

Global Women's Leadership Network Newsletter

November 2005

The Director's Corner

Linda Alepin, Executive Director, Global Women's Leadership Network

"The reasonable man adapts himself to the world; the unreasonable one persists in trying to adapt the world to himself. Therefore all progress depends on the unreasonable man."

George Bernard Shaw

It has been less than three months since the end of the Women Leaders for the World program this summer, and, the "unreasonable" leaders have produced miracles. .

This newsletter is dedicated to appreciating and commending what they have achieved.

Go to mms://216.93.180.194/parc_forum/women_leaders.wmv to meet these women. You will see some wonderful leaders arriving at Santa Clara University with their dreams. You will see some extraordinary leaders leaving with inextinguishable passion and the action plans to match.

Our thanks to the coaches — Bonita Banducci, Joanne Brem, Julia Dederer, Susan Gear, Cate Sabatini, Camille Smith, and Sarah Thomas — who have followed them literally around the world in the last three months to advise them, sustain them, and applaud their successes.

I relay here what [Lydia Bakaki](#), [Mary McCusker](#), [Patricia Rain](#), [Maureen Ross](#), and [Mary Repine](#) are "up to" and encourage you to correspond with them as a way to "be" the network for them.

Also in this newsletter are [Participant Reflections](#), [Life Lessons](#), the status of our [Women at the Well Program](#), [sponsorship information](#), and [acknowledgements](#) of our staff and volunteers.

What We've Been Up To!

Inputs from various participants

Lydia Bakaki

of Uganda is a stand for equality between men and women. She is an advocate for women's land rights in Uganda. She spent the month of August touring California with her vision of moving from 1% women's land ownership to 50%. Her project title may sound simple, but for Ugandan women it is close to impossible — full participation of Uganda Women in governance of their homes, communities, and country. Upon her return to her country in September, she purchased land for 50 women in one of key five regions in Uganda and documented customary practices in that central region. She has also secured land for the next 50 women from the second region. Her organization has planned a fundraising for settling the first group and acquiring land for the remaining four regions. Women's Intercultural Network at 1950 Hayes Street, Suite 2, San Francisco, CA 94117, USA Tel: 415 221-4841, is assisting her fundraising efforts in the U.S.

Contact Lydia at mountaint2002@yahoo.com

Global Women's Leadership Network Newsletter

November 2005

Mary McCusker

finds that she sees her original vision and dreams in a new light—that of a loosely organized confederation of non-profit mental health organizations and service providers, who communicate regularly; meet often, and share support, information and resources... there is ample proof that women have remarkable skills in seeing a need, organizing and working together to address it. In her lifetime she has seen the rise of grassroots organizations powered by committed women, who changed the face of our social fabric—Mothers Against Drunk Driving/ Another Mother for Peace/ Women Against the War .

Working with women to improve the quality of life for all is a constant effort and an endless joy for Mary.

The groundwork for a county-wide organization exists in some of the coalitions and business organizations in our area. It needs to go a step further toward a supportive alliance which could nurture all, and provide critical support to newly emerging service providers... an incubator for quality of life visions.

Mary has spent a great deal of time making appointments with other non-profit leaders, local organizations, and political contacts. She has spoken to many of the local non-profits involved in this work and asked each of them for the name of another. She has attended community meetings about the use of Prop 63 mental health funds; spoken to police officers about their views of community needs; called county organizations to ask about resources and funding.

Most leaders are open, friendly and interested. She has floated several ideas for projects shared by two or three non-profits and most have said that if someone will organize a meeting, they'll consider them. She tries every day to listen for the gold, and find that there is much of it, and some comes in unlikely conversations.

She has spoken to several board members about building and reallocating our funds. They have many ideas and much input. As one board member told her, "We're not short on money. We're short on people who make things happen. Let's change that."

Correspond with Mary McCusker, Executive Director, Palo Alto Mental Research Institute (marydmccusker@yahoo.com)

Patricia Rain (the Vanilla Queen)

has a vision to heal and strengthen the tropics worldwide by empowering tropical commodities growers and their families so that *Fair Trade, Organics* and *Sustainable Agriculture* are not only attainable but standard practice. This includes equality between men and women in agriculture and educational opportunities for children.

Global Women's Leadership Network Newsletter

November 2005

Since the completion of the Women Leaders for the World, she has shared many of the tools she learned with her staff. She has taken many steps that have made possible her business' growth.

In September she went to Santa Fe, NM for Real Speaker's Training. In October she spoke at the Commonwealth Club in SF and Villa Montalvo in Saratoga to sold-out audiences and had excellent feedback, including a significant increase in her book sales. She is scheduled to do two events at Copia in Napa in January and in April, and is doing two programs plus an NPR radio program in Atlanta, GA in March.

One of our friends in the network, Aimee Johnson, of Starbucks, is guiding her products through the internal channels. Patricia and her crew are actively soliciting many wholesale accounts, including Whole Foods.

September sales were up 130% over last year! Overall her business is *finally* profitable. Given the vanilla crisis, the dot.com crash, and the slow online economy the first three years of our business, it is truly remarkable and a tribute to Patricia and her co-workers. They have impacted the lives of many thousands of families worldwide by providing information and assistance in selling product when the market was in crisis, and giving hope to farmers who never before had information about prices and the world vanilla and other tropical commodities markets available to them.

Using knowledge about technology obtained during her WLW visit, Patricia has set up a Google group for the International Tropical Farmers' Network with roughly 50 participants. As each participant represents anywhere between 10 and thousands of farmers, this is not a small group. One of her farmers, Stephen Waikwa, has offered his services to the Rohi school farm program and has been in contact with Mary Repine. He is experienced in sustainable agriculture and has offered to assist in building up their farming methods so that they have maximum production of organic produce.

On a personal note, she sailed through her first chemotherapy treatment recently. She is controlling her nausea through a combination of ginger ale with Tahitian vanilla extract. We all pray that she can get the cancer back into remission. As she often tells us, she has a lot of work still to do and two grandsons to enjoy!

I am sure that Patricia would love to hear from you at rain@vanilla.com .

Maureen Ross

now describes herself as confident, standing up for herself, setting new levels of expectations, loving her to do list (imagine that!), finding new horizons, incredibly busy , understanding her true passion, committed to making herself happy, committed to getting through breakdowns, energized by thought, understanding the importance of keeping that circle of support, understanding that she is a leader, helping others understand their own dreams and passions. In a few short words, leading from her authentic self.

Global Women's Leadership Network Newsletter

November 2005

Her vision for the Network of Care is to care for families of patients in pediatric wards by providing bags of nourishment. Over the course of the coaching calls she developed her own personal vision of a 'Global Network of Care.' She is taking her personal passion of helping others to a larger commitment to care for people globally.

Looking back now, there are so many accomplishments that Maureen has come to recognize. She has traversed a lot of ground personally and with her project. Currently, the 'Network of Care' non-profit has been successfully deployed in more than 15 hospitals throughout California. They created and deployed a wonderful Web site (www.thenetworkofcare.org) and are currently working on a Google Grant to receive free advertising. The non-profit director, Janet Frazier and her husband Jim Frazier, won the San Francisco Jefferson award for establishing the Network of Care, and the San Francisco Chronicle featured the program in an article. They have received many volunteer requests after the Chronicle article. One of the executives of Chevron donated his time to help create bags. The PR surrounding this event helped promote the program within the company. Network of Care is now listed as one of Chevron's non-profit organizations to which employee's can donate part of their pay check.

Every time Maureen helps someone with their project and vision, she feels re-energized and reminded of the connections she made this past summer. That is why she would like to create a dialogue or program for women and/or men that have just graduated from college. As a recent grad, she felt lost after graduation because her friends were spread far and wide. She believes that having a group that support's your projects will help graduates be more successful.

To contact Maureen, especially in order to form such a group, email meross15@yahoo.com .

Mary Repine of Livermore, CA.

has a special vision — to connect women in the U.S. to young women and girls in Kenya. Prior to GWLN, this seemed ephemeral — something unreal. Earlier in October, Mary journeyed all the way to Kenya to open the first room in the girls' school that she had dreamed of. I share with you here some of her emails from that journey and since her return. These emails speak of an awakening in her spirit and in her world view. As another pioneer said to me recently, "Africa sucks you and breaks your heart." Here are Mary's words:

"Emotionally this is a challenging trip. I have seen things I only expected to see in heaven or hell; both are present here and in full view everyday. Yesterday we went to the dumps and gave milk and bread to children, a few women and many, many men. The food ran out, as people kept coming. It was hard to see the men take the milk away from small children once the food ran out. It was hard to see the children shove a half a loaf of bread into their mouths to prevent this from happening.

"But, there are also many moments that are very uplifting, the boys at the Rohi School are so sweet, a couple of the young ones, (6 to 8 year olds), sit right next to me now and know my

Global Women's Leadership Network Newsletter

November 2005

name and gradually if they think no one is looking they inch their hand over and lay it on top of mine and that feels like heaven. They are very tenderhearted for God and for each other. Rohi is definitely a place of transformation for the boys, when you see where they came from and how they are now thriving you just feel like you could burst to see all that God has done through the Shields Family from America, the Muthua Family here in Africa, through the amazing Kenyan teachers who encourage and love them and of course through the touch of Jesus. I have never seen such pure faith as I see here in these kids, when they sing, and when they hug each other, and when they ask if you know their sponsor they are so hopeful. They love to talk about their futures.

From another email —

"It truly is hard to believe that Kenya & California co-exist on this same planet. Life for the majority of Kenyan kids is filled with such poverty, and sickness and loss of immediate family and loved ones to AIDS and tribal unrest. It is a tribute to God's love and the human spirit that they not only continue to keep going, but actually thrive in the face of this tremendous adversity. They wake up each morning truly thankful for their lives, their health, their schooling, their teachers and they look for ways to help and encourage each other all day....that is what they have shared with me in their little voices with the slight English accent, and the pronunciation of each syllable for words like "auto-mat-ic-all-ly." When I ask the boys questions, they tend to think pensively for a few moments and then often reply with a big smile: "Well, act-tu-al-ly yesss!" They know about active fully involved listening in Kenya, and what a gift it is to one another.

After her return —

"How was my trip? It was raw, it was disturbing, it was eye opening, it tore the lid off how I felt about God, and people and the world. I suspect it will take me years to process what I saw, I hope that my newly expanded vision motivates me to do something with my life on behalf of these children whose spirits have gripped me, whose transformed lives have transformed mine. I was tentative to touch them at first, as they held out their hands to me. The first street boy I touched was flaming with fever to the touch, the next hand I held was freezing cold. I wanted to reach into my backpack and use my Purel immediately; but I did not. I followed the lead of the Shields Family and by the end of my 7 days in Africa I was able to embrace whoever came within 3 feet of me, and stroke them, and enjoy eating with them....no boundaries. If I did not know that people were praying for me at home I never could have done this.

It is important that you go to the dumpsters where about 50% of the boys at Rohi come from; and to the homes of some of the old women who are trying to care for 15 or so grandchildren, as their own children have died at mid-life from AIDS. They account for the other 50%, the relatives and neighbors who take in the orphans, and many of them could not feed their families before the AIDS crisis, let alone taking in more mouths to feed. Two brothers walked to the school barefoot from 30 miles away. Sitting with the younger boys they like they are about 7 or 8 years old, they are small and their hair still comes out in clumps, but they are actually teenagers, 12 and 14, Kimberley told me that they had been locked in a closet for weeks. A neighbor freed the boys and drew them a map to the Rohi school and told them to run. I tried to send them both love through my eyes, but they were so visibly nervous as I engaged them, I just gave them some candy from my pocket and let them run off.

Global Women's Leadership Network Newsletter

November 2005

I departed for Kenya 10 days ago, I returned to California last night. When I put my key in the front door it opened and the clothes in the closet are mine, so I am sure this is my house. I look the same only very tired, my hair is a tiny bit longer, my dark circles are deeper and my heart is very much fuller; although, I left a piece of it behind, lost and still beating for beautiful, innocent children in Nakuru.

Mary Repine awaits your comments at himary@sbcglobal.net

Participant Reflections

My greatest insight so far has been into myself. I had to look very deep to see what was really important to me, and what was keeping me from doing it. I had to listen to each speaker at Santa Clara, and think over each new idea. It wasn't surprising to me that I often second-guessed myself, but it was helpful to discover what my hot buttons are.

And when "listening for the gold" it's been gratifying to find that it is there! And to discover that most people want to participate in a dream. Sometimes the dream can be shared by many, and that it's very good, and satisfying to have a part in other people's dreams along the way.

I think it's comforting to realize that it's never too late to try to accomplish something, and always a good time to ask for help. I now believe that there are many people with wonderful, doable visions, and they are waiting for someone else to say, "You can do this. Here's a first step" Wonderful things can happen in my lifetime, and it's up to me to move them along.

Mary McCusker

Having a life-threatening disease has provided me with many insights about living consciously and dying with dignity. It helps me to have even greater compassion for those going through serious health issues, and it colors everything I do. It also helps to cut away the detritus and not be terribly concerned about the small things – and most things in our lives are small.

I have really grasped the concept that in our culture we are privileged to have a passion! In most cultures people don't have that luxury as they are struggling for survival. I have included this concept into my speaking engagements, to impress upon people that they should find a passion and breathe life and love into it, to act on it and to give back. Americans are really the only culture where volunteerism is accepted as the norm. In most countries – even the rich countries – the idea of volunteering one's time is unknown. While it's increasingly difficult for many Americans to volunteer a lot of time due to the high cost of living, it certainly came to light during the storms in the Gulf. People reached out and helped!

My staff and I baked cookies for relief workers. It was a small gesture, but for someone on a 14 – 16 hour shift, a homemade cookie and a cup of coffee is greatly appreciated. We got bakeries and other people involved in the project as well. Now that the holidays are upon us we have had to put baking on hold, but it made me realize once again, how the energy of intention can become powerful.

Patricia Rain

Global Women's Leadership Network Newsletter

November 2005

"What is risk and empowerment to me? It is flying. To fly you need to make the leap and trust that your wings will support you. Then once you are flying it is the best feeling ever, you are above the predictable and in the air of possibility and breakthroughs.' Maureen Ross

Many women are going to get their dreams fulfilled. Rural women starting with those in Uganda are going to become activists. The advocacy terrain is going to change dramatically. Leaders are going to start referring to community women's groups before embarking on serious programmes.

Lydia Bakaki

Life Lessons

Each of us is capable of something wonderful. Working together it can become something world-changing. Mary M.

Health care is available for *everyone*. Patricia R.

Money is just a figure. Lydia B.

[Women Meet "At The Well"](#)

We now have active Well programs in Palo Alto and San Francisco. In the next few months, we will be launching in the East Bay, at Santa Clara University in partnership with the Women in Business network, at local companies, and at other academic institutions. We will be issuing a monthly announcement of all the Well activity as a single correspondence in order to minimize the impact on your Inboxes!.

If you answer 'yes' to any of these questions, being part of a Well is right for you:

- * Would you like to be part of a community of women who can challenge each other's leadership assumptions and practices?
- * Are you the kind of person who loves to help others see business challenges as growth and learning opportunities?
- * Are you encouraged as a leader when you have a network of peers to support you?

If you have general questions about the Well program, contact Maureen Simon at maureen@maurensimon.com

San Francisco, CA

Please join us for the third Well in San Francisco. We promise provocative, introspective

Global Women's Leadership Network Newsletter

November 2005

conversations that will stimulate you as a woman, a leader, and a female member of the world community. We appreciate the sponsorship of New Ventures West

When: Wednesday, November 30, 2005, from 7:00 - 9:00 PM

Where: The Lauren Coaching Center, 3502 Geary Blvd., Second Floor (at the NW corner of Geary Boulevard and Stanyan Street)

The theme for the evening will center on risk and empowerment. Our guest speaker is Dr. Marilyn Steele. Marilyn is a Jungian psychologist and founder of Steele Rose Consulting, dedicated to bringing women's ways of knowing and leading into the highest levels of leadership. For 22 years, she has facilitated and inspired women to connect to their deep intuitive wisdom, passion and the power of their integrated intelligence. She is convinced that bringing their particular gifts, values and vision into magnificent expression are exactly what business and the world need for creative transformation."

The dialogue will be co-facilitated by Maureen Simon, Women's Business Leadership Consultant and Linda Curtis, Executive Coach, Author, Leadership Consultant.

Palo Alto, CA

The fifth meeting of the Palo Alto group will be held on Friday, November 11th from 7:30 AM to 9:00 AM (note morning hour) at the Institute of Transpersonal Psychology, our co-sponsor, in the Great Sofia Room at the Institute of Transpersonal Psychology, 1069 East Meadow Circle, Palo Alto. Directions can be found at <http://www.itp.edu/contact.cfm>. Coffee, tea and snacks will be served.

This conversation will be about women, risk-taking and empowerment. Joan Rosselle, the Director of Major Giving for the El Camino Hospital Foundation, will spark the dialogue with the sharing of her personal journey. Joan is leading the Campaign for the new El Camino Hospital and has raised over \$8 million in the last 15 months. She has been on the Peninsula and at El Camino Hospital for the past 7 years. Prior to her current position, she was the Area Director of Alameda County Special Olympics. Future topics for groups will revolve around trust and conflict resolution.

The upcoming dialogue group will be co-facilitated by Marilyn Manning, founder and CEO of The Consulting Team, a management consulting and mediation firm, and Susan Gear, co-director of the Global Women's Leadership Network, entrepreneur, organizational developer and volunteer in the non-profit sectors.

Women Leaders for the World **Sponsorship**

We are currently raising funds to invest in our infrastructure (website, etc.) and to support our programs — Women Leaders for the World and Global Women at the Well.

Please consider pledging at one of the five Women Leaders for the World sponsorship categories available for individuals and organizations:

Global Women's Leadership Network Newsletter

November 2005

Visionary ☐ **\$100,000**

Accelerator ☐ **\$25,000**

Ambassador ☐ **\$10,000**

Mentor ☐ **\$5,000**

Individual Contributor (Up to \$4,999)

For more information about the GWLN or to find out how you can contribute financially contact Linda T. Alepin, Founding Director, at (650) 948-4122 or email at lalepin@scu.edu. Your donation to GWLN is tax deductible through Santa Clara University's tax exempt status.

Acknowledgements

GWLN could not exist without the contributions of many volunteers. Here are some of the reasons they give so generously of their time and themselves:

Because GWLN ignites and nurtures the passion of individual women in a way that can transform companies and communities, families and nations. - Jennifer Ernst

Because I am committed to empowering women and transforming global leadership. - Susan Gear

GWLN allows me to partner with and transform the lives of women around the globe. It helps me see growing possibility, both in myself and in those I serve." - Shilpa Mohan, SCU Intern

I give my time to the GWLN because I am committed to women everywhere and of all ages living lives of fulfillment and full self-expression. - Julia Dederer

I give time to GWLN because it's important that women get a chance to make a difference — and that includes the women in our programs and us, as leaders. Many people have given be a chance, and it's time for me to give back. - Camille Smith

Global Women's Leadership Network, Leadership Team

Linda Alepin, Bonita Banducci, Julia Dederer, Jennifer Ernst, Conchita Franco-Serri, Susan Gear, Peggy Lowe, Maureen Simon, Camille Smith, Marion Stetson-Rodriguez, Sarah Thomas

We could not accomplish what we do without the support of our SCU interns — Michelle Curtis, Shilpa Mohan, and Michael Stinson. We also acknowledge the support of Kevin Holmes, the new Director of the Center for Innovation