please feel free to ask how you can get involved in the fundraising luncheon. **Volunteers are always welcome!**

We already have **some great sponsors for the 2018 Helping Women + Changing Lives Luncheon**. Join these ladies and help us make the 2018 luncheon a success. Sponsors receive lots of promotion for their businesses, so the sooner you jump on the bandwagon the better.

Changing Lives Sponsors:

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Alliance Foundation Highlight – Putting Your Donation Dollars to Work

The **Alliance Foundation grants annual scholarships to women** to attend local colleges and universities. We believe that education provides a pathway for women to become economically self-sufficient.

We have offered scholarships to students who attend the **Regis University of Denver, University of Denver - Colorado Women's College**, and the **Metropolitan State University of Denver**.

More women are entering college than ever before, but many face huge obstacles. Often, women must work to support themselves and their families while attending college. A scholarship can make a significant difference in helping such women graduate by easing their need to work or providing additional financial support.

Meet the Scholars currently receiving Alliance Foundation Scholarships



A personal note from
CHRISTY COGGINS, our Metropolitan State
University Scholar

Hello, my name is **CHRISTY COGGINS**. I am a senior at Metropolitan State University of Denver. I am currently in the Didactic Program of Dietetics, pursuing a Bachelor's of Science Degree in Human Nutrition.

I hope to be matched to a dietetic internship at either Children's Health Colorado or at the Tri-County Health Department so I can fulfill my goal of becoming a registered dietitian. I am so grateful for the Alliance Foundation and their commitment to improving the status and quality of life for women such as myself. The Alliance Foundation has aided in furthering my education and success as a student and a woman by breaking down some of the financial obstacles that I have struggled to overcome in my educational career.

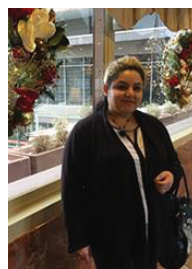


A personal note from
SHELBY RAMIREZ MARTINEZ,
University of Denver,
Colorado Women's College

Thank you all for believing in me and helping provide the extra money I needed to get my education.

The loans and grants I received to finish my education were crucial, but I would not have been able to attend the University of Denver without the help and support I received from the Alliance Foundation Scholarship. The help this scholarship gave me was twofold: it gave me the money I needed to make ends meet, but it also showed me that a group of 150 professional women believed in me, my education, and my future. I can't thank you enough for this.

I am currently working at 9to5 Colorado while I finish my senior year. When I graduate next August, I plan to continue my work for better workplace policies that women and their families deserve. I want to work on equal pay, paid sick days, and bringing paid family leave to Colorado so families can take care of their sick loved ones and have children with the peace of mind of being able to take paid family leave. I will also continue my work fighting for policies that make the lives of survivors of domestic violence safer in order for their families to thrive in safe environments.



A personal note from
TANIA CERVANTES-YOUNG, Regis University

I am filled with gratitude, love and hope for all that the future holds for me and the beautiful women that are receiving the wonderful gift of scholarships from the Alliance Foundation! Thank you very much for choosing me and helping me get closer to my dream. I can see that the possibilities are endless!

Member News & Information

Meet The New Members

VANITA BELLEN – Principal, **True North Coaching and Consulting**, vanita@truenorthleadershipcoaching.com

SHANNON BENNETT – **Crowe Horwath**, shannon.bennett@crowehorwath.com

CAROL CORE – **Security First Financial**, cacore@msn.com

NANCY GAINES – CEO/Founder, **Gain Advantages Inc.**, Nancy@NancyGaines.com

CAROLINE HANZLIK – Financial Advisor, **Wells Fargo Advisors**, Caroline.hanzlik@wellsfargoadvisors.com

TARA LAVENTURE – **Di Zillo Group**, taralaventurehomes@gmail.com

MARIAN LEE – Principal, **Career Reinvention, LLC**, marian@careerreinvention.net

DIANNE PRIMAVERA – Chief Executive Officer, **Susan G. Komen Colorado**, dprimavera@komencolorado.org

JEANNE RAMSAY – Licensed Broker & Realtor, **Wilson Group Real Estate**, jeanne@theramsays.com

KARIE TORROLL – Senior Finance & Accounting Consultant, karietorroll@gmail.com

Welcome New Corporate Member: Adolfson & Peterson Construction

SARA CLARK - Accounting Coordinator, **Adolfson & Peterson Construction**, sclark@a-p.com

KARI RIPPY – Project Coordinator, **Adolfson & Peterson Construction**, krippy@a-p.com

BRITTNEY WARGA – Project Manager, **Adolfson & Peterson Construction**, bwarga@a-p.com

When you see these ladies at a luncheon, don't forget to welcome them to the group!

New Member Fun Facts

SARA CLARK – Accounting Coordinator, **Adolfson & Peterson Construction**

- 1. Why did you join The Alliance of Professional Women?**
To connect with other local women and become more involved in the community.
- 2. What are your hobbies?**
Les Mills fitness classes, skiing, and reading.
- 3. What is your position/business?** Accounting Coordinator, **Adolfson & Peterson Construction**.

MARIAN LEE – Principal, **Career Reinvention, LLC**

- 1. Why did you join the Alliance of Professional Women?**
I wanted to become part of a community of professional women who network, share ideas, contribute to and volunteer for causes that advance women, and have fun together.
- 2. What are your hobbies?**
I like hiking, golf, yoga, and traveling.
- 3. What is your position/business?** I'm the principal of a coaching and consulting firm, "Career Reinvention," which I started earlier this year after practicing law for sixteen years and directing lawyer professional development programs for the last ten years. I love helping my clients to grow professionally and to realize new possibilities for their lives and careers.
- 4. What is something that few people know about you?**
I play the drums.

MEREDITH MUNRO – Partner, **King & Greisen, LLP**

- 1. Why did you join the Alliance of Professional Women?**
I joined the APW because I was looking for a way to meet and forge relationships with women in business. As an employment/civil rights attorney, I have many (too many!) female clients who – for a variety of reasons – are disempowered. Nothing against men (I have a wonderful husband and son), but I want to be part of a group that focuses on women and networking.
- 2. What are your hobbies?** I love to play tennis, run, and ski. I also sneak in as much reading as I can...preferably on the couch with a glass of wine.
- 3. What is your position/business?** I am a partner at the law firm of King & Greisen. We are a small, woman-owned business. I practice employment and civil rights law on the plaintiff's side, and my clients range from CEOs to cashiers. I have been practicing law for over 25 years.
- 4. What is something that few people know about you?**
I am a tree hugger (literally).

Bored, Burnt Out, But Successful

From APW Member Ann Angerman of Career Matters

What does a 40-something dental hygienist, a minister and a lawyer all have in common?

They are all people I have seen this month and they are all bored, stressed out, making good money and seen by others as “successful.”

What else do they have in common? They can't see themselves in their same position in 5 years, they are recognized and respected in their field, they have had less career satisfaction as they have gotten older, they are all in their 40s and have been in their careers for at least 10 years, and they are all ready for change. One even says she is starting to get physically sick and dreads going to work.

What makes someone ready for change? Oftentimes, a life changing event can bring more issues to the surface. For example, the attorney attended a colleague's funeral and it made him think more about his own life. The dental hygienist felt she hadn't done enough career searching when she was younger; she was almost ready to go to dental school at one time but got scared of the debt.

Experts say that people can be in a “pre-contemplative” stage until they are ready. As people age and their life circumstances change, they have different needs and interests. But career panic or dissatisfaction can happen at any age.

Here are some suggestions for those who experience job dissatisfaction:

- Think about some of the things you like and dislike about your position. Do you enjoy connecting with people and building relationships? Do you dislike the pressure to have lunch with potential clients and talk about your services?
- Have “Curiosity Conversations” with others as suggested in the book: *A Curious Mind* by **BRIAN GRAZER** and **CHARLES FISHMAN**. Talk with different people about the kind of work they do and what brings them happiness.
- Take the Strong Interest Inventory, an online test that matches people with occupations based on personality characteristics.
- Ask yourself: What are 3 things that are most important to you for your next position? This could be anything from more stimulation, more money, more fun, more autonomy, or less of a commute.
- Come up with a process plan looking at possibilities, and find a support system. Change cannot be done alone!

Making a change is a process. It takes support, goals, and desire (you gotta wanta). It's never too late to be the person you want to be.



Anne Gottlieb Angerman, MSW is a sought-after career coach, therapist and speaker in the Denver area. She is a long-time member of APW. She can be reached at anne@anneangerman.com.

Anniversaries

The Alliance of Professional Women wishes to **recognize** and **thank** the following women who joined APW in January or February. We greatly appreciate your continued support of our organization.

18 years

ALEXIE TUNE Deloitte

9 years

PAULINE HUDDLESON . Arbonne International

6 years

SUSAN BORGOS Office Technology Solutions, Inc.

ANN BRODERICK Bauerle and Company, P.C.

5 years

RENEE COHEN Coldwell Banker Residential Brokerage

KELLY SNODGRASS . . . Snodgrass Law LLC

4 years

JULIE SEQUEIRA J Sequeira Agency

3 years

KELLE GRAHAM Rocky Mountain Jewelers

AMY LANE Home Care Assistance of Centennial

SUSIE MOSS Denver Museum of Nature & Science

2 years

ALLYN BADER BARCLAY . Discover You and Arrow
Performance Group

BENITA CREACY Advanced Divorce Solutions

LAUREN HULSE Hulse Law Firm, PC

MARISA PEACOCK Arapahoe Sign Arts

TRACIE ROMERO Design Health Concierge

JUDY SUTTON Triumph Real Estate Corporation

1 year

LISA AUSTIN Austin Training Advisors

RENE DiBENEDETTI . . . René's Maison des Fleurs

MARIA HAMMERBECK . . . Herrada Printing

STACY HANSON Edward Jones

LAURA HASS Treece Alfrey Musat P.C.

KRYSTAL THOMPSON . . . West + Main Homes

ALLYSON WOLFRAM . . . ALPS

Member Thanks

We thank SHEILA DREW of **Creative Financial Staffing** for referring SHANNON BENNETT; LEIGH MILLER of **Juice Plus+** for referring CAROLINE HANZLIK; LESLIE GARSKE of **Divorce Resource Centre of Colorado** for referring CAROL CORE; and ANN WOLTA BLACKSTONE of the **LPGA** for referring DIANNE PRIMAVERA.

Refer a new member and **receive a FREE ad** in the newsletter! It's that simple. Sometimes when you have a good thing you want to keep it all to yourself, and sometimes you want to shout it from the rooftops. Feel free to shout your love for The Alliance of Professional Women from the rooftops and encourage your friends and co-workers to join. Anytime a referred member joins, we will list your business card ad in the Communiqué. **Happy New Year!**

APW Thanks!

November Networking Luncheon

In November we traveled to the Highlands to the beautiful **Lumber Baron Inn and Gardens**. We also hosted our second annual Holiday Marketplace. This was a great success and members enjoyed shopping at our vendor tables in the beautiful inn's parlours.

Our luncheon hosts were KRYSTAL THOMPSON of **West + Main Homes** (krystal@westandmainhomes.com) and MICHELLE KU of **Ku Interior Design** (michelle@kuInteriorDesign.com). Both ladies did a great job of arranging and co-hosting this luncheon.



(Continued on page 14)

[\[Back to What's Inside\]](#)

Member News & Information

APW Thanks!

(Continued from page 13)

We **thank** our **Luncheon Sponsor, JILL KLANCKE of Klancke and Cook**, Attorneys at Law (jill@klanckecook.com). Jill talked to us about estate planning and how our good intentions only get us so far. Smart planning can make all the difference when you lose a loved one, and that planning can save the relationships that survive that death because it can remove the need for the survivors to try and amicably divide assets.



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We want to **thank** all of our Marketplace vendors, feel free to click on each to contact them:

JENNIFER BARRETT of 31 Gifts
SHERE CHAMNESS of Realart
KATARINA CONWAY of LuLaRoe
KARLA JOHNSON GRIMES of I Can Get This Done
PAULINE HUDDLESON of Arbonne
LEIGH MILLER of Juice Plus+
Dianna Williams of The Bra Store



We gave away such wonderful door prizes, thanks to our Luncheon Sponsor and Marketplace vendors for providing so many great prizes. **They included:**

JILL KLANCKE of **Klancke and Cook** gave one lucky winner a gift card; **JENNIFER BARRETT** of **Thirty One** gave away a Fold 'n File; **KATARINA CONWAY** of **LuLaRoe** gave away a pair of

Leggings and a Free Personal Styling Session for Winner + a Friend; **KARLA JOHNSON-GRIMES** of **I Can Get This Done For You** gave away a gift Basket for Girls & a Holiday Door Hanging; **PAULINE HUDDLESON** of **Arbonne** gave away an Anti-Aging Travel Set for Face & Body; and **LEIGH MILLER** of **Juice Plus+** gave away a Shred Sample Kit plus \$50 off a tower garden for anyone in attendance at the luncheon.

December Networking Luncheon

The historic **Brown Palace Hotel & Spa** is a very special venue, and we continued our tradition and hosted our holiday networking luncheon in their Club Room. Downtown is always festively decorated, and when you walk into the elegant hotel the decorations take your breath away. Our location on the second floor allowed us a 360-degree view of the two story lobby and all its holiday cheer. Many members walked around and took photos before and after lunch.

Back by popular demand was the butternut squash soup, en croute, which was a much-anticipated beginning to a great meal. Our wonderful luncheon planners were **PAM FOLEY** of **REnew and REdo Holistic Decor** (pam@renewandredo.com) and **KRYSTAL THOMPSON** of **West + Main Homes** (krystal@westmainhomes.com). **PAM FOLEY** hosted the luncheon with the help of our Executive Director, **KERRY HAMMOND**. Thank you to everyone who helped coordinate this special once-a-year event.

We **thank The Brown Palace** for donating a one-night stay at the hotel, and **BRENDA MAHONEY** for donating a beautiful Cabi scarf that was Hermes inspired. Ten people took a beautiful Poinsettia home for the holidays, courtesy of the **Home Depot**.



We heard from two of our **Alliance Foundation recipients**. First, **MARY JANE CARR** spoke to us about her personal experience with the **Delores Project** and even made us laugh as she told her story of hardship and redemption. **SHELBY RAMIREZ MARTINEZ** took the podium next and talked about how receiving the Alliance Foundation scholarship has helped her realize her dream of getting her bachelor's degree. **Thank you** to both ladies for sharing your stories and celebrating with us.

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calendar of events

You can now find an RSVP link to upcoming Alliance Events on our homepage! Go to www.apwcolorado.org and click on the bold RSVP link – it will take you directly to the BlackTie RSVP page for the event for ON-LINE REGISTRATION See PAGE 10 for event information, event codes or contact for the event.

JANUARY 2018

S	M	T	W	T	F	S
	1	2 Networking Events Committee Meeting 11:30 am - 1:00 pm, Natural Grocers , Colorado Blvd and Evans, KRYSTAL THOMPSON krystal@westandmainhomes.com	3 Outreach Committee Meeting 5:30 pm WHERE: TBD RSVP - WILLY WILSON wilson@lifeunstill.com	4	5	6
7	8	9	10	11 Networking Luncheon 11:30 am - 1:00 pm 11:00 AM New Member Orientation Chinook Tavern, GV CLICK HERE to register	12	13
14	15 MARTIN LUTHER KING JR DAY	16	17 Public Affairs CM 7:30 am, Maria Empanada , 1298 S. Broadway SUE BORGOS sborgos@ots-denver.com	18	19 Coffee Connections - CD 8:30 - 10:00 am, Maria Empanada , 1298 S. Broadway LEIGH MILLER millerleigh13@gmail.com	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2018

S	M	T	W	T	F	S
				1	2	3
4	5	6 Networking Events Committee Meeting 11:30 am - 1:00 pm, Natural Grocers , Colorado Blvd and Evans, KRYSTAL THOMPSON krystal@westandmainhomes.com	7 Outreach Committee Meeting 5:30 pm WHERE: TBD RSVP - WILLY WILSON wilson@lifeunstill.com	8 Networking Luncheon and Committee Fair 11:00 am - 1:00 pm Curtis Ballroom, GV WATCH for link soon on website	9	10
11	12	13	14 VALENTINE'S	15	16 Coffee Connections South 8:30 - 10:00 am, Mangia Bevi Café, GV , LAUREN KAPLAN lauren@thekaplan.com	17
18	19	20	21 Public Affairs CM 7:30 am, Maria Empanada , 1298 S. Broadway SUE BORGOS sborgos@ots-denver.com	22	23	24
25	26	27	28			