

President's Message

Hi Gems

I love meeting new people. It's fun to get to know them, learn what they like and don't like and find ways that you can enjoy your time together. I didn't always like it. Believe it or not, I was a very shy child and teen. But somewhere in my 20's I started talking to people and realized I liked it! Each person brings a gift to my life. They make me laugh or teach me something new.



Being in ABWA has given me a chance to meet a lot of new people. I like to go to events in other areas and attend meetings of other leagues (often by Zoom) to learn from their speakers and make new connections.

I hope you'll seek out these opportunities and meet new people who can bring gifts to your life. There is a wide variety of experiences and knowledge that is there for you to find. If you are interested in attending something with me – Road Trip! – let me know. I would love to share the experience with you.

Renee Clement

Gem City ABWA President

Upcoming Chapter, Regional & National Events, News and Education

Coffee Connections

2/18/26, 1pm or 7pm. Log on to abwa.org to register. Free

Spring Conference (Virtual)

3/27-3/28/26

This engaging two-day event packed with insights from nationally acclaimed keynote speakers and expert-led sessions. Whether you're looking to sharpen your leadership, technical, or interpersonal skills, this conference is designed for businesswomen who are committed to growth and success in their careers. See the full agenda and register at abwa.org. Early Bird price \$300. \$450 after 2-26-26

ABWA National Women's Leadership

Conference.

9/28-10/4/26

Apex Campus Educational Opportunities

Log in at www.myapexcampus.org

Gem City Officers

President - Renee Clement,
reneeclement@gmail.com

VP - Kelly Gray,
kelly@hotheadburritos.com

Secretary - Andrea Haschart,
alhaschart@gmail.com

Treasurer - Bri Damico
Bridamico22@gmail.com

Past Meeting Highlights

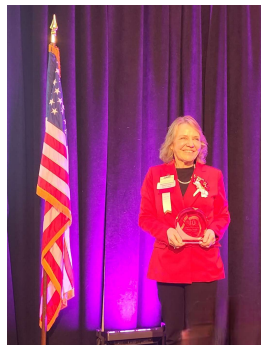
November 2025

Tara McCafferty, SoFo Solutions

Our very own Tara McCafferty presented - AI Meets HR: Preparing People and Policies for the Future of Work. How artificial intelligence is transforming the workplace and the role of HR, while reinforcing that empathy, trust, and human connection remain critical leadership strengths was covered. As organizations shift from rigid, efficiency-driven models to more agile and people-centered approaches, AI supports this evolution by automating routine tasks, improving data-driven insights, and enabling innovation and flexible work—without replacing human judgment. Organized around the themes of People, Performance, and Progress, the presentation highlights ethical and inclusive uses of AI to enhance engagement, reduce bias, support learning, and empower diverse talent, including women. The key takeaway is clear: when guided by strong values and thoughtful leadership, AI becomes a powerful partner that elevates people, strengthens performance, and drives sustainable progress.

National Women's Leadership Conference, Portland, ME

Gem City Chapter member Deanna Nesbitt received the honor of being named a Top 10 Business Women at the 2025 National conference. Gem City was also recognized in the Best Practices session in the "Striving" category. Let's work hard to get the to the first level for 2026!



December 2025

Our Mingle and Jingle event earned the chapter a profit of \$240!



January 2026

Peggy Collins and Hannah Myhre-Gaskill, Empower.ology

"Protect and Grow Your Wealth at Every Stage of Life" highlighted the financial challenges women often face—including lower lifetime earnings, caregiving responsibilities, and longer life expectancy—and emphasized the importance of setting clear goals, building emergency savings, managing debt, and protecting income through insurance and long-term care planning.

The session also focused on strategies to grow and preserve wealth, including retirement planning, smart investing, diversification, and estate planning. The key message: financial confidence comes from protecting what you have, growing what you earn, and planning ahead for every stage of life.



Gem City Members

Member Spotlight

I am **Tara McCafferty**, owner of SoFo Solution Focused HR, and I'm truly excited to be part of the American Business Women's Association. My path brought me to Dayton after meeting the man who became my husband, and this community has really become home for me. I'm a proud dog mom and someone who values connection, balance, and relationships — both personally and professionally.



Through SoFo Solution Focused HR, I partner with businesses to create practical, people-centered HR solutions that help organizations grow while supporting the humans behind the work. Entrepreneurship has shown me how powerful it is to be surrounded by women who lift each other up, share insight, and celebrate wins together. Outside of work, you'll usually find me enjoying a good glass of wine, getting lost in a book, or planning my next travel adventure.



What are Members Learning, Reading, Doing.....

Renee Clement

I love crafting, sewing, crocheting. I'm always looking for new ways to stretch my skills and learn new techniques. I've been reading about the benefits of slow crafting. The idea is that you are focusing on creating something with your hands to reduce stress and increase patience.

I have rediscovered embroidery from this which makes me focus on the pattern and the stitches. I can practice new stitches with pretty thread and think of nothing else. It's a fun and relaxing way for me to unwind in the evening.

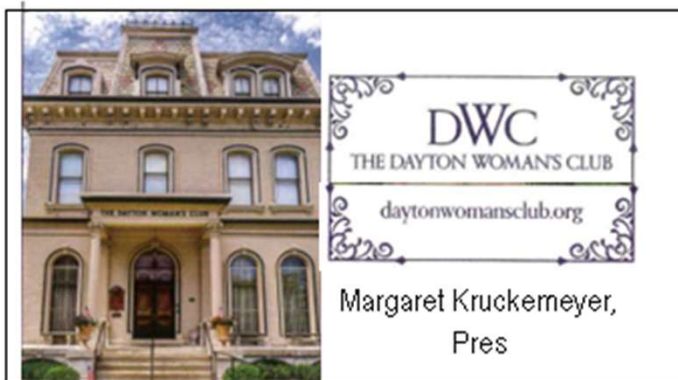
Angie Snowball

If you're looking for a fun, professional development podcast, join Angie on *Serving Up Success With a Splash*. Each week, she and her co-host tackle a new topic related to life, career and business with a craft cocktail recipe to liven up the conversation. In Q2, you'll see the release of their mini courses that deep dive into popular topics, as well as the release of Angie's new book, "7 Secrets to Win on LinkedIn." Angie is also President of the Old North Dayton Neighborhood Association, deeply embedding herself in the community as Secretary of the Eintracht Sining Society and guest bartender at The Polish Club. Don't forget her International Women's Day Celebration on March 6th, a free event to celebrate women in business, complete with local vendors and an international fashion show!

Newsletter Info:

Published: February, May, August, November
 Advertising: 2 x 3 1/2 ad, 4 publications
 \$20 for members, \$50 non-members
 Art due 1st of publication month
 Contact: Kelly Gray,
kelly@hotheadburritos.com

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Gem City Chapter Vision Statement

The vision of the Gem City Chapter of ABWA is to connect the women of the Miami Valley with other like-minded women both locally and nationally. We will provide a safe place for women to grow their skills with speaking and leadership opportunities. We will encourage lifelong learning by providing educational programs at our meetings and assist members in attending ABWA conference. Our chapter regularly gives back to the community by creating awareness of local nonprofits and supporting them through donations.

ABWA's Proud Code of Conduct

1. All members will serve as goodwill ambassadors for the American Business Women's Association.
2. Members will not allow their personal beliefs and convictions to interfere with the representation of ABWA's mission.
3. Members will always treat their member colleagues, guests, vendors and sponsors with honesty, respect, fairness, integrity, responsibility, kindness, and in good faith.
4. Members will maintain compliance with ABWA National, Chapter and
5. Express Network Bylaws.
6. Members will not use their personal power to advance their personal interests. Members will strive for excellence in their professions by maintaining and enhancing their own business knowledge and skills, and by encouraging the professional development of other members.

Meetings – 2nd Tuesday of each month

Ohio's Hospice of Dayton, 324 Wilmington Ave, Dayton OH 45420. 1st parking lot on the left (towards staff parking) and the 1st building is the Shaw building. A staffer will let you in the front entrance.