

California Woman

Winter Edition 2026

**Come in!**  
**It is warm inside.**

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## ACKNOWLEDGMENTS

THIS NEWSLETTER IS THE RESULT OF MANY CONTRIBUTIONS, IN PARTICULAR THAT OF CHERRI-LOU JACOBSON TO WHOM WE OWE THE SERIES OF ‘OUTSTANDING WOMEN’ ALL SO VERY INSPIRING AS WE ENTER 2026.

BONNE ANNEE TO ALL!

MONIQUE LEE , *EDITOR*



**"IGNITING POTENTIAL,  
STRENGTHENING SKILLS,  
EXPANDING REACH."**



Greetings my fellow members. By the time you read this we all would have celebrated Yum Kippur, Diwali, Thanksgiving and Indigenous People and fast on the heels of holidays of different kinds to end 2025.

The focus for our Winter Conference is Membership and my subject for this message. So, let's dig in and learn together.

Much of what I will share here you might already be doing – if so great! If not, I hope it gives you some ideas to use. I want to focus more on the future and what are we missing? What could we do different as district, club presidents and chairs?

### **Strengthening Our Future: How CFBPW Can Grow Membership and Inspire the Next Generation of Women Leaders**

Membership is the lifeblood of any organization, but for the California Federation of Business & Professional Women (CFBPW), it is much more than that. Our members are the voice, vision, and energy behind our advocacy, our programs, and our commitment to elevating women in leadership.

As we look toward the future, understanding how to draw new members—and why it matters—is essential for building a strong, sustainable federation.

### **The Challenge: When Membership Declines, Our Collective Power Weakens**

Low membership is not just a numbers issue; it affects the very core of who we are and what we can accomplish. When membership declines:

- **Advocacy power diminishes.** Fewer voices mean less influence in policy, workplace equity, and women’s rights.
- **Programming becomes limited.** Without fresh ideas and active participation, events lose momentum and diversity.
- **Leadership pipelines shrink.** New leaders, fresh energy, and emerging professionals are essential to carrying the mission forward.
- **Burnout increases.** A smaller group of dedicated volunteers ends up doing all the work, which can diminish enthusiasm.
- **Community visibility fades.** Without growth, our external presence weakens, making it harder to attract partners and new members.
- **Membership** decline is a warning sign. But it is also an opportunity—an invitation to innovate, reconnect, and revitalize.

### **The Opportunity: What Draws Women to CFBPW Today**

Women are looking for organizations that offer meaning, empowerment, and community. To draw members into CFBPW, we must highlight what makes us unique and relevant:

#### **1. Advocacy That Impacts Every Woman’s Life**

Equal pay, workplace equity, paid leave, leadership development, and economic empowerment—these are not abstract issues. They are daily realities. When potential members see that CFBPW is actively shaping policy, they see value.

#### **2. Professional and Personal Growth**

Workshops, mentorship, networking, public speaking, and leadership opportunities give women what they need to rise in both their careers and their communities.

#### **3. A Supportive Sisterhood Across Generations**

From young professionals to seasoned leaders, CFBPW is a place where women uplift one another, share wisdom, and create pathways for growth.

#### **4. Community Impact and Visibility**

Women join organizations where they feel they can make a difference. Local clubs must be visible collaborating with schools, businesses, other nonprofits, and community events.

### **As President: Inspiring Ideas and Energy to Engage New Members**

Leadership is not about having all the answers—it is about creating an environment where ideas thrive. As President, you set the tone. Here’s how you can inspire creativity, engagement, and membership growth:

#### **1. Ask for Ideas—And Create Safe Spaces to Share Them**

Host idea forums, roundtables, or virtual coffee chats. Encourage members to bring forward bold, creative, or unconventional suggestions. Make it clear that all voices matter—especially new ones.

## **2. Celebrate Member Strengths and Talents**

Every woman has something unique to offer. Ask members what they love to do, what skills they want to grow, and where they want to lead. Engagement grows when people feel seen and useful.

## **3. Build Intergenerational Bridges**

Invite students, young professionals, retirees, and mid-career women into the same conversations. Each brings perspective, energy, and value. A multigenerational organization is a thriving one.

## **4. Modernize Outreach and Visibility**

Use social media, storytelling, newsletters, and partnerships. Show photos of active members, highlight wins, spotlight volunteers, and share CFBPW's impact.

## **5. Use L 3's and Empower your Club with Tools and Templates**

Not every local club knows how to recruit. But the L3 program can help in many of these ways.

- Sample outreach scripts
- Membership events toolkits
- Social media posts
- Training for membership chairs
- Support builds confidence—and confidence builds action.

## **6. Focus on Purpose Over Pressure - Examples**

Women join when they feel inspired, not pushed. Connect every invitation back to the mission:

*"Join us because women's leadership matters."*

*"Join us because your voice strengthens our advocacy."*

*"Join us because we grow when we grow together."*

## **7. Lead With Passion and Authenticity**

Your enthusiasm is contagious. When members see your commitment, your vision, and your heart for this organization, they feel motivated to take part.

## **Membership Growth Is a Movement—Not Just a Goal**

The future of CFBPW depends on our ability to attract, welcome, and empower women who believe in equity, leadership, and community. When we create a culture that values every voice, embraces creativity, and celebrates diversity, we do more than grow membership—we grow our impact.

We grow our future.

And that future is built by women like you: women who dare to lead, to dream, and to keep the mission alive for generations to come.

I look forward to seeing you sign up for our Winter Conference. Please mark your calendar Saturday, January 31, 2026. Let us support our California Federation!

Your president,  
Sher Singh



# CALIFORNIA BUSINESS & PROFESSIONAL WOMEN

**CALL:** to 2026 Winter Board of Directors Meeting  
**TO:** CFBPW Board of Directors  
 Special Chairs, District President's & Members  
**WHEN:** Saturday – January 31, 2026 **This meeting will be Virtual Only**  
**DEADLINES:** Registration deadline January 26, 2026

## REGISTRATION FORM

PLEASE PRINT ALL INFORMATION – Please, one form for each person attending

NAME: \_\_\_\_\_ CLUB: \_\_\_\_\_  
 E-MAIL \_\_\_\_\_ DISTRICT: \_\_\_\_\_  
 PHONE \_\_\_\_\_

### 2023-2024 STATE BOARD ROLE AT THIS MEETING:

\_\_\_\_\_ State Officer      \_\_\_\_\_ Standing Chair      \_\_\_\_\_ District Representative  
 \_\_\_\_\_ Past State President      \_\_\_\_\_ Special Chair      \_\_\_\_\_ Member  
 \_\_\_\_\_ District President/Alternate      \_\_\_\_\_ Guest

\_\_\_\_\_ Check here if this your first time attending a CFBPW Board of Directors Meeting.

### REGISTRATION: BOARD MEETING

Board Meeting - Received by Wednesday, January 28, 2026      \$ 30      \$ \_\_\_\_\_  
 Registration must be received by January 28, 2026 to participate.

TOTAL AMOUNT ENCLOSED – PLEASE MAKE CHECK PAYABLE TO: CFBPW      \$ \_\_\_\_\_

MAIL CHECK MADE PAYABLE TO CFBPW AND THIS FORM TO:

Katherine Winans, CFBPW Registration  
 1171 Chaparral Court, Minden, NV 89423

PHONE NUMBER:  
 775.267.0539  
[jkw@gbis.com](mailto:jkw@gbis.com)

**YOU MAY PAY USING ZELLE. SET THIS UP THROUGH YOUR BANK ONLINE. NO FEES CHARGED. SEND THROUGH ZELLE USING THIS EMAIL: [bpwvsd@gmail.com](mailto:bpwvsd@gmail.com). NOTE: Even with Zelle payments you must mail or email the registration form to Registration Katherine Winans as per above.**

### Tentative Agenda

9:00 - Noon Call to Order – Welcome – Roll Call – Pledge of Allegiance to the Flag of the USA.  
 Reports  
 Membership focused Programming  
 12:00 – 12:30 Lunch Break  
 12:30 - 1:00 Business (Unfinished & New)  
 2:00 Adjourn



## BUSINESS AND PROFESSIONAL WOMEN

### CALIFORNIA NORTH DISTRICT

### *Working together To Reclaim our Heritage*

### 2026 Winter Conference

Virtual Only-- Saturday-January 24, 2026 - 9:00a – 12:30pm

### *Building a BPW Team*

- 8:45am Check-in
- 9:00am Call to Order/Welcome/Inspiration/Introductions
- Programming**
- 9:20am Intro to the day's programming - Katherine Winans  
BPW California North District President and Past CFBPW President
- 9:25am [One Member's Journey – Nicole Mpouli, NFBPW L3 Chair](#)
- 9:45am [You Want Me To Be The President! What Do I Have To Do? – Sandy Thompson,](#)  
CFBPW Parliamentarian, Past President NFBPWC and CFBPW
- 10:10am [Maybe I Could Just Be Vice President. – Janet Ramsey](#)  
Past President CFBPW
- 10:25am [How About Serving As Secretary? Trudy Waldroop,](#)  
BPW California North District Treasurer and Past CFBPW President
- 10:45am [Treasurer! Will I Have to Balance the Checkbook? Anne Marie Johnson, CFBPW Past](#)  
President
- 11:10am [Just Ask! – Bessie Hironimus,](#)  
CFBPW Membership co-chair and CFBPW Past President
- 11:25am [Something from L3 – Barbara J Davis](#)  
BPW California North Secretary and Past President CFBPW
- 11:55am **Business**
1. Attendance, Quorum, Minutes and Treasurer's Report, Executive Committee Actions and Recommendations
  2. Appointment of President's Alternate and District Representative to CFBPW Winter Board of Directors Meeting
  3. Reports – Club Presidents – Berkeley, Chico, Downtown Sacramento  
Committees – Lifelong Leadership and Learning, Membership, Nominations, Small Business, Young BPW
  4. Other:
- 12:30pm: Adjournment

**Please RSVP to [jkw@gbis.com](mailto:jkw@gbis.com) to receive the Zoom link.**





## **BUSINESS AND PROFESSIONAL WOMEN**

### **CALIFORNIA NORTH DISTRICT**

*Working Together To Reclaim Our Heritage.*

**Report to CFBPW Winter Board of Directors**  
September 21, 2025

Since September's Fall Conference the District has increased membership by 2: Nadiya Rosado (Berkeley) and Barb Chesney (Downtown Sacramento). Our District membership stands at 35.

Berkeley, with eleven members, reports a new member Nadiya Rosado, a Certified Surgical Technician, sharing her time between the Bay Area and Texas. They held a successful holiday event with Berkeley's Indo-American Chamber of Commerce at Manjul's office.

Chico reports they have four members, one dual member and a Member-at-Large participating in club meetings. All members are doing well. They are meeting to prepare for a National Business Women's Week community event for 2026. Linda J. Lucas has a new email address – linda12310@gmail.com.

Downtown Sacramento, with a member count of 19 plus one dual member, is still partnering with the local Women's Empowerment and Health Education Council with small certification scholarships. The club is still Twinning with BPW St. Andrew in Jamaica (they report hurricane Melissa did not affect their corner of the island). The club's Veterans Day program with past NFBPWC Military Affiliated Women Chair Alice Gallop West was informative with great member participation and member Melissa Washington was voted California's Veteran of the Year. Their December holiday Zoom featured personal holiday memories from members and guests along with a fun holiday tradition quiz. Barb Chesney is a new member (retired speech therapist). The club's members are still active at all levels of BPW, including International, National, State and District

Katherine Winans  
President  
BPW California North District

# VALLEY SUNSET DISTRICT OF CFBPW

Members enjoyed the view and food at the ODYSSEY Restaurant in the San Fernando Valley as they talked about past Thanksgiving gatherings, upcoming holidays, and hopes for 2026.

MALS Marcia and Rosemary gave us rave reviews about the play, "Suffs" in Hollywood.

The Burbank Club had guest speaker, Dr. Mary Yamashita of KECK Medicine talk to members & guests during Breast Cancer Awareness Month.

Before Thanksgiving, Burbank Club President Diane Reyes led members in an inspirational book club review discussing the first female Labor Secretary, FRANCES PERKINS, appointed by FDR.

Conejo Valley President Lydia Steadman had members review their summer with each other. Member Kathy Wagner who has 39 years with Human Resources gave us an update about current problems with social services in California.

Conejo's Woman of Achievement was Caren Ginsberg, owner of Westlake Travel which has been serving the community since 1979.

The VAL SUN DISTRICT in SoCal wishes everyone in the California Federation a Happy New Year!

C-L Jacobson



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Berkeley club had a joint holiday party with Indo-American Chamber of Commerce of Northern California on December 6, 2025 at Manjul's Berkeley office. The food was served by Pollo restaurant.

The event was well represented by both the Berkeley BPW club and the Indo-American Chamber of Commerce.

## SEASON'S GREETINGS TO ALL.



End table: Maria, Manjul and Sharon together with Members of the Berkeley Indo-American Chamber of Commerce

# RESOLUTIONS

## WHAT IS IT

A resolution is a main motion introducing a new subject. Resolutions are usually divided into two parts: **a preamble** (aka the whereas) and **the resolution**, the action desired.

## WHY (a resolution)

If a motion is long or if the maker wishes to place it before the assembly with the reasons for making the motion, it is best to use a resolutions form.

The WHEREAS is the same as debating the question. Because of its length or its importance, a resolution is written in a certain form or format. Thus, all resolutions are consistent.

## WHEN (is it presented)

In our Federation Resolutions are presented at the May State Annual Conference. All shall conform to the objectives of this Federation. Policy-making resolutions adopted by Conference action shall remain in force until revoked by Conference action.

Most resolutions may have attached a fact sheet or pertinent statistics or a position statement for backup of the resolution to facilitate consideration.

## HOW (to format)

Details of the format are found in ROBERT'S RULES OF ORDER NEWLY REVISED on pages 99-101 and in our own CF's Policies and Procedures on Page 2 item #2. The Policies and Procedures is posted on our website. Both resources have a sample. CF's example is a real Resolution we presented a few years ago.

## HOW (to present)

It is usually under New Business. To all presiding officers, the Resolved is debated and voted upon first. Then each and every Whereas to prefect.

This is it: Resolutions in a nut shell, short and sweet.

If you have any questions or need help with your Resolution just contact me.

**Trudy Waldroop**  
**Bylaws/Resolutions Chair**  
**IlloveBPW@yahoo.com**

**Proposed State Bylaws Amendment/s due: MARCH 15, 2026 to this chair.**

## **Legislation Corner by Elaine Aftergut**

The legislation committee gave the final presentation of bills at the Public Policy Conference on October 4th. The Governor had until 10/12/2025 to make a decision on the bills approved by the legislators so final status on some bills was unknown. I am pleased to announce that nine bills we supported were approved by the Governor.

### **The following bills were endorsed by Work and Family Coalition:**

**SB578** (Smallwood-Cuevas) California Workplace Outreach Program. Chartered by Secretary of State on 10/13/2025

**SB590** (Durazo) Paid Family Leave for Chosen Family. Chartered by Secretary of State on 10/13/2023

**AB65** (Aquiar-Curry & Cervantes) Pregnancy Leave for Educators was also endorsed by the Work and Family Coalition. It was held back. The bill will probably be introduced again in 2026 and we will support it.

These bills were presented to our federation by Work and Family Coalition and were supported by us as they meet our public policy platform.

-

### **The remaining seven bills supported by our federation and approved by the Governor include the following:**

**AB42** (Bryan) Calfresh eligibility income and resource exclusions. Chartered by Secretary of State on 10/07/2025. Exempts income for scholarships in determining eligibility for Calfresh.

**AB50** (Bonta) Pharmacists Furnishing Birth Control. Chartered by Secretary of State on 10/13/2025. Facilitates dispensing of over the counter contraceptives.

**AB224/SB62** (Bonta and Menjivar) Essential Health Benefits. Chartered by Secretary of State on 10/13/2025. Establishes minimum requirements for health insurance.

**AB250** (Aguilar-Curry) Sexual Assault-Extending Limitations Period. Chaptered by Secretary of State on 10/13/2025. Extends applicable statutes of limitations in instances of cover up.

**AB260** (Aguilar-Curry) Sexual and Reproductive Health Care. Chaptered by Secretary of State on 09/26/2025. Supports a woman's access to abortion medication.

**AB969** (Celeste Rodriguez) Calworks Empowering Domestic Violence Survivors Act. Chaptered by Secretary of State on 09/06/2025. Strengthens protections and access to resources for domestic violence survivors.

**SB634** (Perez) Unhoused Service Providers Protection Act. Chaptered by Secretary of State on 10/10/2025.

More information on the above bills appears on the CFBPW website. You can also check out the website to see bills that did not make it through the legislative process. The 2025 bills will remain on the website until early 2026 when the legislation committee will start to identify new bills.

The Legislation Committee will meet again on January 21, 2026, to identify new bills and goals for the coming year. As always, we welcome membership input and referrals of new bills.

I would like to thank Screening Committee members Elaine Sierra, Shaaron Casey and Jo Anne Mitchell for all their work on the bills.

Elaine Aftergut  
Public Policy Vice Chair  
Bill Screening Chair

**Dear Members,**

As current members of the NFBPWC Lifelong Leadership and Learning Committee and Past Presidents of CFBPW, Sandra Thompson and I are asking for your support.

We need your endorsement to submit a resolution to have this program renamed the Julia K. Arri Lifelong Leadership and Learning Program.

Our purpose is to recognize Julia K Arri as the founder of the program that has become a major benefit of membership in NFBPWC. Julia served as a California State President, President of BPWUSA, and Treasurer of IFBPWC. In all of her BPW service, Julia focused on training and development in Leadership for Women.

The following resolution will be presented to the California Federation Board of Directors at the Winter Board Meeting. Approval by CFBPW will send the resolution to the NFBPWC President for referral to the NFBPWC Bylaws/Resolutions Chair with the request to be added to the NFBPWC Biennial Conference Agenda.

As additional support for our resolution, please write a brief statement about your experience in the Individual Development Program/Lifelong Leadership and Learning Program or a memory of Julia's leadership. Send this statement to [Bidavis1001@gmail.com](mailto:Bidavis1001@gmail.com) and all the statements will be compiled as supporting documents for our resolution.

Thank you for your support and we look forward to receiving your Statements of Support.

**Barbara J. Davis**

**Sandra Thompson**

## **RESOLUTION**

**Whereas Julia K. Arri served as President of the California Federation of Business and Professional Women from 1966 to 1967**

**Whereas Julia K. Arri served as President of the National Federation of Business and Professional Women from 1979 to 1980**

**Whereas Julia K. Arri served as Chair of BPW Foundation**

**Whereas Julia K. Arri served on the International Board as Treasurer**

**Whereas part of our mission is to provide leadership training**

**Whereas Julia K. Arri conceived and implemented the Individual Development Program both for the state of California and Nationally to provide training for our members**

**Therefore, be it resolved that the National Lifelong Leadership and Learning (L3) be renamed as the Julia K. Arri Lifelong Leadership and Learning Program.**



## Honoring Katherine Winans - **Volunteer of the Year**

### **Carson Valley Chamber of Commerce**

By Sher Singh President of CFBPW



### **A Legacy of Leadership, Service, and Professional Excellence**

There are times when we must pause and look around us. Have a read of this wonderful BPW sister staying the course, never wavering doing professional and civic work.

For more than four decades, **Katherine Winans** has been a pillar of strength, commitment, and continuity within the **California Federation of Business and Professional Women (CFBPW)**. Since joining in **1983**, Katherine has served in **17 different positions**—many of them multiple times—across the **local, district, state, and national levels**. Her service record is not only impressive for its longevity, but also for the depth of leadership, mentorship, and reliability she has offered at every step.

Today, Katherine continues her remarkable legacy as:

- **Secretary** at the CFBPW state level
- **President**, North California District BPW
- **Member of** Downtown Sacramento BPW Club

Her history of leadership includes numerous terms as District and Club President, as well as continuous service in chair and officer roles at every level of the organization. Few members embody the mission and spirit of BPW as completely as Katherine.

### **A Professional Career Rooted in Excellence**

Beyond her BPW contributions, Katherine brings over **21 years of association management and meeting planning experience**, coupled with **23 years as a self-employed independent contractor**. Since 1995, she has worked as an **Independent Professional Meeting Planner and Association Administrator**, managing operations, events, and governance support for a vast range of organizations.

Her professional background includes roles with: **CASA** – California Ambulatory Surgery Association  
**HPBA** – Hearth, Patio & BBQ Association, **PRSA/CCC** – Public Relations Society of America, CA Capital Chapter - **HEC** – Health Education Council (1995–present) - **AAASC** – American Association of Ambulatory Surgery Centers (2003–2006) - **Association Headquarters of California** – Meeting Planner/Account Administrator (1990–1995)

In these roles, Katherine has served as Board/committee consultant, Bookkeeper and database manager, Membership development director, Newsletter editor, Annual meeting, trade show, and seminar planner, and Full-spectrum association administrator.

Her career has supported **more than 20 organizations**, each benefiting from her precision, dedication, and exceptional organizational skills. She also contributed as a professional member for four years to the **Green Meeting Industry Council**, reflecting her commitment to sustainability and industry innovation.

### **A Legacy Shaped by Service**

What stands out most about Katherine is not only the quantity of her service, but the quality of it. She represents a rare combination of institutional knowledge, collaborative leadership, and unwavering dependability. Katherine is the person who steps in, steps up, and sees projects through—not just for a term, but for decades.

Her influence within BPW has shaped programs, supported countless leaders, and kept clubs, districts, and the federation moving forward with continuity and professionalism. She leads with calm steadiness and serves with a deep-rooted belief in BPW's mission: **empowering women personally, professionally, and politically.**

### **A Heart for BPW and Its Future**

Katherine's ongoing commitment demonstrates the best of what volunteer leadership looks like. She has dedicated her time, expertise, and heart to ensuring that BPW remains strong, organized, and ready for the next generation of members and leaders.

Her legacy is already well established—yet Katherine continues to give, support, and guide with the same dedication she showed in 1983. CFBPW is stronger because of her service, and her impact will continue to shape the federation for years to come.

Attached is the link to the Carson Valley Chamber of Commerce video describing Katherine and acknowledging this well-deserved award!

[https://drive.google.com/file/d/15d6VVNynN55QWawKrRDfwEIEX-aySMZT/view?usp=drive\\_link](https://drive.google.com/file/d/15d6VVNynN55QWawKrRDfwEIEX-aySMZT/view?usp=drive_link)



## Sandra Sanders

I discovered BPW at an information table at a parade when I was 27. I became a member in January 1968 so, in January 2026, I will have been a BPW member for 58 years.

I had an entry level clerical job, with no plan for career growth; I didn't even know it was something I could plan. I joined BPW because the club's program schedule sounded informative about the community and public affairs and because I was so very impressed by the polish, poise, and sophistication of the members; I hoped some of it might rub off on me.

The club met weekly at noon for lunch; its \$1.75 lunch price made it my only meal out for the week. One meeting a month was business, the others were program meetings. I quickly learned that each program meeting included time for O.K. (Operation Know-How,) the club's precursor to I.D. It included information about BPW's founding, history, and emblem; its organization levels, offices and committees, and their duties; and its programs. Along the way, I discovered that I was a "leg-type;" and, from watching business meetings, I developed an interest in parliamentary procedure and continue to study it.

A big part of my BPW education came from attending district conferences and state conventions. I was always elected a delegate to these meetings; I assumed it was because I represented the club well, voted wisely on motions, and presented good reports to the club about what happened at the meetings. It was years before I realized that I was probably always elected a delegate because the members realized that it was the only way I could have afforded to attend. In those days the clubs paid for their delegates registration and meal package and, if the meeting was far enough from Ventura to require lodging, the cost of lodging was reimbursed. Truly an example of women helping women.

Over my years in BPW I was a member of three clubs and two districts, and am now a member-at-large. I served as club president multiple times, the first time it was of an eighty-member club; and as president of a nineteen-club, 800+ member district (in those days BPW was a much larger organization than it is now.) I currently serve Valley Sunset District as secretary.

What is my vision for the next generation of members? That BPW helps them recognize their promise; only then can they take advantage of the opportunities that BPW and the world offers them.





Dear CFBPW Members,

With this message I wish you all a most wonderful 2026, fresh, new, full of hope and determination, all wrapped up in a renewed energy!

All of us having reflected for a long time on '**How to increase our CFBPW membership**', I am delighted and deeply grateful to the Executive Committee for having recently given the green light to a little membership promoting brochure I had submitted earlier in 2025, now printed and ready to go for distribution. **I DO BELIEVE IN IT!**

Very shortly each Club will receive its share of the 1,000 copies printed initially, then, based on our own determination, enthusiasm and good observation of well targeted spots where they should be dropped, we should anticipate and soon look forward to be welcoming new members.

Let us call it : '**OPERATION MEMBERSHIP '26'**

**to be undertaken, as a priority project, within January '26, towards the energetic reconstitution of our Clubs' Membership.**

**There are several ways to go about the distribution of these brochures: You can either**

- **Take a little pile by yourself and place them in spots that you are familiar with, not further than 5 miles from the place the members of your Club generally meet ;**

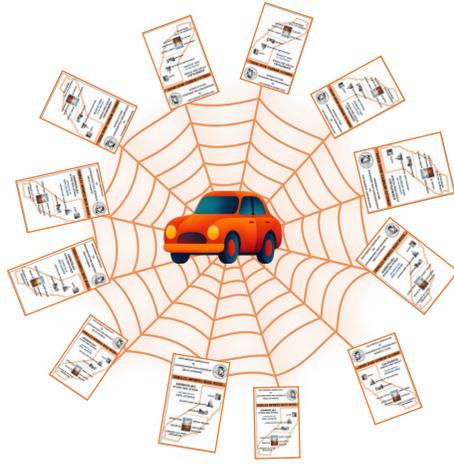
**Should you feel isolated with this procedure, including parking difficulties, then let me suggest:**

**Operation TEAM of 2 OR .... for more fun and enthusiasm Operation SPIDER!**

- **In Operation TEAM of 2 : One drives close to the good spots and waits, while the other distributes quickly in and out of the car. Leaving little**

**piles of brochures. This will also give you a unique opportunity to catch up with each other ... something we are all missing, even if Zoom has found its place for the past five years.**

- **In Operation SPIDER: One driver and 3 or 4 passengers .... who spread like a web and distribute —This can become as much fun as you choose to make it!**



Ultimately WHERE YOU CHOOSE to drop ALL the brochures your Club has received is up to you as you know best the area where you enjoy meeting the most and all the best targets points surrounding it.

Having said that, please find, here below, the essential places where, as a priority these brochures should be left. Those are crucial target points which not only will remind people of our existence generally and the work we do, but above all it will speak to all women visiting these particular places whether they are about to start a business or professional life, or between jobs, or recently retired. Also, whenever you can, give them a brochure with a few friendly words, This is why JANUARY is so important—It is a time for spontaneous greetings and new beginnings!

### **Plan the Day — Create a Map >>>**

**>>> covering all major places where the brochures, by little packs of 5 to 10, should be distributed:**

Libraries, Universities, Colleges, Churches (*women go there regularly*), Banks, Chambers of Commerce, Town Halls, Charity shops, Ladies' rooms in very good restaurants, theaters, concert halls, your dentist waiting room, on your hairdresser's little table — Train stations (little packs on benches) ... and just one brochure in some letter boxes of middle class areas where women live and work.

**Finally:** In view of the structure of our website. [BPWCAL.ORG](http://BPWCAL.ORG) will open our Homepage and any potential new member will click on '**Join BPW**' ... leading to '**JOIN NOW**' where they will find a form with our terms. They may also click on '**Find a Club Near You**' and reach most likely the Club's President or the Club's Secretary.

**Be attentive!** In just a few minutes, your type of 'welcome', whether 'warm' or 'indifferent' will be key for any new member to see in BPW either an open and welcoming organization ... or a brick wall. Her very first impression rests with you!

Monique



**CALIFORNIA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS**

[BPWCAL.ORG](http://BPWCAL.ORG)

A PART OF

**NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS**

[NFBPWC.ORG](http://NFBPWC.ORG)

AND

**AN INTERNATIONAL ORGANIZATION**

[BPW-INTERNATIONAL.ORG](http://BPW-INTERNATIONAL.ORG)

**JOIN US!**



**CALIFORNIA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS**

**...JOIN OUR CFBPW CLUBS!**



**CALIFORNIA NORTH AND SOUTH**

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**A WORLDWIDE ORGANIZATION OF WOMEN HELPING WOMEN**  
**NFBPWC - Founded in 1919**  
**CFBPWC - 1920**  
**BPW-INTERNATIONAL 1930**

**OUR MISSION**

**To promote and support equity for working women in all phases of their lives and to promote personal empowerment and professional development.**

- ◆ To advocate on state and national legislative issues of importance to women.
- ◆ To foster connections among women to promote CFBPW and its members.

**CFBPW INCLUDES THE FOLLOWING TYPES OF MEMBERS**

- ◆ Student
- ◆ Young Professional
- ◆ Re-entry to the workforce
- ◆ Mid-career
- ◆ Peak of career
- ◆ Retired or retiring

**GREAT REASONS TO JOIN CFBPW**

**IMPACT:** Be part of a movement to make a difference in the lives of working women.

**NETWORKING:** Exchange ideas, explore business opportunities, and share common goals with other business and professional women.

**ADVOCACY:** Stay informed and participate in state issues critical to working women.

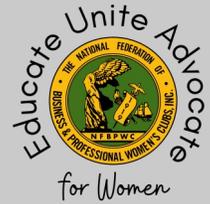
**EDUCATION/CAREER ENHANCEMENT:** Participate in programs designed to provide personal and professional development.

**ACCESS TO EDUCATION FUNDS** facilitating further education.

**LEADERSHIP:** Develop leadership skills.

**TOP PRIORITIES**

- ERA - Equal Rights Amendment**
- Gender Equality**
- Equal Pay**
- UN Representation**
- Commission on the Status of Women**
- Women on Boards**
- End Domestic Violence**
- End Human Trafficking**



Monday January 12, 2026.  
4:00pm - 5:30pm Pacific Time

Register:

<https://www.nfbpwc.org/event-6444159?CalendarViewType=1&SelectedDate=1/6/2026>

## Equal Pay Across the Divide

Panelists across the globe discussing concerns of the

- Exploring pathways to pay parity and sustainable wealth for women.
- Transforming the landscape of work, wealth, and women's worth.
- Investing in women today to ensure equitable futures tomorrow.
- Advancing economic justice through equal pay and long-term security.
- Closing gaps, building futures, and redefining women's financial power..



Selda is the Founding President of BPW Istanbul Club and currently chairs BPW International Business, Trade Technology Standing Committee, focusing on women's leadership, mentoring, and youth engagement in the digital world.

She is the General Manager of Curaden Türkiye, representing the Swiss oral health company Curaden AG.

With over 25 years of experience in preventive dentistry, communication, and international partnerships, she has led many awareness and educational projects promoting oral health.

As the Founder of Diş Dostu Türkiye, she has built strong collaborations with global and local brands to promote healthier consumer habits.

Passionate about creating meaningful change, Selda believes that connection creates impact.

She is guided by the principle that we rise by lifting others.



Entrepreneur, CEO, writer, and life mentor with over two decades of experience across retail, wellness, beauty, intellectual property rights, and brand development. Founder and CEO of Avocado Skin Pvt Ltd, developing wellness, beauty, and edible oil product segments under *Pour Over Pores*, including a digital trading platform and a forthcoming mobile application built on a philanthropic business model.

Since 2015, CEO of HMZ Pte Ltd, where she built flagship retail operations under *Carmina Shoemaker*, developed a customer base of over 1,000 clients, and achieved revenues exceeding half a million dollars within two years, with strategic expansion plans underway.

Previously a leading Independent Intellectual Property Rights (IPR) Consultant in India for over a decade, advising Chairmen, MDs/CEOs, and Heads of Legal, Compliance, and Finance on strategy, implementation, and enforcement related to IPR violations. A recognized expert speaker at national and international conferences, with extensive NGO and anti-counterfeiting collaboration.

Earlier career spans journalism, corporate relations, and IT media with The Indian Express Group, Strategic Newspapers, and IT Bazaar, including editorial responsibility for a niche IT publication. Holds a Bachelor of Arts in International Relations. A strong advocate for human rights, holistic wellbeing, lifelong learning, and mentorship.



*Outstanding Women*



# Edith Newbold Wharton

Born: Jan 24, 1862 (New York City)

Died: Aug 11, 1937 (Saint-Brice-sous-Forêt) France

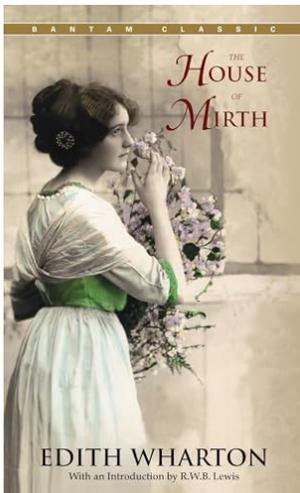
Edith Newbold Wharton was an American novelist, short story writer, and designer celebrated for incisive portrayals of Gilded Age high society. Born into New York's elite, she became the first woman to win the Pulitzer Prize for Fiction with *The Age of Innocence* (1920). Her acclaimed works include *The House of Mirth* and *Ethan Frome*. Also a tastemaker in interior and garden design, she lived much of her life in France, where she engaged in World War I relief efforts.

New York City, 1885. Twenty-three-year-old Edith Wharton stood in her Fifth Avenue mansion, surrounded by wealth, servants, and expectations heavy enough to smother anyone. She had married well—Teddy Wharton was from the “right” family, lived in the “right” circles, and fulfilled every requirement society demanded. And she was utterly miserable. As a teenager, Edith had been caught writing stories in her bedroom. Her mother snatched the pages from her hands with horror. “Nice girls don’t write,” she said. It wasn’t just disapproval—it was a warning. Writing was a profession. A public act. A man’s world. For a girl of New York’s elite, being creative was nearly indecent. But Edith wrote anyway. She wrote in secret. She hid manuscripts in drawers.

She published poems under pseudonyms so her mother’s circle wouldn’t whisper. Born Edith Newbold Jones—those Joneses, the family behind “keeping up with the Joneses”—she grew up at the pinnacle of American wealth. Imported gowns, endless servants, European tours, houses designed to impress people who were already impressed with themselves. Girls like Edith were raised with one goal: marry, host dinners, maintain the family’s position, and never—ever—want anything. But Edith wanted everything. While other privileged children played, she devoured books. On family tours of Europe, she became fluent in French, German, and Italian. By eleven, she had written a full novel. At fifteen, another. At eighteen, she was published—under false names, of course. Because ambition in a woman was inconvenient. And talent was downright scandalous. Then came marriage. Teddy Wharton was handsome, wealthy, well-connected—everything her parents wanted. But he had no intellectual curiosity and no interest in his wife’s mind. Their marriage was cold, strained, and emotionally empty. Edith felt trapped inside a life designed for someone she’d never been.

... So she started doing something radical: She wrote under her real name.

Her first book—**The Decoration of Houses (1897)**—was respectable enough to slide past criticism. But her next one, **The Greater Inclination (1899)**, was real fiction. Real commentary. Her social circle was horrified. Women could read novels. Women could host book clubs. But a woman writing serious literature? Publishing sharp social criticism? Unthinkable. Edith didn't care anymore.



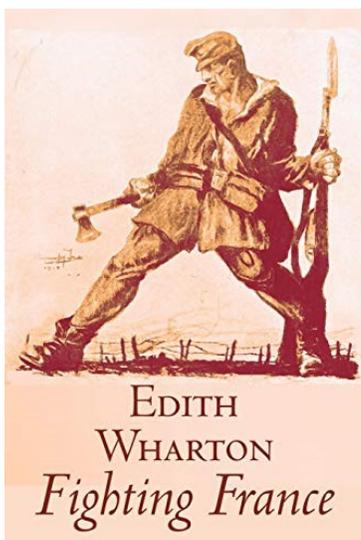
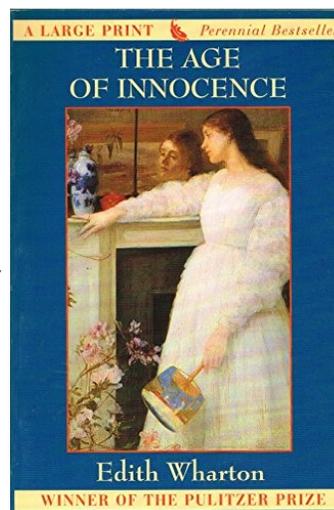
In 1905, she published **The House of Mirth**—a blistering indictment of the exact high-society world she'd been born into. It became a bestseller and a scandal. Wealthy families whispered she had betrayed her class. They weren't wrong.

Then she did the most forbidden thing of all: At 45, she left New York. Moved to France. Separated from Teddy. And finally divorced him in 1913. A woman divorcing her husband in 1913 was nearly radioactive. Edith did it without hesitation.

In Paris, she found what she'd never had in New York: artists, thinkers, friends who valued her mind. She had affairs. She wrote voraciously. Then World War I broke out—and Edith Wharton, born to luxury, didn't run. She stayed in France, organized refugee relief, opened hostels for displaced women, inspected the front lines, and wrote war reporting so vivid it stunned international audiences. **France awarded her the Legion of Honor.**

Meanwhile, she kept writing. And writing. And writing. By the end of her life, Edith Wharton had published 48 books and more than 85 short stories. She became the first woman to win the **Pulitzer Prize for The Age of Innocence (1921)**, a novel that dissected how society crushes individual desire—her own story rendered as art. Yale gave her their first-ever honorary doctorate awarded to a woman. Universities taught her work. Critics hailed her genius. The same society that once tried to silence her now had to read her in classrooms.

But Edith never forgot the cage she escaped. Her novels exposed the rules that suffocated women: the pressure to marry the fear of scandal the shame of ambition.



Most Popular Books

The Age of Innocence

The House of Mirth

Ethan Frome

The Custom of the Country

The Ghost Stories of Edith Wharton



# Betty Webb MBE

**13 May, 1923 - 31 March 2025**

**Aged 101**

**By Dr Helen Fry, WWII Historian**

The recent passing of Betty Webb MBE, a codebreaker at Bletchley Park during the Second World War, reminds us of the extraordinary role played by female intelligence analysts in the defeat of Nazi Germany. This is my tribute to her:

At the age of 101, Betty Webb could still be seen at the wheel of her car, driving around the small village where she lived in Worcestershire, in the English Midlands. In retirement she was spritely and active in education, giving talks to over 200 schools and travelling abroad to speak to groups on her wartime career. When asked about her war years, she once said, **'I wanted to do something more for the war effort than bake sausage rolls.'**

That she most certainly did as a codebreaker at Bletchley Park, the clandestine code-breaking site in the Buckinghamshire countryside. In one of my encounters with her a few years ago, Betty said that she wanted no attention on her own wartime career and that all of her colleagues equally deserve recognition; she was not to be turned into a heroine. Her modest sentiments were so typical of veterans of her generation who wanted no personal praise for their contribution to the defeat of Nazism and the restoration of democracy in Europe at the end of the Second World War.



During the war, Betty was at the heart of one of Britain's most secretive establishments. One of the highest priorities in any war is to break the enemy's codes and ciphers, and Bletchley Park was doing just that from 1939. The estate was purchased by Hugh Sinclair, the then head of MI6, in the summer of 1938. A small 'shooting party' arrived there that Summer, when it was believed war was imminent. When conflict did not break out, they left, only to return a year later when Nazi Germany invaded Poland, and Britain



Bletchley Park was ideally situated within easy distance to London by train. It was here in utmost secrecy that men and women went on to crack encrypted messages between the different German services and the German High Command, including between Adolf Hitler and his Secret Service (the Abwehr). The codebreakers at Bletchley Park went on to break the 'unbreakable' German **Enigma** code, and thereby gave Allied commanders vital information, including operational intelligence, that in the end saved millions of lives.

Betty Webb was 18 years old when she first arrived at Bletchley Park and was asked immediately to sign the Official Secrets Act. Born Charlotte Elizabeth Vine-Stevens, she had been studying at a college near Shrewsbury in Shropshire when she volunteered for the war effort. During her earlier education, which included some home-schooling, her mother had taught her German. In 1941, Betty enlisted in the Auxiliary Territorial Service (ATS), undertook basic training at the Royal Welch Fusiliers' Hightown Barracks in Wrexham, and was soon attached to the British army's Intelligence Corps.



Charlotte Elizabeth Webb  
born Vine-Stevens

On arrival at Bletchley Park, she first worked in the mansion house in a section that was headed by Major Ralph Tester. Here, she catalogued the encrypted German radio messages that had been intercepted by the Y Stations located around the UK. Her early work contributed to the breaking of the German cipher Enigma. She was then transferred to Block F, the Japanese section, which in 1942 broke the particularly difficult Japanese codes. In this section, Betty registered the messages on small cards and organised them into shoeboxes, which formed an early database that could be consulted when necessary.

Alongside this vital work, Betty writes in her memoirs, '**No More Secrets**', about the social life, the men and women she met, and the more mundane weekly jobs. 'We have to keep our bunks spotless and make our beds in a specific way,' she wrote. 'Every Monday we had to polish an allocated section of floor in the barracks with a sort of bitumen type polish until it shined.' Her vivid account gives a valuable snapshot of the realities of life in wartime.

By the end of the war in Europe, nearly 10,000 personnel worked at Bletchley Park; two thirds of them women. When, **30 years later**, they could begin to speak about their wartime work, a public perspective emerged that these women were recruited solely from among the 'debutantes', from the higher echelons of society, including the daughters of admirals and commanders. That was largely true prior to 1941, as it was believed that these ladies were better able to keep a secret than young women from humbler backgrounds. Of course, this proved not to be true.

For decades, the story of the 'debutantes' masked the true picture of those talented young women, not from an aristocratic background, whose brains were used in code-breaking and cryptanalysis. By the time Betty arrived at Bletchley Park in 1941, 200 of the young women at the site were graduates in economics, mathematics, law and languages from the universities of Oxford and Cambridge. They included Jane Hughes (later Fawcett), who played a key role in the sinking of the German battleship Bismarck in May 1941. She had been recruited by a friend who wrote to her: '*I'm at Bletchley and it's perfectly frightful. We're so overworked, so desperately busy. You must come and join us.*'

Patricia Bartley (later Brown) had a knowledge of languages and was given the task of working on the main German diplomatic code, a system that had been ignored because it was deemed to be too difficult. She succeeded in breaking it. The following year, 1942, the new head of Bletchley Park, Edward Travis, undertook a massive recruitment drive to scale up the workforce ahead of key events that were being planned, including the Normandy Landings (D-Day, 6 June 1944). It saw an increase in the number of women from all backgrounds, working right across the site, some as senior codebreakers. One of the women in Hut 16 in 1943, where German army and air force Enigma messages were decrypted, was Valerie Glassborrow, the paternal grandmother of Catherine, Princess of Wales (née Catherine Middleton). She helped to decipher German codes, along with her twin sister Mary; both were from a middle-class background.



The women proved to be good at codebreaking, as in the case of Margaret Rock, whom Betty Webb mentions in her memoirs, and Mavis Batey. Margaret and Mavis played a leading role in cracking the complex Enigma code of the Abwehr. Its Enigma machine had four rotors, instead of the standard three, and these rotated randomly and had no predictable pattern. It had not been possible to break it, until Mavis Batey broke a message on the link between Belgrade and Berlin, allowing the reconstruction of one of the rotors. Within days, the Abwehr Enigma was broken at Bletchley Park and shortly afterwards, Mavis cracked a second Abwehr machine.

Caroline Chojecki (née Rowett) was a pioneering naval intelligence analyst at Bletchley Park. Her comprehensive knowledge of German U-boats helped the codebreakers to read the enemy's messages and save allied supply convoys that were rerouted to avoid attack from German U-boats. She was recruited in June 1942 from Cambridge University, where she was studying German. She was involved in building up a database of information about the U-boats that could help provide 'cribs' – pieces of plain text to help the codebreakers crack the German Naval Enigma again (codenamed 'Shark' by Turing) and thereby decipher the messages.

The same year as Chojecki was recruited, Helene Aldwinckle (née Taylor) became a senior codebreaker in Hut 6, sorting messages that could be linked together by the same call signs or the length of the messages. Having helped to break those codes, she went on to work in a section known as the 'Quiet Watch'. Messages were handed to the Quiet Room to try to unravel if it had not been possible to break a code in another section because, for example, a British intercept operator might have made a mistake or misheard a letter. It was also directly responsible for breaking a number of keys. On 10 April 1944, Helene broke one of the keys called 'P', almost certainly the Luftwaffe leaders' key (the Pink Luftwaffenführungsschlüssel), used to transmit ultra-sensitive communications.

At the end of the war, and still in ATS uniform, Betty Webb was posted to the Pentagon in Washington, as the war in the Far East was continuing with little end in sight. While at the Pentagon, she transcribed the decoded Japanese messages. Other young women from Bletchley Park were also posted to Washington, including Margaret Denniston, daughter of Alastair (head of Bletchley Park before Travis). Betty and Margaret became lifelong friends until Margaret's death in 2005. At the time they met, Betty was working in the office of the British Joint Services Mission near the White House. It was here that Betty learned about the dropping of the atomic bombs on Japan, which finally brought an end to war in the Far East. 'At the end of a long war, all we understood was we were winning,' she recalled. 'Only later did the horror of devastation caused by the bombs sink in.'

Back in Western Europe, the Iron Curtain had descended as a new threat emerged between former Allies; the Cold War was underway. Not all of Bletchley Park's women had been demobbed after the war; their expertise remained vital at a time when peace and democracy were fragile. They continued to contribute to national security and signals intelligence (SIGINT); and almost certainly with GCHQ. One of these women was Joan Clarke, always remembered for being the fiancée that Alan Turing never married, who went on to have a distinguished career in GCHQ that is still classified today.

These women remained tight-lipped about it. Betty Webb herself joined the Territorial Army (TA) in 1955, joining the 321 (Cheshire Battalion) WRAC, becoming a commissioned officer. In autumn 1958 she became a Permanent Staff Officer in her battalion, holding the rank of captain, and adjutant to the commanding officer. While not working, her leisure activities included badminton, tennis, and membership of Deeside Orpheus Music Society.

The importance of education and remembrance was central to Betty Webb's work in her latter years. In 2015, she was appointed a Member of the Order of the British Empire (MBE) in the Birthday Honours for 'services to remembering and promoting the work of Bletchley Park'. In peacetime, she was at the forefront of ensuring that her colleagues were remembered. Having signed the Official Secrets Acts, many of them had died without ever speaking about their work because they were still bound by their oath of secrecy. Betty lived long enough to see the files released and know that she was able to share – and did – her personal story of life at Bletchley Park. She posed the question – what would life have been like had there been no war and no Bletchley Park? She replied: 'I would probably be an old spinster sitting on the porch of Ryecroft [her parent's home], feeding the goats.'

Were there any more secrets from Betty's life? If so, she took them to the grave on 31 March 2025, a few weeks short of her 102nd birthday. Public knowledge of Bletchley Park and its clandestine codebreaking remained classified for 30 years, until the 1970s. Today, as more files are released into the UK National Archives in London, there is a much deeper understanding of the significance of the work carried out by the codebreakers, mathematicians, and cryptanalysts. The men and women of Bletchley Park have left an incredible legacy.

**I hope you were moved by my tribute to Betty Webb MBE.**

**Dr Helen Fry | WWII Historian**

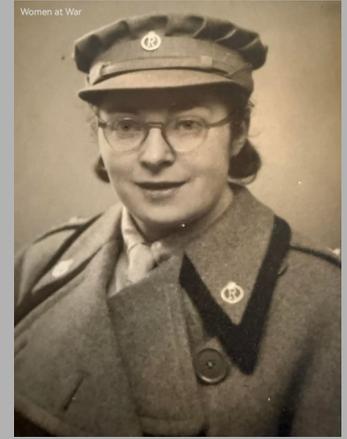


# Women At War (@WomenAtWar2)

By Dr Helen Fry | WWII Historian

Wed, Oct 22, 2025:

Today we remember **Delilah (Della) Gertrude Russell** & her family as she is laid to rest. Della sadly died on 17th Sept ages 106. She was the oldest known Queen Alexandra's Imperial Military Nursing Service veteran of WW2.



I had the privilege of meeting Della & her family earlier this year, to hear about her time in the Africa & Mediterranean Theatres in WW2. See FB or Insta for a detailed account. Thank you for your service Della, you proudly served so that we may live in the world as we do today.

Born at the end of the First World War on 13 October 1918, Della started her working career as a nursery nurse. Someone suggested medical nursing to her and so began her lifetime career in nursing. During the earlier part of the war, Della was working as the Assistant Matron on the Barking ward of the King George Hospital in Ilford, which is where the second image below was taken on 20 October 1940.



A few years later, in 1943, a bad day at work saw Della and her friend Marguerite Dolly Osborne decide to quit their civilian nursing jobs and join up with the Army nurses!



Della was commissioned as a Sister on 4 February 1943. We're still piecing together details of Della's service but here's some of the experiences she recalls serving in both Egypt and then Italy.



Della worked predominantly on hospital trains transporting patients but she was also based at a hospital next-door to the Coliseum in Rome!



She recalls the sinking of the Newfoundland at Salerno in 1943 where six British Army nurses lost their lives and she lost one of her friends Enid at sea on a hospital ship



Whilst serving near Naples she witnessed the famous eruption of Mount Vesuvius on 18 March 1944.

She had 2 private audiences with Pope Pius XII whilst in Rome!



She was Maid of Honour at Margeurite's wedding on 15 Sept 1945 at the St Luke's Church, 103 British General Hospital.



After the war Della continued nursing and worked as the Sister in charge at Charrington's Brewery in the East End of London. She also became President of her local WI. She was rightly proud of her service with the Army nurses and Della and her family have kindly shared these photos to help tell her story.





**SUSAN STAMBERG**

**September 7, 1938**

**October 16, 2025**

**Susan Stamberg  
Last Video Before Death |  
The Voice That Changed  
American Radio Forever**

<https://youtu.be/pWBZ8JwnC4U?si=zg1Cl9oUzQ4aUvV4>

Susan Stamberg	
on October 21, 200	
Born	Susan Levitt September 7, 1938 <a href="#">Newark, New Jersey</a> , U.S.
Died	October 16, 2025 (aged 87)
Resting place	<a href="#">Rock Creek Cemetery</a> , Washington, D.C., U.S.
Education	<a href="#">Barnard College</a> (BA)
Spouse	Louis C. Stamberg(m. 1962; died 2007)
Children	<a href="#">Josh Stamberg</a>
Career	
Show	<a href="#">All Things Considered</a> <a href="#">Weekend Edition Saturday</a>
Network	<a href="#">National Public Radio</a>

*All Things Considered* (ATC) is the flagship news program on the American network [National Public Radio](#) (NPR). It was the first news program on NPR, premiering on May 3, 1971. It is broadcast live on NPR affiliated stations in the [United States](#), and worldwide through several different outlets. *All Things Considered* and *Morning Edition* were the [highest rated public radio programs in the United States](#) in 2002 and 2005. <sup>[1][2]</sup>

The show combines news, analysis, commentary, interviews, and special features, and its segments vary in length and style. ATC airs weekdays from 4:00 p.m. to 6:00 p.m. Eastern Time (live) or Pacific Time (recorded with some updates; in [Hawaii](#) it airs as a fully recorded program) or from 3:00 p.m. to 5:00 p.m. Central Time. ATC's weekend counterpart airs on Saturdays and Sundays.

**Susan Phoebe Stamberg** ([née](#) Levitt; September 7, 1938 – October 16, 2025) was an American radio journalist. She was co-host of [NPR](#)'s flagship program [All Things Considered](#) from 1972 to 1986.

In that role Stamberg was the first female host of a national news broadcast.<sup>[1]</sup> She was considered one of NPR's "Founding Mothers"<sup>[2]</sup> along with [Nina Totenberg](#), [Linda Wertheimer](#), and [Cokie Roberts](#).

She worked for NPR in a variety of roles, including as a special correspondent, until her retirement in 2025.

Cream



Puffs

## Choux à la Crème

Ingredients

Preparation: 15 minutes

Cooking time 20 to 24 minutes

For 4 to 6 persons (15 choux medium size or 24 small size) Tray: 17" X 10" -

Oven 400 F = 6—PREHEAT YOUR OVEN.

Place in a medium size saucepan: 1/4 liter water, 1/2 coffee spoon salt, 1 soup spoon sugar and 75 grs (2.65 ounces) butter cut in small cubes.

Separately prepare 150grs flour (5.30 ounces)

Keep aside 4 eggs that you will need later and a little butter just enough to butter your tray.

### Action

Bring to a boil the full contents of the saucepan and, as soon as boiling set aside and throw into it, in one go, the 150grs of flour. Stir energetically with a spatula until a ball forms itself.

Place this ball into a mixing bowl. Let it cool 2 minutes

Then one by one add the 4 full eggs—Mix extremely well until you obtain a smooth mixture.

Then with the help of 2 medium size spoons: take one spoon of the mixture and with the other spoon push it slowly down onto the buttered tray (for small puffs displayed on a tray 17X10" you should have room for 6 choux in the length and 4 in the width—If you wish to make bigger choux you can display 5 and 3. Place your tray in your PREHEATED OVEN— Do not open during cooking but at 20 minutes check if they are a little gold—if not leave another 5 minutes. Do not take them out too early ... they would fall flat. Sometimes I give them a 1 minute broil ... no more than that.

For the Cream ... personally I swear by HORIZON Organic HEAVY Whipping CREAM. To a small carton of One Pint I add two large soup spoons of sugar. The mixer does the rest but not for too long ... you do not want to get butter—Only a very smooth firm cream. Open puffs in their middle part at 3/4 (like an open mouth) with good scissors and fill them with the cream!

Et voilà!

Joyeux Noël!

