

Women TODAY



**Simplify
Your Life**
HERE'S HOW

*Plus, a guide
to resources
and events
just for you*

Lani Nelson-Zlupko
of LNZ Consulting
in Wilmington.

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Lani Nelson-Zlupko's strategy for overcoming obstacles is called **MOVE: Move back, Observe, Visualize and Evolve.**

Balance Your Life

A local consultant helps women move forward by showing them how to navigate major life changes. **by Pam George**

As a child, Lani Nelson-Zlupko's aptitude caught the attention of her teachers and swim coaches, who urged her to take her abilities to their highest level. She earned plenty of kudos, which prompted her to try harder.

By the time she was a freshman sociology major at Harvard University, Nelson-Zlupko was swimming twice a day, studying most of the day and doing peer counseling. Under stress herself, she soon saw burnout in students around her.

"I realized there was a high cost for achievement, and that I was not someone who valued achievement at all costs," she says. "I wanted to enjoy my life, and it was a tremendous fight for my sanity because the conveyor belt was rolling."

The question persisted when she pursued studies at the University of Pennsylvania, where she earned her master's degree and doctorate. She grappled with the pressure to em-

bark on the tenure track or climb the corporate ladder toward an executive director position at a counseling agency.

Nelson-Zlupko, however, was just starting her family. She wanted to know her children and be there for them, yet still have a career. In a bold move, she took a detour from the tenure track and kicked away the corporate ladder.

Today, the clinical social worker is on the faculty of the University of Pennsylvania, and she has a Wilmington practice, LNZ Consulting, which she runs from home. Few would deny she has achieved her goals.

Her practice specializes in helping women find balance and develop coping skills to help them through major life transitions such as a divorce or job change. Her goal, she says, is moving women forward. Sometimes that means helping over-achievers to accept being "good enough," especially if their quest for perfection is destroying their lives and

their relationships.

Being good enough does not mean you forsake your goal of landing a high-paying job. It means that whatever you do, you do it to the best of your ability with an eye on your well-being and your priorities. Nelson-Zlupko was surrounded by encouraging teachers and coaches who told her she could be “the next big thing” in her chosen

related to their sport, for instance, might mean the loss of regular family dinners. If family dinners are a priority, you can better handle the barbed comment from the soccer mom who’s astonished that you didn’t sign Johnny up for soccer camps. Instead of feeling like a bad mom or getting angry, you acknowledge that each family has priorities and you know yours. For the other woman,

New situations arise every day and they require new strategies for coping. If you don't learn to manage demanding people and situations, you can get pulled off course.

endeavor. She realized that just because they thought she could succeed at any cost did not mean she had to go that route. She could be successful on her own terms and find balance.

Nelson-Zlupko’s strategy for overcoming obstacles is called MOVE: Move back, Observe, Visualize and Evolve. Not only will the strategy help you handle last-minute deadlines, urgent requests and demanding supervisors, but it also is handy whenever you feel a sense of unease in a situation.

First move back and buy time. Picture a child jumping off the school bus, demanding to go to Timmy’s for dinner. Using the MOVE approach, the mother might respond with, “Let’s check the calendar.” Now she has time to consider the matter.

The same holds true when a coworker calls with a last-minute job. Tell her you must check your schedule before you can answer. Just because the other person feels the matter is urgent does not mean you should respond with urgency. “Meeting urgency with urgency does not produce a good outcome,” Nelson-Zlupko says.

The O in MOVE prompts us to observe ourselves and others realistically. What can you realistically accomplish? Are you truly the person to handle this job? What is already on your plate? This is where being “good enough” comes into play.

Observe how the situation or request impacts your established priorities. Nelson-Zlupko regularly asks what she might regret as a consequence of her choices. Allowing children to sign up for every experience

regular family dinners might come second to her son or daughter’s sport.

V is for visualize. Maybe the soccer camp is great for Johnny, but it will affect the other children or your job. “In today’s paradigm of modern parenthood, there’s no lack of opportunity to go insane,” says Nelson-Zlupko, the mother of three. “So many women say, ‘I don’t know who I am anymore. I exist for others.’” Visualize being both well-adjusted and an attentive mother.

It is OK to say no. “When we give away our power, our time and our energy at the whim of everyone else, we are not in charge of our own lives,” she says. If you accept the task, avoid overpromising. Realize that computers break down, relatives get ill and you will need to reset your expectations.

There are times when you may not be able to make deadlines. There are even times when you must bow out, let someone else finish a project. “We can’t continue to offer perfection,” Nelson-Zlupko says. “Women do so at their own peril.”

Some women might feel it is selfish to turn down a project or deny their child an activity. “I tell women this is survival, and you matter, too,” says Nelson-Zlupko. She points out a high rate of depression and anxiety among women.

The E in MOVE is for “evolve,” whether that involves learning new skills to advance your career or learning coping mechanisms to handle emotional cyclones.

When Nelson-Zlupko started her clinical work, she went to work each morning ready to connect with clients, many of whom were destitute or on drugs. “By noon, I was a wreck,” she says. “I went home crying every day. I needed to gain the skills to handle their pain, be present and take care of myself.”

Handling emotions can be difficult for women, who are naturally wired to pick up on other people’s feelings. The good news is that women can better anticipate a problem before it festers. The bad news is that others affect our mood. Imagine coming to work in a good humor only to find your assistant distraught over a lost love. Pretty soon that black cloud creeps into your office. A male coworker might figure that the assistant’s love life is none of his business and get back to work. Women need to show that they care without letting someone else’s problems distract them from their own needs and priorities, Nelson-Zlupko says.

“If you don’t learn to manage demanding people and situations, you can get pulled off course,” Nelson-Zlupko says.

New situations will arise, and they will require new strategies for coping. “My research and training have given me plenty of strategies and, still, new challenges come up in my own life, every day,” she says. “I look for solutions, and new ways of responding. I believe I’ll find the right resource to keep growing, and I’ll do it better next time.”

And, no doubt, it will be good enough. “I’m damn adequate,” she says. “That’s the mantra.”

MAKE YOUR MOVE

Taking on more than you can handle is a sure-fire means to stress. Here’s one way to manage: MOVE

MOVE BACK Take a look. Do you have time for the project or request at hand?

OBSERVE How does the situation or request impact established priorities?

VISUALIZE How will this affect everyone else?

EVOLVE Learn how to manage your emotions and other people.

JUST FOR YOU

The following nonprofit agencies and organizations exist exclusively to help women and their families. This list is by no means exhaustive. Many of these agencies can direct you to others that offer tailored services.

LEADERSHIP AND ADVOCACY

American Association of University Women

With more than 100,000 members across the nation, AAUW advances equity for women and girls through advocacy, education, research and scholarships. Activities include philanthropic work. To find the branch nearest you, call 644-0495. | 1111 16th St. N.W., Washington, D.C. 20036, aauw.org

Business and Professional Women of Delaware

BPW promotes workplace equity. There are chapters in Wilmington, Dover, Harrington, Seaford and Lewes-Rehoboth. Together, they are the Delaware Federation of Business & Professional Women. The organization offers workshops and networking events. Partners include Career Closet, the Small Business Administration, the Coalition for Choice and the Agenda for Delaware Women. | P.O. Box 58, Dover, (800) BPW-DELA, bpwdelaware.org

Delaware Commission for Women

The commission advocates for equality, fosters self-esteem and self-reliance among women of all ages, and promotes political, economic, social, educational, personal and professional growth. The organization sponsors the Hall of Fame of Delaware Women. | Carvel State Building, 820 N. French St., No. 201, Wilmington, 577-5287; Cannon Building, 861 Silver Lake Blvd., No. 204, Dover, 760-7034; commissionforwomen.delaware.gov

Delaware Girls Initiative

The group works to ensure gender-specific resources and programs for all girls at risk. The initiative publishes a listing hotlines and Websites focused on healthy relationships, financial literacy and mental health. The organization also holds workshops for professionals so they can respond to girls' needs. | 100 W. 10th St., Suite 611, Wilmington, 657-0903, delawaregirlsinitiative.org

Delaware Women's Forum International Women's Forum

Delaware Women's Forum is the Delaware chapter of the International Women's Forum, whose membership is comprised of women leaders in business, government, arts and nonprofits. | 2120 L St. N.W., No. 460, Washington, D.C. 20037, (202) 387-1010, iwforum.org

Girls Incorporated of Delaware

Girls Incorporated inspires girls to be strong, smart and bold, especially girls in high-risk, underserved areas. Programs help girls confront societal messages about their value, and they prepare girls to lead successful, independent lives. | 1019 Brown St., Wilmington, 575-1041, girlsincde.org

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CHANGE A GIRL'S LIFE... VOLUNTEER WITH GIRL SCOUTS

Girls need your voice, talent and skills to become successful in business and in life. The Girl Scouts of the Chesapeake Bay Council, Inc., is the leading advocate for, and expert on, girls in the Delmarva Peninsula. We need volunteers to help girls develop leadership skills. Volunteering with Girl Scouts is flexible to fit into a busy schedule.

Girl Scouting builds girls of courage, confidence and character who make the world a better place.

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 **Girl Scouts.**
Girl Scouts of the Chesapeake Bay Council, Inc.

want to help. The organization seeks to build character and leadership skills, and to help girls learn to better their communities. | 100 W. 10th St., No. 610, Wilmington, 778-0293; Newark Resource Center, 501 S. College Ave., Newark, 456-7150

Junior League of Wilmington

The 500-member league trains women in skills they can use as volunteers or board members of nonprofit organizations. It is best known for its Heart of the Home Kitchen Tour and Whale of a Sale fundraisers. | 1801 N. Market St., Wilmington, 652-0544, jrleaguwilm.org

National Coalition of 100 Black Women

The chapter seeks to empower women of color and meet their needs through programs, networking, partnerships with the community, businesses and government. Its scholarship fund honors Dr. Teresa D. Drummond. | 100 W. 10th St., No. 1004, Wilmington, 658-0410, nc100bwde.org

National Organization for Women

NOW works to eliminate discrimination and harassment in all areas of society. It is an advocate for secure abortion, birth control and reproductive rights. And it seeks to end violence against women, racism, sexism and homophobia. | P.O. Box 26076, Wilmington, 731-7316, now.org

Women's Leadership Development Program

The Institute for Public Administration at the University of Delaware runs the program, which

gives women in public service the opportunity to improve and develop leadership skills. | Institute for Public Administration, 180 Graham Hall, Newark, 831-8971, ipa.udel.edu/wldp

BUSINESS & PROFESSIONAL ORGANIZATIONS

Business Women's Network of Delaware

BWN is a networking organization for all female entrepreneurs. Members are encouraged not only to network, but also to develop relationships. Members openly share strategies for achievement without a sense of competition. | 131 Canal Way, Newark, 832-8100, bwnde.com

EWomen Network

EWomen Network in Delaware supports, promotes and showcases member products and services. There are member-only online forums and discussion groups and accelerated networking events. | 14900 Landmark Blvd., No. 540, Dallas, TX 75254, (972) 620-9995, ewomennetwork.com

Forum of Executive Women

The group holds about 20 meetings each program year, which include breakfasts, dinners, luncheons and parties. There are no attendance requirements except the desire to build relationships with their peers. | PO Box 1796, Wilmington, fewde.org

National Association of Women Business Owners Delaware

The organization represents the interests of all

women entrepreneurs. The Delaware chapter offers resources and networking opportunities both local and national. | P.O. Box 4657, Greenville Station, Wilmington, nawbodelaware.org

National Association of Women in Construction Delaware

The National Association of Women in Construction represent various parts of the industry. It is a legislative advocate, and it encourages women to pursue construction industry careers. | 265 Bear-Christiana Road, Bear, 322-6161, nawicde.org

NEWS4Women

NEWS4Women joins women from a range of personal and professional backgrounds to promote economic growth and work on social and legislative issues. Each month, its Wine4Women event supports a local nonprofit. | PO Box 4285, Greenville, 388-2885, NEWS4Women.org

Wilmington Women in Business

WWB promotes the advancement of women in business. Members range from small business owners to attorneys to bankers to executives and entrepreneurs. Activities include monthly networking, education and leadership programs. | P.O. Box 100, Hockessin, 656-4411, wwbb.org

Women in Business Committee

This committee of the Delaware State Chamber of Commerce supports, develops and promotes women in business through networking, education and information exchange. The committee

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partners with other organizations, and provides connections to business and government leaders. | 1201 N. Orange St., No. 200, Wilmington, 576-6578

Women's Opportunity Link of Delaware

The organization links low-income and underemployed women to training and jobs that pay a living wage. It offers help with resumes, interviewing, and job searching. | 2601 Annand Drive, No. 11, Wilmington, 225-3988, wolde.org

ACADEMIC-PROFESSIONAL DEVELOPMENT

Agenda for Delaware Women Trailblazer Scholarship

The scholarship for women residents and local colleges is based on financial need, community and school activities, vision, participation and leadership. | Delaware Higher Education Commission, 820 N. French St., Wilmington, 577-5240 or (800) 292-7935, doe.k12.de.us

The Fresh Start Scholarship Foundation

This initiative of Wilmington Women in Business provides financial help and mentoring to returning students. Awards are granted without regard to race, color, creed, religion, disability or national origin. Application deadline is May 31. | PO Box 7784, Wilmington, 656-4411

Office of Minority and Women Business Enterprise

Certify your business as woman-owned, find

contact information for state agencies, school districts and fire agencies, and find a directory of women- and minority-owned businesses. | Office of Management and Budget, State of Delaware, Haslet Armory, 122 William Penn St., Dover, 672-5192, omwbe.delaware.gov

Office of Women's Business Ownership

OWBO oversees a network of Women's Business Centers across the country so that entrepreneurs—especially the economically or socially disadvantaged—get comprehensive training and counseling. | Small Business Administration of Delaware, 1007 N. Orange St., No.1120, Wilmington, 573-6294, sba.gov

University of Delaware Women's Club

This club of UD faculty, staff, graduate students and spouses raises money for scholarships for women and participates in special-interest groups. There is a group for moms, book-lovers, walkers, wine enthusiasts and more. | udel.edu/WomensClub

Women's Center of Delaware Technical & Community College

The program encourages academic, professional, emotional and social growth. Workshops cover time management, career development, violence and money management. The center has a library, offers lectures, and refers women to other services, state agencies and support groups. | Wilmington Campus, 333 Shipley St., Room 113, Wilmington, 573-5454, dtcc.edu

TREATMENT & COUNSELING

Hotlines

AIDS Delaware: (800) 422-0429
 Domestic Violence Hotline: 762-6110
(Not limited to emergency situations.)
 Nat'l Suicide Prevention Hotline: (800) 273-TALK
 Psychiatric Mobile Crisis Unit: (800) 345-6785
 Rape, Abuse or Incest Hotline: (800) 656-HOPE
 Runaway Youth Hotline: 762-6373

CONTACT Lifeline

CONTACTLifeline's mission is to keep people alive and safe, help them through crises and connect them with relevant resources. There are sexual assault counselors onsite at both locations. | P.O. Box 9525, Wilmington, 761-9800; P.O. Box 61, Milford, 422-1154, contactlifeline.org

Delaware Help!Line

This toll-free service provides information on state agencies and referrals to community resources. It continues to provide needs assessment, problem resolution and referrals for callers with health or human service needs. | (800) 464-4357

Survivors of Abuse in Recovery (SOAR)

SOAR provides counseling, referrals, and education to all survivors of sexual abuse and assault, their non-offending partners and non-offending family members. It also provides outreach to community organizations and businesses. | 405 Foulk Road, Wilmington, 655-3953; 1001 S. Bradford St., No. 8, Dover, 422-3811, soarinc.com



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PARENTING, CHILDREN & FAMILIES

The Boys & Girls Clubs of Delaware

The Boys & Girls Clubs serve more than 35,000 people ages five through 18 at 42 locations. Through innovative and proven programs, the clubs help young people realize their potential as productive, responsible, caring citizens. | 658-1870 (New Castle County), 674-3313 (Kent and Sussex)

Child Inc.

Child Inc. serves abused and neglected children and families in crisis. It has two shelters for victims of domestic violence, and it offers treatment programs, specialized foster care and a domestic violence hotline. It also offers parenting programs and a Runaway Youth Hotline. | 507 Philadelphia Pike, Wilmington, 762-8989, childinc.com

Delaware.MomsLikeMe.com

This Website gives helps local moms share experiences. Moms ask questions, offer advice and swap stories. Discussions range from potty training to paying for college to juggling work and home schedules. There's information about local events and activities. Moms can also use the site to set up playgroups, coffee dates and Moms Nights Out.

Delaware Women, Infants and Children Program

The program offers nutritious food, information on healthy eating, breastfeeding support and referrals to other healthcare, welfare and social service agencies and organizations. | Division of Public Health, various locations, (800) 222-2189, dhss.delaware.gov/dhss

COMMUNITY SERVICE

Delta Sigma Theta Sorority

The Wilmington chapter is on the forefront of activism, scholarship and service through such initiatives as Adopt-a-Family, Black History Month programs for youth, a Christmas party for children and the Dr. Betty Shabazz Delta Academy. Alumnae partner with nonprofits throughout New Castle County. Many programs emphasize prevention and wellness. | P.O. Box 846, Wilmington, delawaredeltas.com

The Fund for Women

The fund seeks to enhance the worth and potential of women and girls by uniting the philanthropic power of women. The fund is a permanent endowment and additional source of funding for programs that address the needs of women and girls. | Delaware Community Foundation, Box 1636, Wilmington, 230-7000, delcf.org

Latin American Community Center

The center offers a variety of programs and services, including programs for children and before- and after-school activities. Women can become part of a breastfeeding peer group. Mental health programs include domestic violence counseling. | 402 N. Van Buren St., Wilmington, 655-7338, thelatincenter.org

Sigma Zeta Chapter

Chapter activities include volunteering at the Ronald McDonald House and Newark Senior Center, two youth mentoring programs and Relay for Life. The chapter remains focused on entrepreneurship,



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YWCA Delaware

YWCA Delaware helps women achieve independence and encourages personal development. It offers economic empowerment courses, small business development, transitional housing, violence prevention, racial justice, youth programs and home ownership programs. The organization offers emergency-transitional housing for homeless families and low-cost housing for women. | 100 W. 10th St, No. 515, Wilmington, 655-0039, ywcade.org

HEALTH & WELLNESS

Delaware Breast Cancer Coalition

DBCC raises awareness about the early detection and treatment of breast cancer. It offers various support programs and mobile mammography. | 111 W. 11th St., No. 3, Wilmington, 778-1102 or (866) 312-DBCC; 165 Commerce Way, No. 2, Dover, 672-6435; 16529 Coastal Hwy., No. 116, Lewes, 644-6844

Planned Parenthood of Delaware

Planned Parenthood provides confidential reproductive health care, educates the public about human sexuality, and works to ensure free access to information and services people may need to make personal decisions about reproduction, sexuality and health. | 625 Shipley St., Wilmington, 655-7293; 3009 Philadelphia Pike, Claymont, 798-8000; 140 E. Delaware Ave., Newark, 731-7801; 805 S. Governors Ave., Dover, 678-5200; Midway Shopping Center, Rehoboth, 645-2737; plannedparenthood.org

Division of Public Health

The division offers a range of reproductive health services, regardless of ability to pay, through various partners across the state. The division also operates the Office of Women's Health. | dhss.delaware.gov/dhss/dph

POLITICS

Delaware Democratic Party

This site lists clubs devoted to the party, including the Women's Democratic Club of Delaware, the Sussex County Women's Democratic Club and Sussex Women in Motion. | orchidforchange.com/de/deldems.org

Delaware Federation Of Republican Women

The organization aims for an informed electorate and increased political participation by women. It works with other Republican women's clubs to foster loyalty to the party and support its objectives. | 116 Water St., Dover, 734-4350, dfrw.us

League of Women Voters

The nonpartisan organization encourages informed participation in government, works to increase understanding of major public policy issues, and influences public policy through education and advocacy. There are groups in each county. | 2400 W. 17th St., Clash Wing, Room 1, Lower Level, Wilmington, de.lww.org



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Local organizations offer a number of networking opportunities, including NEWS4Women's Wine4Women event held on the first Monday of the month.

EVENTS FOR WOMEN

Wine4Women | NEWS4Women

March 1, April 5

Wine4Women is a monthly networking event, usually on the first Monday of the month, held in support of local businesses and nonprofit organizations. Light fare and a complimentary glass of wine will be provided, with a cash bar to follow. For more, visit news4women.org.

Empower Hour | YWCA Delaware

March 2, April 15

Learn about the services the Newark YWCA provides, including programs on financial education, homeownership and entrepreneurship. Refreshments will be provided. A tour of the facilities will follow the presentation. For more, visit ywca.org. Call 655-0039 ext. 223 to make a reservation.

Business Assessment-Basics | YWCA Delaware

March 3, 24, 31

This workshop focuses on the importance of the business planning process. It also provides an assessment tool to gauge where participants are in terms of readiness. In addition, it will cover the main elements involved in preparing to finance a business. For more, visit ywca.org.

First Friday Networking Meeting | National Association of Women Business Owners Delaware

March 5, April 2

Monthly networking event and discussion forum for Delaware's women business owners. For more information, visit nawbodelaware.org.

Delaware Women's Conference | Delaware Commission for Women

March 6

This year's conference features two workshops, various exhibitors and a women's art show. Keynote speaker Kay Frances will present her talk,

"Lighten Up, Stress Less and Embrace Change."

Breakfast and lunch are included. Online registration closes March 4 at midnight. For more visit delawarewomen.org/conference.

Meet Me in the Board Room | National Association of Women Business Owners Delaware, Delaware Center for Women's Entrepreneurship and YWCA Delaware

March 11

These sessions provide a neutral forum for discussing ideas that can be developed into action strategies for your business. Events will be held upstate and downstate. For more, visit nawbodelaware.org/events.

Starting a Business—Where to Begin? | Delaware Small Business Development Center

March 16, 22

This three-hour workshop will help you plan your new business and ensure your business's success. The workshop will discuss business plans, market research, funding options and resources for those who are looking to start a business. Participants will also complete an assessment that will determine their business' stage of development and will pair them with a business resource partner. Events will be held upstate and downstate. For more, visit delawaresbdc.org.

Start Your Business Right | Delaware Small Business Development Center

March 17, April 21

This three-hour presentation by DSBDC staff provides an overview of the fundamentals of starting a business in Delaware. The seminar, held in Georgetown, addresses issues to consider before starting a business, including the business plan, forms of business and resources available. For more, visit delawaresbdc.org.

Women In Partnership Super-Networking Event | Wilmington Women in Business

March 18

In celebration of Women's History Month, Business Women's Network, National Association of Women Business Owners, National Association of Women In Construction and Wilmington Women in Business have joined to unite the businesswomen of Delaware. For more, visit wwb.org. To register, visit www.whoscoming.com.

SmartTalk

March 22, April 15, May 10

This series, held at the DuPont Theatre, brings women together to hear entertaining, inspiring and educational stories from speakers including actress Diane Keaton and "Eat, Pray, Love" author Elizabeth Gilbert. Prices vary. For more, visit duponttheatre.com.

Doing Business with the State | Small Business Administration of Delaware

March 23

This seminar features presentations on how to do business with the state of Delaware and what the Delaware National Guard and the Delaware River and Bay Authority purchase from small businesses. It includes presentations by the State of Delaware Office of Women and Minority Enterprises, PTAC, the Delaware River Bay and Authority and the Delaware National Guard. For more, visit delawaresbdc.org.

Learning to be Conflict Competent: Cool Down, Slow Down, Engage | Wilmington Women in Business

April 21

Join this important discussion led by Sherry Read. For more, visit wwb.org/events.html. Call 658-5125 to register. **W**

Blue Diamond Dental, PA is a general/family dentist office treating the oral and dental needs of the entire family from three years old to 99 years old (current patient). The practice's emphasis is on preventive, cosmetic and restorative care with a dedication to patient education and information. The office stays up to date with state-of-the-art training and equipment, and has recently undergone a total renovation. Blue Diamond Dental specializes in general family restorative dentistry. Services include implants, periodontics, oral surgery, endodontics, restorative care, crowns, dentures and partials.

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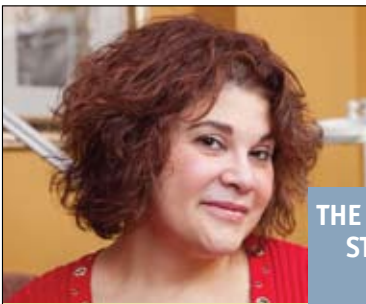
Vincent J. Daniels, D.M.D., owner of Blue Diamond Dental, earned his undergraduate (B.S.) degree from Morehouse College in Atlanta, Georgia, his received his dental training (DMD) at Fairleigh Dickinson University in New Jersey and Temple University School of Dentistry in Pennsylvania.

After practicing in Center City Philadelphia for five years, Dr. Daniels relocated to Wilmington. He purchased the dental practice of Hammond Knox, DDS and established Blue Diamond Dental PA in 1999. He hopes to continue to provide excellent dental care to the patients in the tri-state area by staying in tune with the changes occurring both inside and outside of the dentistry field.



JARED CASTALDI

Dr. Vincent J. Daniels



JARED CASTALDI

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▲ SEPTEMBER
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