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“Learn from yesterday, live for today, hope for tomorrow.” ~ Albert Einstein

From the Desk of the President

Happy New Year! 2012 brings a year of changes and opportunities for Federally Employed Women (FEW). As we prepare for training and elections at the local, regional and national levels, we will need you, our members at all levels, to step up and continue to help, to grow, and to lead in many new and creative ways.

This newsletter focuses on FEW’s Focus Area, Training; an area that is key to FEW’s mission of working for the advancement of women in government. As you know, FEW offers training at all levels—Chapter, Region, and National. As FEW members, we have countless opportunities to learn from each other through attendance at various events, networking, and in many different ways. We simply need to be proactive and seize those opportunities. Now is the time to take charge of your career and your destiny. I understand there are many challenges in today’s environment with budget and financial pressures in government. I encourage you to look for opportunities and to be creative. Training is critical to helping us grow and develop as employees and as individuals. FEW brings training and networking opportunities to us as members. All we have to do is make the time (and sometimes our personal financial investment) and take the time to attend.

This year brings a great opportunity through upcoming elections at all levels. Training with FEW is more than sitting in a Chapter Meeting. It is also growth and learning through participation as an officer or committee chair or member. Through your participation, you are able to learn skills such as budgeting, planning and executing programs, dealing with controversy, working toward a shared mission/vision, etc. It is very rewarding in so many ways! You will expand your skills and abilities and learn a great deal through your involvement with FEW. It is important that you consider how your involvement and training with FEW will improve your on-the-job skills. Document your goals and talk with your supervisor to communicate this information and ask for support.



I hope you are planning to join me in attending FEW’s 43rd National Training Program (NTP), *The Wheels of Change Keep on Moving!* which will be held in Detroit July 16-20, 2012.

I know that funding is tight in agencies. If your agency is not able to support your attendance, talk with your local FEW leaders on how you may be able to find resourceful ways to make this investment and be with us in Detroit. Consider paying for the training yourself. FEW offers a tuition out-of-pocket rate for our members. This is an investment well worth it! Also, watch for scholarship opportunities available through FEW. I am excited about the outstanding training FEW will once again be providing—you will not want to miss it either! This year we will be celebrating our Focus Area of Compliance during a special luncheon event. We will also honor Fallen Military Women Heroes during this special luncheon with a tribute. And we will again

close out the week with Installation of a brand new National Board of Directors during our FEW Friday event. The week will be packed full of training, networking and fun activities. I guarantee you that if you attend you will leave Detroit renewed and reenergized!

Watch the website at <http://few.org/index.php/training-education/national-training-program/> and register early in order to get into the classes that you want. They fill up fast!

In addition to the NTP, we have many other efforts underway. We are continuing our focus on Strategic Planning and with the Federal Women's Program Task Force. The National Coalition for Equity in Public Service (NCEPS) that includes FEW, Blacks in Government, the Federal Asian Pacific American Council (FAPAC), National Image, Inc., and the Society of American Indian Government Employees (SAIGE) are working once again to hold a Diversity Summit on March 1-2, 2012.

I encourage you to follow FEW's Legislative efforts. This is an election year and we all have the opportunity to actively participate in our Legislative Program. We need to let our elected officials know what is important to us. It is important for FEW members to learn about our Legislative focus area and use the CAPWIZ program to speak out on issues that affect us directly. If we don't speak out, our Congressional members do not know what we need them to do. It is important that we take action in this area. This information is very valuable as we research information and prepare to cast our ballots at the polls as well.

Visit the FEW website at www.few.org for updates in these areas; follow our activities and if you are interested in assisting, let us know. The officers, committee chairs, and members of these various teams have been working very hard, and I really appreciate all they continue to contribute to FEW and our mission.

The month of February is also a time when we celebrate and observe Black History Month. I hope you will attend celebrations and learn more about the history in recognition of this observance. But even more, celebrate the strength diversity brings to our agencies and our organization at all times. The background, skills and talent that our members bring to FEW and to our partners is what makes our organization so powerful.

Once again, thank you all for your participation in helping FEW with the recent GovLoop Charity Challenge. Thanks to your votes, FEW raised over \$1800, another reminder that FEW members are truly AWESOME!

Training and learning and growing through FEW is about leading or serving on a committee, and seeing the results as attendees come together to learn or a community outreach event touching the lives of those in need. It is about mentoring, where as a mentor or mentee we learn from each other. It is about the brand new member of FEW who is so excited about our organization and all that it has to offer, and about the member who has been loyal for so many years knows the importance of the organization and mentors those new members. It is about sending and/or receiving that simple note of thanks that says you touched my life. That is what learning and growing in FEW is all about. It is about paying it forward. It is all about the simple philosophy

of *Each One Teach One*.

It is my honor to work with you. Let us make 2012 the best year ever for Federally Employed Women! We will continue to ensure that FEW remains *the organization of choice for leadership, equity, and advancement for women*.

“The highest result of education is tolerance.” ~ Helen Keller

A SPECIAL NOTICE...

FROM A FEW MEMBER AND PAST NATIONAL PRESIDENT:

Are YOU a Penn State Alum? Do you know a Penn State Alum?

NOMINATE **Marylouise M. Cernugel Uhlig**
Class of '67 to the **Penn State Board of Trustees!**



If we want to change our University for the better, we must act now.
The core values of Penn State's Board of Trustees should be transparency and the rule of law. These are values that I live by everyday as a Federal Executive. I have served as President of the Liberal Arts Alumni Association and the Metro Washington Chapter of the Penn State Alumni Association.
Nominate Me and Vote for me so that I may bring these core values, my energy, and ideas to the Board of Trustees.

Please nominate me by either filling out the ballot you were sent, or request a ballot by emailing BOT@psu.edu with (1) your name, (2) year of graduation, (3) major/college, (4) home address and email. Nominations are due by February 25th!

I appreciate you support and I will not let the Penn State Community down!

Learn more about me and my lifetime of service to the Penn State Community on my website www.marylouiseuhlig.com.



Email me | mlupsu@aol.com

Connect on Twitter | [@Marylou4PSU](https://twitter.com/Marylou4PSU)

Join my Cause on Facebook | "[Marylouise for Penn State Trustee](#)"

*Paid Advertisement

NATIONAL NEWS

BLACK WOMEN IN AMERICAN HISTORY AND CULTURE

Submitted by Georgia Thomas, National Vice President for Diversity

Check out the poster artist Hubert Sam created this year which depicts the 2012 National Theme for Black History Month. The poster recognizes “Black Women in American History and Culture” whom we honor through their achievements. You can see the poster at http://www.oneamerica.net/index.php?main_page=index&cPath=5_74. The poster features the following women:

MARY MCLEOD BETHUNE—Educator and activist mobilized thousands of black women as leader and founder of the National Association of Colored Women and National Council of Negro Women. She helped establish Bethune-Cookman College.

DR. MAE JEMISON—NASA astronaut and the first black woman to travel in space when she went into orbit aboard the Space Shuttle Endeavour on September 12, 1992.

ROSA PARKS—African American Civil Rights activist called the mother of the modern day civil rights movement.

SHIRLEY CHISHOLM—In 1968 she became the first black woman to be elected to the United States Congress, representing New York’s 12th Congressional District for seven terms from 1969 to 1983.

HARRIET TUBMAN - Escaped slavery to become a leading abolitionist.

This is an exciting tribute to these women who led the way for many of the successes we have today. Enjoy and take pride as we walk in their footsteps building a way for those to come.

CRITICAL TIMES FOR EMPLOYEE ADVOCACY GROUPS

Submitted by Matthew Fogg, National Vice President for Congressional Relations

We cannot underscore more than the sentiments expressed by our National President Sue Webster during her recent Town Hall Meetings where she briefly discussed the state of America's Anti-FED legislative agenda and its impact on federal workers.

Be sure to read FEW's January 31, 2012, recent "Update" detailing information on the latest Anti-FED bills and the aggressive activity by lawmakers on Capitol Hill.

For nearly two years FEW's Washington Representative Janet Kopenhaver and I have pushed FEW's 2011-2012 legislative agenda through the halls of Congress in Washington, D.C. We have attended several White House Meetings and visited FEW Regions as far west as Honolulu, Hawaii. Janet and I are quite astute, with years of professional experience lobbying for federal workers that include overseeing the passage of the first civil rights Bill of the 21st Century known as the No FEAR Act, the implementation of the Lilly Ledbetter Act and re-introduction of the Equal Rights Amendment to Congress.

Achieving these goals has involved national webinars, bi-monthly email updates, webpage Legislative Alerts, Advocacy Day on Capitol Hill, front page story in USA Today, a special report distributed throughout Congress depicting the impact of federal workers on all Americans in a 24 hour day, and a record number FEW members supporting FEW's national Point, Click & Send, CAPWIZ letter writing campaign. We have also had multiple onsite and teleconference meetings with coalition partners involving hundreds of members from organizations, which include the National Coalition for Equity in Public Service (NECEPS) partners, addressing issues such as the Paycheck Fairness Act, State of Women in America, and other important issues. Last but certainly not least, we have attended ongoing meetings with White House officials and Presidential Cabinet appointees.



FEW National participates in ERA re-introduction press conference on Capitol Hill

But, as I have coined a term in my speeches utilized by the infamous Smokey the Bear caricature – ***“only you can prevent forest fires,”*** emphasizing that FEW members must understand they hold the key to preventing Anti-FED Legislation from promulgation in Congress.

Meanwhile, 84% of Americans disapprove of the job Congress is doing, with almost two-thirds saying they “disapprove strongly.” Just 13% of Americans approve of how things are going after the 112th Congress' first year of action.

We now know for sure that Congressional representatives are directing budget cuts and creating “myth versus reality” (FEW White Paper) legislation, addressing America's fears of government overspending by disproportionately creating Anti-FED worker bills almost daily in Washington.

FEW coalition partner/members such as Federal-Postal Coalition, The National Treasury Employees Union, American Federation of Government Employees, National Active and Retired Federal Employees Association and other large membership organizations have instituted a steady barrage of news, magazine articles, sign on letters and employee updates articles addressed to over a million federal workers expressing sentiments similar to FEW now more than ever before. We must band together to prevent the onslaught of unfair budget cuts on the backs of FED employees.

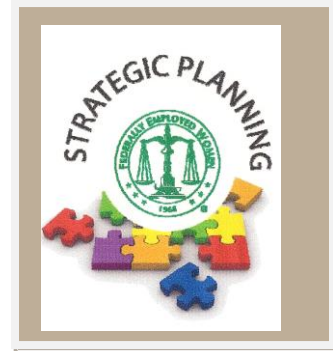
I cannot emphasize the importance of mutual advocacy with other coalitions in concert with the same message—STOP Anti-FED bills in their tracks!

Please remember to keep up the good work utilizing FEW's "Point Click & Send CAPWIZ" campaign, making phone calls, sending Faxes, conducting congressional visits, and just tell members of Congress, enough is enough!

STRATEGIC PLANNING COMMITTEE MEMBERSHIP TEAM

Submitted by Brenda Dennis, Team Lead for the Membership Team, Strategic Planning Committee

The Strategic Planning Committee Membership Team has started working to continue with the goals and objectives that were in the action plan for this committee. This team will be working for the future of Federally Employed Women (FEW) and will begin building the *Retention of FEW Members Research* as one of the new strategic objectives. The team has sent out an Email announcement to all FEW members asking for volunteers to be on the team. Once the team has all members on board, they will be holding a “Meet and Greet” teleconference for the team members to get acquainted, but also to start the wheels moving into the future of FEW! The team is looking for new ideas and suggestions on moving forward to achieve the goals that the team has in place. If you are interested in joining this team, please contact Brenda.Dennis@bpd.treas.gov or by phone at 740-350-7740.



APRIL IS MEMBERSHIP MONTH!

Submitted by Elizabeth Perry, National Vice President for Membership and Chapter Organization, and Dawn Nester, Northeast Regional Manager



Time to celebrate!
**April is Membership
Month!**

Spring is in the air! It's time to celebrate new beginnings! What better way to celebrate than to bring in new members to share the excitement? April is Federally Employed Women's (FEW) anniversary month, too. Why not combine the two and host a "FEW Birthday Party!" complete with cake, balloons, party favors and a "Pin the Party Hat on the Chapter President!" game! Or perhaps your Chapter would prefer to host a FEW breakfast or a traditional membership drive. Those ideas are good, too.



Can't you just see
members?
Pinning a party hat on
Dawn!?

The key to success is to plan ahead.

- Inventory your supplies.
 - Do you have enough FEW brochures on hand?
- What about give-aways?
 - Can your Chapter treasury afford to order a small supply of pencils with your Chapter name and website (FEW's or your Chapter's, if you have one) on the side?
 - If not, can someone in your Chapter make a bookmark with Chapter contact information on it?
- Poll your members to see if anyone would be willing to bake for the event (cookies, a cake, danish, etc.). Or, would they be willing to bring in some juice?
- Advertise through flyers, emails, word-of-mouth and websites (Chapter and/or Region, if appropriate).

Once the word has gone out about your event, follow through. Hold your event, even if it doesn't look like the turnout is going to be good. Once you are in place and people see you are available to answer their questions, word-of-mouth marketing can kick in and more people can come by. If you can, wear something bright and cheerful to draw attention to yourself at the table. Tie balloons on the corners. Have an inexpensive table covering and be prepared to have someone complete an application on-site because of your infectious enthusiasm! Maybe you or one of your members will have a laptop where people can log on to the FEW website and join on-line right then and there, too!

Visit the FEW website for a PowerPoint presentation with details of how you can plan a fun event. Or, contact Dawn Nester at Dawn.M.Nester@irs.gov for more information. Dawn would love to hear your ideas about ways to celebrate "April is Membership Month!"

After it is over, take a few minutes to share your event details with Elizabeth Perry, Vice President for Membership and Chapter Organization at (MembershipVP@few.org). She will highlight a few stories in future issues of *News & Views* and use all of your success stories to develop a Lessons Learned resource document for Chapters.

FEW AWARD NOMINATIONS – OPEN

Submitted by Shelly McCoy, National Awards Chair

The Call for Awards letter sent to Regional Managers and Representatives provides helpful hints to assist Chapters in submitting Award Nominations packages. If your Chapter has not received information, please contact your Regional Manager. This information is also located on Federally Employed Women's (FEW) website at (www.few.org).

To be eligible for Chapter Awards:

- ALL quarterly reports submitted on time (by 10th of the month—no exceptions).
- Responded to requests for information from National, Regional, etc., (aka Bylaws).
- Held training in FEW's four focus areas (Diversity, Legislative, Training and Compliance) during the past Award period (April 1, 2011, to March 31, 2012).
- Following award criteria as outlined in the National Policy and Procedures Manual (NPPM) will help keep you focused on FEW's mission and focus areas (Diversity, Legislative, Training and Compliance), as well as ensure that you meet the qualifications for nomination.

To ensure Chapter's submit the best nomination package, please review the Helpful Hints page below. It is also contained in the call-for-Awards letter and the Awards Section on FEW's website.



The most current NPPM is in the Members Only section under "Forms and Documents" (<http://www.few.org/mo-forms-and-documents.asp>), pages 65–112.

As your National Awards Chair, I hope to see at least one nomination from every eligible Chapter. Do not wait until the last minute to submit; begin submitting now and reduce the stress. The last one anyone should have to submit is the Membership Award. Remember, in April you can download your numbers for the March 31, 2012. I believe each one of you is up to the challenge once again.

Remember, nominations are to be received electronically by April 7, 2012. So why not take the time and submit that nomination now rather than wait?

HELPFUL HINTS FOR PREPARING FEW NATIONAL AWARD NOMINATIONS

- Ensure nomination package covers the correct timeframe (which should include activities from April 1, 2011, through March 31, 2012.)
- Read the awards section of the **FEW NATIONAL POLICY AND PROCEDURES MANUAL** (NPPM). The latest version is the 2011 edition posted to the website in the Members Only section under “Forms and Documents.” If in doubt, check with the Awards Chair or your Regional Manager or representative(s).
- Submit ALL quarterly reports **ON TIME** (period covered for 2012 is Q3 and Q4 of 2011 and Q1 and Q2 for 2012, and are due the 10th day following the end of each quarter). They **must be submitted** to the Regional Manager with copies to the Regional Representative(s), Vice President for Membership and Chapter Organization, National Finance Chair and the National Office.
- Answer questions or give details in the same order as they are outlined on the Nomination Form—this ensures that nothing is missed.
- Justify the nomination in terms of the criteria and **be specific** without being verbose. The nomination should include more information than the words “see attached flyer,” etc. Take the time to write the nomination.
- Newsletter—ensure three samples are attached (any more or less and nomination will be rejected). Provide evidence of who the newsletter is sent to.
- Best Special Project, Best Special Emphasis Project and Best Fundraiser should only address **ONE** special project, special emphasis project or fundraiser **or the nomination will be disqualified**. This means do not submit the same flyers, documentation, etc., for these three awards—**they must be different**.
- Include documentation (i.e., flyers, newsletter, reports, etc.) that supports the nomination being submitted.
- Membership Award—must have both the March 31, 2011, and March 31 2012, Rosters attached (run date at bottom will say either April ##, 2011, or April ##, 2012). If a **current roster is not attached**, the Chapter **will** automatically **be disqualified**.
- Chapters who submit nominations in at least four (4) special emphasis area categories **should** complete a nomination form for the Helen R. Dudley Overall Chapter Achievement Award. **Chapters must submit a nomination package to be considered for this award.**

- **NOTE:** If a Chapter won the Helen R. Dudley Award the previous year, that Chapter is ineligible for the current year.
- Regional Achievement Award—not eligible if received one the previous year.
- All award nominations must be submitted electronically with documentation ***Not Later Than April 7, 2012.*** FEW Award Website has been improved to accept attachments at the same time the nomination is submitted.

Remember, these are professional awards, so treat them as such. Be sure spelling (spell check is good, but have someone else review the package prior to sending), punctuation, format, etc., are correct. The winning entry in each Chapter award category is filed in a three-ring notebook and is available for viewing at the National Membership Booth at National Training Program.

Last But Certainly Not Least:

Signatures are not required on the Electronic Form; your submittal of the nomination IS your electronic signature. **Remember** to submit the nomination using only the official electronic form, and outline your award in order of the criteria listed. Do Not Submit the award outline in a separate Word Document—this makes it difficult for the committee to read.

SCHOLARSHIPS

SCHOLARSHIPS—THE APPLICATION IS COMING SOON

Submitted by Sheryl L. Coleman, National Scholarship Chair

Happy New Year! It seemed only yesterday, the Scholarship Committee and Chair were working to make the scholarship application a smooth transition in addition to rating and processing the 2011 winners. It is 2012 and time for us to start the process all over again.

Federally Employed Women (FEW) offers scholarships in these four categories: National Training Program, Retiree, College FEW members and College Family members scholarships. All FEW members and their family members should take the time now, to prepare for the upcoming scholarship announcement. The announcement to apply for scholarships begins approximately March 7, and all applications must be submitted electronically by April 7.

Now I know you are looking at March 7 and saying, it is a long way off; however, this is where you are mistaken. Now is the time you should be working on your application. Once the announcement goes out, the scholarship application website is up and running; you can be the first to apply. Scholarship applicants have to remember you are competing with ALL members of FEW, and family members have to remember you are competing with other family members, and it is not possible for everyone to receive a scholarship. Because of the large volume of applications, we request you attach as few documents as possible to your application. Please attempt to fill in the answers in the boxes provided. If you say, see the attachments, and panel members have to filter through numerous documents to get a response to the question(s) asked, you are putting yourself at a disadvantage. The attachments don't always provide accurate information to the question. Additional attachments, other than what is requested, can cause an overload in the system and in some cases causes applicants to become frustrated with the process. Take the time now to review the National Policy and Procedures Manual for what is and what is not required when submitting your application. We want you to have a flawless process when applying for the scholarship.

If you know of a FEW scholarship winner, give that individual a call or send an email asking for assistance in preparing your packet. The more knowledge you have of the process, the more success you will have in preparation of your packet.

All questions about the scholarship process or any of the scholarships in each category can be sent to (scholarships@few.org).

GRANTHAM UNIVERSITY SCHOLARSHIP

Submitted by Dawn Nester, President, FEW Foundation for Education and Training



Working for the
Advancement of Women
in Government

F.E.W. Foundation for Education and Training



Suite 510
700 N. Fairfax Street
Alexandria, VA 22314

PHONE: 202-898-0994

A 501(c)(3) Charitable Foundation of Federally Employed Women (FEW)

FEW Foundation for Education and Training Announces 2012 Academic Scholarship Program

The FEW Foundation for Education and Training is proud to announce the opening of the application period for the 2012 Grantham University scholarship! The announcement and application will be posted on the FEW Foundation and FEW websites under the Scholarship link.



Jackie Wasik, a member of the Great Lakes Region, has completed her requirements and will receive her degree later this summer.
Congratulations, Jackie!

She said, "If it had not been for Grantham University and the FEW Foundation, I would not have seen this day happen." (See an article by Jackie later in this edition.)

You or a family member can join Jackie in completing a degree that can further education or career! The scholarship covers books, software and all tuition fees. Apply now through March 31, 2012. Go to www.fewfoundation.org for all the details!

Watch your inbox for news of a second scholarship opportunity coming soon! The FEW Foundation has partnered with the First Command Foundation for Education (FCFE) to bring FEW members another scholarship opportunity.

Both the Grantham and FCFE scholarship recipients will be announced in June and recognized at the 2012 National Training Program in Detroit.

FEW MENTORING PROGRAM IS LOOKING FOR MENTORS

Submitted by Lucinda Wilson, Mentoring Program

***“Mentoring is a brain to pick, an ear to listen, and a push in the right direction.”
~ John Crosby***

If you did not know, the word is out, “Few has a mentoring program!” Since activation six months ago we have received 40-plus applications from FEW members who wish to have a mentor. Unfortunately, we do not have enough mentors to match one on one. Some mentors have two or more mentees.

“We make a living by what we get; we make a life by what we give.” ~ Winston Churchill

What does a mentor do? A mentor teaches the mentee about specific issues which will facilitate the individual’s growth by sharing resources and networks and when necessary, challenge the mentee to move beyond that person’s comfort zone to help one become stronger and more confident. Mentoring creates a safe learning environment for taking risks while focusing on the mentee’s total development. The mentor sets goals the mentee can reach and measures the growth.

“One thing I know; the only ones among you who will be really happy are those who will have sought and found how to serve.” ~ Albert Schweitzer

Mentoring is rewarding for both parties. Mentors gain insight from the mentee’s background and history which can be used in the mentor’s professional and personal development. Sharing expertise with a mentee provides satisfaction and re-energizes a mentor’s career. Each gains an ally while learning more about others. Mentees gain from the mentor’s expertise. They develop a sharper focus on what they need to grow professionally. Mentees receive critical feedback in areas of communication, interpersonal relationships, technical abilities and leadership skills. They learn specific skills and knowledge relevant to personal goals. Mentees are able to broaden their network and they have a friendly ear to share frustrations and successes.



“Do all the good you can, by all the means you can, In all the ways you can, In all the places you can, to all the people you can, as long as ever you can.” ~ John Wesley

I encourage you to step up and become a mentor for the FEW “Win-Win” Mentoring Program. Please contact Janet Picha 770-682-2519 or Cindy Wilson 717-605-3126 or send an email to (mentoring@few.org).

CALL FOR NOMINEES

Submitted by Mable Seldon, National Nominations Officer



Thanks to all of you who have already begun to inquire about Election 2012 dates. This is a brief status report. Nominations forms have been updated based on “Desired Skills for Holding a National Office.” Nominations for Elections will begin as soon as forms are posted to the FEW Website, which was scheduled for February 15. All National Officers, Regional Managers and Chapter Presidents will be notified when the forms are posted.

Each Regional Manager and Chapter President is required to provide the information to all Chapter members. As a member, if you have not received information by March 1, please contact a member of the committee or check the Federally Employed Women’s (FEW) Website under the Member’s Only Section.

There are eleven National elected positions: President; Executive Vice-President; Vice Presidents for Policy and Planning, Congressional and Government Relations, Diversity, Compliance, Membership and Chapter Organization, and Training; as well as the Secretary, Treasurer and Nominations Officer. For more details regarding FEW’s National officers, please refer to our National Bylaws: Article VIII—Officers (www.few.org). The Nominations Committee is seeking candidates who demonstrate leadership skills, creativity, availability, involvement, responsiveness, flexibility, and can plan and organize projects; have effective verbal and written communication skills; willingness to take personal time from work to perform FEW duties; ability to conduct FEW business during duty time; ready and easy access to email at work and home; ability to work as a team and in-depth knowledge of the organization.

Instructions will be posted to the FEW Website along with the Nomination Forms. You must print the form for the office you plan to seek; complete it; get signatures of both your Chapter President and Regional Manager, and fax the form back by the cutoff date listed in the instructions. If you are planning to seek an office, we encourage you to submit your nominations as soon as the forms become available. The forms are updated each year with input from the current officer so the knowledge, skills, abilities, and experience necessary to perform the job are listed on the form and will help the nominee know what is expected of the candidate to be successful.

Deadline for receiving Nominations Forms by the Nominations Committee is midnight March 7, 2012. The committee will then proceed to select nominees. By March 21, 2012, the finalized ballot with candidates’ statements will be posted. Also, please remember that candidates may not begin campaigning for office until each candidate on the ballot has received written notification from the Nominations Office in accordance with the National Policy and Procedures Manual.

Election will be held April 15–May 15, 2012. Election results should be reported to the Executive Board not later than May 18, 2012.

The Nominations Committee encourages you to think about taking a more active role in FEW at the National level and becoming an integral part of a great organization working for women in the federal government. Please feel free to contact any member of the National Committee for questions, concerns or additional information.

Karen Graves
Karen_Graves@mow.uscourts.gov

Bernita Marshalls
Bernita.Marshall@va.gov

Cheryl Taylor
cheryl.taylor1@navy.mil

Cindy Wilson
MidAtlanticRM@few.org

Sharon Nelson
sharonen@comcast.net

FEDERAL WOMEN'S PROGRAM NEWS—TRAIN THE TRAINER

Submitted by Debra Hobbs, Federal Women's Programs

In conjunction with the Office of Diversity and Inclusion; the Equal Employment Opportunity Commission; Office of Personnel Management's Federal Women's Program Council and Federally Employed Women (FEW)—members Sue Webster, Debra Hobbs and Michelle Crockett will host a Train-the-Trainer Workshop entitled "In Work Life Balance" at the White House, Eisenhower Executive Office Building in March, 2012.

The training will bring awareness to women on workplace flexibilities, family-friendly programs, and policies offered by the federal government, such as telework; wellness; childcare; flexible leave programs and policies; flexible work schedules; job sharing; maternity/paternity policies; and elevating the role of the Federal Women's Program Manager (FWPM). In addition, information on best practices in work-life balance program and policies in the public and private sector will be shared.

The training will host approximately 115 participants. Representatives of affinity groups that serve to improve the status of women in the federal government will attend. Such representatives include: members of FWPMs; FEW; Work-life Program Managers; Employee Assistance Program Managers; and other representatives from federal women advocacy groups.

This will be a great opportunity, raising the visibility of FWPMs; all part of what FEW has been working toward.

2012 NATIONAL TRAINING PROGRAM (NTP) NEWS



2012 NATIONAL TRAINING PROGRAM

Submitted by Clara Anderson, National Vice President for Training

The 2012 NTP Training Team has been working diligently since “Ring the Sound of Success” ended in beautiful Philadelphia last year.

Since 1969 the NTP has provided an opportunity for attendees to have a “one-stop shop” where there are a variety of training topics to choose from enabling attendees to leave the NTP with enhanced skills and a new enthusiasm for career choices; and, this year is no different.

This year’s NTP will provide you with the following training tracks from which to choose:

- Career Advancement
- Human Resources
- Equal Employment Opportunities/Federal Women’s Program
- Middle Management
- Technology Power User
- Executive Leadership
- Project Management
- Acquisitions/Financial Management

The Training Tracks are designed to allow you to pick classes from a specific topic area with ease; however you can choose from any of the classes offered either inside or outside the tracks. The above tracks will give you the ability to select training to enhance your career and to build on the skills you already possess to achieve positive progress in your workplace.

The Defense Equal Opportunity Management Institute (DEOMI) will be presenting a shortened version its Special Emphasis Program Managers Course, which will include three full days of instruction producing the following outcomes where Federal Women’s Programs will

- understand and perform the roles and responsibilities of a Special Emphasis Program Manager
- analyze demographics data to determine low participation rates of women and
- conduct a barrier analysis to determine root causes of low participation rates in certain categories.

Continuing Education Units will be awarded for each training session. Participation in the entire session is required, as well as proof of learning outcome understanding, in order to earn CEUs for the training session. CEUs are calculated based on one full CEU per 10 contact hours of instruction. Most NTP 2012 sessions will receive .3 CEUs as they are 3 hours sessions. Offering CEUs for the training sessions provides that continuing education and training policies, processes and procedures have been created and followed in the selection of all NTP training sessions.

NEW THIS YEAR—Bring your resumes and join us for a personalized career coaching session. Have your resume reviewed/edited in real time, engage in mock interviews, and participate in other career-oriented discussions. Stay tuned for more information to follow.

Through FEW's partnership with DCG Microsoft Office Specialist (MOS) certification testing will also be available at NTP 2012 in Detroit. All computer classes build on skills utilized in the MOS certification. Stand apart from the crowd and take advantage of this opportunity to take the MOS certification tests in Word, Excel, PowerPoint, Access or Outlook.

There is something for everyone in every phase of his or her career at NTP 2012. Join us in Detroit to take advantage of sessions to fuel your career advancement.

***"Taking charge of your own learning is a part of taking charge of your life, which is the sine qua non (absolutely essential component) in becoming an integrated person."** ~*

Warren G. Bennis

Get your wheels rolling and join us in Detroit!

NTP REGISTRATION AND HOTEL INFORMATION

NTP Committee

Now is the time to get serious about making your plans to attend Federally Employed Women's (FEW) 2012 National Training Program (NTP) July 16-20, 2012. Here is information to help you with your registration.

NTP Registration

Training Courses:

Members	\$ 850.00 before May 31, 2012
	\$ 925.00 thereafter
Non-Members	\$ 1,050.00 before May 31, 2012
	\$ 1,125.00 thereafter

Registration will open for Diamond Members on February 14; Lifetime Members can begin registering on February 21. For all other FEW members, registration will begin on February 27. Registration for everyone will start on March 5, 2012. Register online at (www.few.org). An additional \$80 processing fee will apply for those paying with federal government training forms or purchase orders.

NTP Hotels and Rates

Downtown Detroit Marriott at the Renaissance Center is the host hotel and the rate is \$91.00 a night. You may make reservations by going to www.few.org and selecting National Training Information and then go to lodging or you may call 800-266-9432 for registration. **Please specify FEW NTP to receive the conference rate.**

After June 14, 2012, FEW cannot guarantee availability of rooms or the special conference rate. A credit card will be required to guarantee your reservations. Reservations must be cancelled by July 10, 2012, to avoid a penalty charge equal to one night's lodging. You may substitute names at no charge. Individuals may make no more than two reservations under a single name and credit card.

FEW'S HELPING HAND



Submitted by Mable Seldon, 2012 NTP Co-Chair

As previously announced **The Children's Hospital of Michigan Foundation** has been selected as FEW's outreach project. The hospital and the Foundation focus on advancing the health and health care of children through funding—(1) vital pediatric medical research, (2) health professional education and (3) community benefit programs within the community at large.

Our goal is to raise \$20,000. **Donations are tax-deductible** and can be made by check or credit card as follows:

Donations by credit card at www.feea.org can be made online.

Click on Give Now and Scroll Down to Gift Designation.

Use the pull-down box to designate your gift to: **Helping a FEW Kids.**

Make checks payable to FEEA—**Helping a FEW Kids**

Send to: 3333 S. Wadsworth Blvd., Suite 300, Lakewood, CO 80227

In the coming weeks, the NTP coordinator for this project will be in touch with each Regional Manager.

In the meantime, if you have any question or need more information contact: Erika Dawson at erika.a.dawson@irs.gov or 859-669-3642.

NTP 2012—EXHIBIT HALL

Submitted by Suzi Inman, 2012 NTP Co-Chair

The exhibits team is working very hard to bring to you an outstanding exhibit hall for your enjoyment and for a source of information. We have changed the hours of the hall this year to help you the attendee and the exhibitor. You will be able to spend more time checking out all of the wonderful displays. Again this year, the hall will be open late one evening for those of you that cannot make it to the hall during your lunchtime. We will also have a health fair area set up for you to check your blood pressure, to have your cholesterol screened and other onsite testing/screenings.

Please refer all potential exhibitors to anyone of the below listed names or have them go to the Federally Employed Women's (FEW) National Training Program (NTP) website and download the prospectus. We are looking forward to seeing you all in the exhibit hall.

Kathy Taylor, FEW NTP 2012 Exhibits Chair, (ntpexhibits@few.org)

Karyn Lockshire, Talley Management Exhibitor (klockshine@TALLEY.com)

Jaye Miller, Team Member (ntpexhibit@few.org)

NTP 2012—VOLUNTEERS NEEDED

Submitted by Regine Williams, Volunteer Chair

Federally Employed Women's (FEW) Annual National Training Program (NTP) for 2012 is just around the corner. Detroit, Michigan, is our location and has welcomed us to come and explore all the new, as well as, the old. If you are looking for outstanding training, then look no further; come join us in Detroit for the 43rd National Training Program, "Wheels of Change Keep on Moving!", which will be held July 16-20, 2012.

If you have not already visited the website to learn about this exciting training, please do so immediately. Once you have visited the site, and after selecting classes that will be made available to you soon, we invite you to take it one step further and sign up for the "Volunteer Team." You will never know how much FEW depends on and appreciates its "Volunteers" until you complete the form and join the team. Your expertise is being called upon.



Please come join us, not only as a Participant at the NTP, but as a Volunteer who will be proud to say they played a vital role in help making this training program successful as it has been year after year.

We look forward to you joining us in Detroit!

PARTNER NEWS

SOCIETY OF AMERICAN INDIAN GOVERNMENT EMPLOYEES

Submitted by Danny J. Garceau, Chairman

As we begin 2012, I would like to thank all of our membership for your involvement with SAIGE. I give special thanks, board and committee members, along with our conference workers for all they do for the benefit of many. We had a tremendous year as an organization, and it is attributed to the involvement of our membership. Thank you all.

In December we held our annual elections. I want to thank all those who accepted nomination and congratulate those who were elected. For those who are leaving the board, I thank you for your years of service; SAIGE is better because of it. I also ask that you continue to support SAIGE however you can, and your experience and talents are of great value. Please consider serving on the board again in the future.

Here is your 2012 SAIGE Board;

Chairman - Danny Garceau
Vice Chair - Lori Windle
Secretary - Fredericka Joseph
Treasurer - Shana Barehand
Director - Phil Hamel
Director - Susan Johnson
Director - Becky Lewis

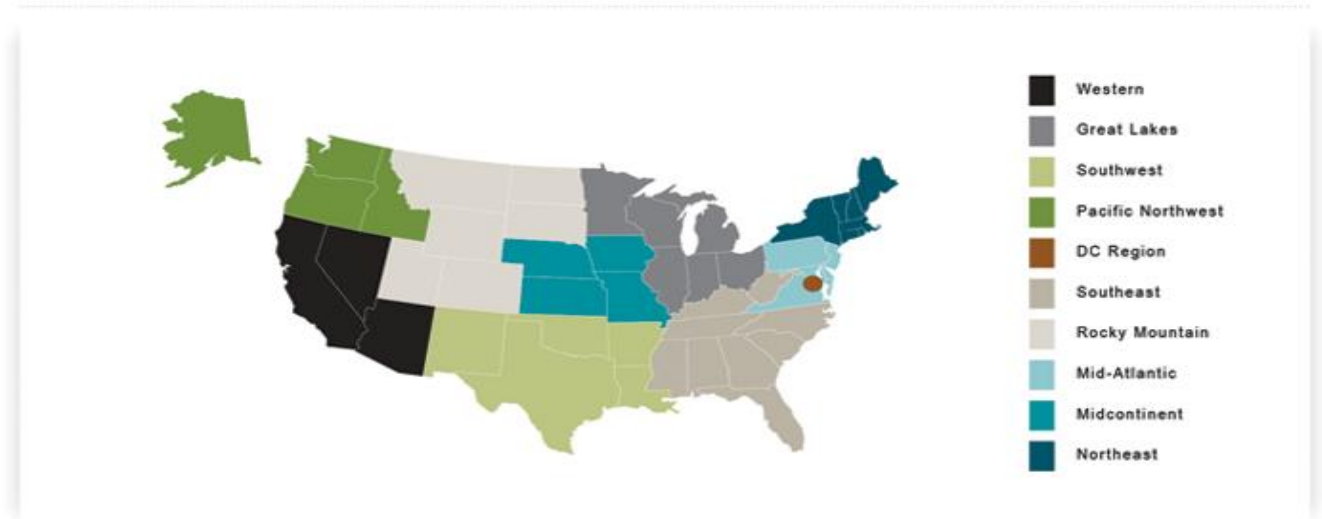
Director - Sue Marcus
Director - Pete Molina
Director - Millie Titla
Director - Sue Morris
Director - Jinny Shulenberger
Director - Brenda Takes Horse
Director - Veronica Vasquez

We are growing in number and activity as an organization. We are expanding our network and membership to include more tribal government employees. We are strengthening our partnership with the federal government agencies. 2012 is going to be another busy year. Our 10th Anniversary Training Program in Denver is going to be something very special. I hope you all will be able to join us there and bring new friends into our family. Please ask friends and fellow co-workers to consider joining our organization.

Best wishes to you for a great new year filled with blessings!

REGIONAL & CHAPTER NEWS

FEW REGIONS



WESTERN REGION

Submitted by **Caroline Michael, Aloha Chapter President**

Western Regional Manager Kim Foster helped with a membership campaign in the Pacific area and talked to staff representatives from U.S. Senator Inouye's and U.S. Senator Akaka's offices. Kim was a keynote speaker during a one-week campaign with the following agencies: Pacific Command Headquarters, Hickam Air Force Base and Homeland Security. She also presented awards to Aloha Chapter's Women in Excellence.




Left: FEW member and Training Manager for Armed Forces Communications and Electronics Association - Pacific; (in orange - Director, Pacific Federal Executive Board of 120 agencies); (Right - Lifetime Member, Pacific Manager for Combined Federal Campaign)

HOLIDAY SUCCESS

Adrienne M. Callahan, Windy City Chapter President

In December 2011, the Windy City members filled holiday wishes from children of the Revival Fellowship Church of God in Christ. Below is the thank you letter from the Pastor and the Revival Fellowship Church family.

 Revival Fellowship C.O.G.I.C
2810 w Washington
Chicago, IL 60629
Phone: 773-533-4110
John E. Jackson –Pastor
Email: johnEjackson10@yahoo.com
Www.revivalfellowship2810.org

Revival Fellowship Church of God In Christ family would like to thank all of you from F.E.W. Windy City chapter for the donations of gifts to our children. Many of the children were very surprised to see what was in store for them. Here at Revival Fellowship Church we are ever so grateful for the kind work that was done. We extend a great hand of thanks in this letter as well as in prayer for each person that gave a gift to each child that had a letter.

We look forward to meeting you all in person one day soon for the doors of this church are forever open to those that are in any form of need and assistance, whether it is for counseling, prayer, or just to have a moment with the Lord, we are here. Once again our Youth Ministry and the families of the children and the church want to thank you and will continue to pray for greatness to come to all of you everyday. The bible says that "He that receiveth a prophet in the name of a prophet shall receive a prophet's reward; and he that receiveth a righteous man shall receive a righteous man's reward.-Matthew 10:41" Your reward is great and is on its way.

Respectfully'

Pastor John E Jackson and
the entire Revival Fellowship Church family



INTERVIEW WITH ARLENA FITCH-GORDON

Submitted by Nicolle Sommerville, Equalitarian Chapter member

How long were you with the federal government?

49 years

What positions did you hold?

Equal Employment Opportunity Officer, Diversity Manager, Black Employment Program Officer, Special Emphasis Program Manager, Section Chief, Branch Chief, Assistant Division Chief, Division Chief, and Supervisory Personnel Security Specialist.

How long were you a member of FEW? Since 1985

How did FEW enhance your career and personal life throughout the years?

When I attended my first Federally Employed Women's (FEW) National Training Program (NTP) in 1991, I was inspired, motivated, and challenged to take charge of my own destiny and enhance my skill sets to become an advocate for Equal Employment Opportunity, civil rights, diversity and a motivational speaker.

What was your proudest moment in your career as a federal employee?

When I received the National Association for the Advancement of Colored People (NAACP) National Roy Wilkins Award for my efforts in advocating civil rights for everyone in 1998 during the NAACP Convention in New York City, New York.

What do you know now as a retiree, that you did not know when you began your federal career? That you are in charge of your own destiny; you can create your own success; you are your own Public Relations person; you must network and build relationships; you must find a mentor, and you must move out of your comfort zones and dare to take risks.

How would you like to see FEW grow as an organization?

I would like to see FEW assist with the goal of our National President Sue Webster to have a Chapter in every state so that we can become the organization of choice.

What words of wisdom can you give for members of the Equalitarian Chapter? To volunteer for any requests for special assignments; committees' gain additional education through formal or informal training; never trash your supervisor or agency; mentor others and support your current President of the Equalitarian Chapter.

Congratulations, Arlena, on a wonderful Career and a job well done from the members of FEW Equalitarian Chapter!

FRANCES D. GAGE CHAPTER

Submitted by Brenda Dennis, Frances D. Gage Chapter President

Frances D. Gage Chapter wrapped up the month of October by holding an agency youth rally featuring special guest speaker Roy Juarez, Jr., and preparing for our November membership drive. The Chapter has been pretty active for the past several months. Our November Chapter Meeting was held at the home of one of our Chapter members Elsie Miracle. The weather prevented us from having our planned bonfire outside, but the event was held and moved inside of their beautiful log cabin. The main topic of our scheduled meeting was our annual membership drive. In early November the Chapter started advertising their annual membership drive to be held at the Chapter's government agency. The membership drive was to be held for two days on November 16 and 17 for the agency employees in two different buildings. The Chapter came up with a different type of theme this year. It was decided the Chapter would also hold a book drive during the membership drive. The books that employees would bring in for the membership drive would be donated and shipped by Frances D. Gage Chapter in the Christmas boxes being mailed overseas to our men and women serving in the military. Our Chapter continues to support our military troops each month. The membership drive was a success. Thanks to all Public Debt employees that donated books for our military men and women that are serving.

December brought us getting ready for the holidays. The Chapter volunteered to sponsor two families for Christmas in our local area. The Chapter purchased stockings for the children, presents for all family members, and cookies for both of the families. This was our first time volunteering to sponsor families at Christmas.

The Chapter held their Christmas party and dinner at the home of one of our retired chapter members this year, Laverne Marshall. There was food, games, door prizes and gifts for all. We would like to thank Laverne for hosting our Christmas dinner and gathering this year. It was enjoyed by all.

January the Chapter will be welcoming June Rhodes from the Mid-Ohio Valley Health Department as our guest speaker for the program "Women's Health and Diet." June will be speaking to all attending on health-related issues and explaining to us how to read and understand labels on food items.

FROM A SCHOLARSHIP WINNER—IT WAS ALL WORTH IT!

Submitted by Jackie Wasik, Windy City Chapter

Summer of 2009 I received a phone call you never expect to receive. “Hello Jackie. I am excited to tell you that you have won our Academic Scholarship to Grantham University.” Yes, I mean a phone call you never expect, because I almost didn’t even apply, much less think I would win. I recall applying, thinking, ‘Jackie, just apply. All they can say is no.’



APPLY! APPLY! APPLY! I am here to tell you, “YOU COULD WIN!” Do you need your degree, but money is holding you back? As a member of Federally Employed Women (FEW), you have an opportunity to make one of your dreams become a reality. I would have never received my Bachelor Degree because I did not have the money. My husband and I did not want to add a loan payment to our bills, especially since the economy was going down. Because of FEW and Grantham University, I have accomplished one of my dreams.

FEW chose a great partner when they chose Grantham University. A Student Advisor was assigned to assist with any questions along my path to graduation. My Advisor helped enroll me into class each time, and then followed up with a phone call at least once during each class. “Hi Jackie, I am just calling to check and see how things are going.” If I had a question, it was answered quickly. The Professors were there to serve. I was worried about on-line classes, because I am a procrastinator. The lesson formats were easy to follow. Questions were answered expeditiously. Grantham made this one of the easiest, toughest, satisfying challenges worth doing.

Yes, life would have to take the backseat sometimes; missing some of my son’s Cub Scout meetings or staying home on a weekend to get an assignment done has been worth it. January 2012, I finished my last class and I have earned my Bachelor of Science Degree in Multidisciplinary Studies.

AND YOU CAN DO IT, TOO! The first step is to answer the call for applications and APPLY for that scholarship opportunity. You just might get that unexpected call!

TOOLS FOR YOUR CONSIDERATION

Editor's note: One of the great things about Federally Employed Women is we are able to learn from each other. That's no surprise since one of our focus areas is training. And we should keep our focus on improving the status of women in federal service. But we all know our careers are only a part of our lives. There are many other things that influence our ability to be effective in the work place.

This past year we began including women's health issues as a monthly feature. This is an example of things that influence our work. This month I have separated some of these topics in an area I call Tools for Your Consideration. My idea is bring you topics that will help in areas that may not directly impact your daily work, but can improve our overall wellbeing.

I am interested in your feedback on this idea. I don't want to burden you with information that doesn't help you, but do want to provide items that could improve our lives. If you would like to comment on this or any other issue with the News and Views, please send me an email at: newsandviews@few.org.

I hope you enjoy our new area! Vicki

EMAIL IS FOR CONFIRMATION—NOT CONVERSATION

Submitted by Arlena Fitch-Gordon, National Executive Vice President

Recently I attended a Leadership Symposium sponsored by the Columbus, Ohio, YWCA. The mission of the YWCA is eliminating racism and empowering women. During this leadership luncheon series, I read a very interesting article pertaining to email etiquette that I believe would be interesting for our organization. This article published by Yvette Alexander Slate, Founder of Carried the Bag, LLC, reads in part:

“It is so convenient for us to embrace technology every chance we get, but we can’t lose sight of what separates us from our competition and that is YOU. How can one ever build strong business relationships if they don’t communicate appropriately with others? We have become as comfortable with email as the fastest and most efficient form of communication that we have lost the effectiveness of our interpersonal communication skills. Here are some quick tips that will guide you along the way of being relevant: People communicate four ways—face to face, auditory, electronically and tactility. It is our responsibility to find out what best suits them and not assume that everyone prefers email. This can only be done when you put forth the effort to get to know them.

If you feel like you need to explain something to a person, don’t use email. Pick up the phone. A person’s perception of you will change when they hear what you are trying to say as opposed to decipher what you mean.”

As a former manager, I had to smooth over many ruffled feathers because the recipient of the email felt that it was rude and condescending.

I can safely state that many of you might have encountered an occasion when a telephone call or talk in person would have handled the situation better than an email.

The moral of this article is being cognizant of the fact that email is not always the best way to handle certain situations. We need to focus on this fact because as Sue Webster states: “We want Federally Employed Women to become the organization of choice.”

NEED SOME HELP IN THE KITCHEN?

Submitted by Lynne Revo-Cohen

Federally Employed Women (FEW) member Lynne Revo-Cohen was Legislative Director working for a past National President Dorothy Nelms. She wants to share her daughter Jennifer Segal's cooking website with other FEW members. It is called "Once Upon A Chef." According to Lynne, she has built quite a nice following of thousands of subscribers, contributes to the Huffington Post blog, and other cooking sites as well. She also has several big-name sponsors including Cuisinart, Oxo, among others in the food industry. You can access her new website anytime at (www.ouonceuponachef.com).



Lynne says, "People love her site as it gives them free recipes each week that are fully tested, complete with step by step directions, with helpful photos of each step in the process. It's a great resource for working women who are always under the gun to get good food on the table after work."

OPERATION WARMTH

Submitted by Shelly McCoy, Awards Chair

Reprinted from Federally Employed Women (FEW) Home Page—Raelene Hampton, FEW member stationed in Afghanistan is looking for support for Afghan women through their ‘Operation Warmth Program.’ You are invited to participate through donations. The donations will be gifted to local national Afghan orphanages and women’s shelters. Items can be sent well into the year, as winter stays very cold until after April. For more details go to (<http://www.few.org/assets/docs/OperationWarmth.pdf>).



Afgan woman displaying her mark after voting

WOMEN'S HEALTH

DO YOU TAKE GOOD CARE OF YOUR HEART?

Submitted by the Blue Cross and Blue Shield Federal Employee Program

February is American Heart Month, and Friday, February 3, was National Wear Red Day to promote women's heart health. This was a great time to join the battle against cardiovascular disease by making sure you practiced good habits for a healthy heart.



While many women fear breast cancer the most, it is actually heart disease—including stroke—that is the leading cause of death for both women and men in the United States. Women over 55 and men over 45 are at an increased risk, as well as people who have a family history of early cardiovascular disease.

According to the National Institutes of Health, one in four American women die of heart disease. Unfortunately, most do not make the connection between known risk factors—such as high blood pressure and high cholesterol—and their chances of developing heart disease.

Heart disease can be prevented. A healthy diet and lifestyle are your best weapons to fight heart disease. Keep these factors in mind:

- Watch your weight.
- Quit smoking and avoid secondhand smoke.
- Control your cholesterol and blood pressure.
- Get active.
- Eat healthy foods.
- Take steps to manage stress.

It is not as hard as you might think. As you make daily food choices, read nutrition labels and incorporate these recommendations:

- Choose lean meats and poultry without skin and prepare them without adding saturated and Trans fats.
- Select fat-free, 1 percent and low-fat dairy products.
- Reduce trans-fat in your diet by cutting back on foods containing partially hydrogenated vegetable oils.
- Cut back on foods high in dietary cholesterol. Aim to eat less than 300 mg of cholesterol each day.
- Cut back on beverages and foods with added sugars.
- Select foods that are lower in salt (sodium).

- If you drink alcohol, drink in moderation—no more than one drink a day for women and two for men.
- Keep an eye on portion sizes—don't "supersize" meals.

Ask your doctor or other health care professional about your risk for heart disease. Be sure you know what your important "numbers" are and what they mean:

- Blood pressure
- Cholesterol—total cholesterol, LDL ("bad") cholesterol, HDL ("good") cholesterol and triglycerides
- Body mass index and waist circumference measurement
- Blood sugar level (could indicate a risk for diabetes)

Make the effort to improve your health and the quality of your life, starting today!

Resources:

The National Heart, Lung and Blood Institute, part of the National Institutes of Health

<http://www.nhlbi.nih.gov/educational/hearttruth/index.htm>

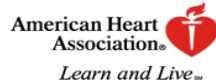
The American Heart Association <http://www.americanheart.org/presenter.jhtml?identifier=4441>

Centers for Disease Control and Prevention <http://www.cdc.gov/features/heartmonth/>

MORE ABOUT YOUR HEART

Submitted by Lisamarie Rykowski

FEBRUARY 2♥12 is W♥MEN'S HEART DISEASE AWARENESS M♥NTH



February is dedicated to raising awareness about Women's heart disease and increasing knowledge about prevention. Know your risk numbers and have your blood pressure taken. Why not give yourself a gift this Valentines Day, by having a simple fasting blood screening that should include:

- ✓ Total Cholesterol
- ✓ HDL's
- ✓ LDL's
- ✓ Triglycerides
- ✓ Cholesterol/HDL ratio
- ✓ Glucose

Cardiovascular disease is the leading cause of death in the United States; one in every three deaths is from heart disease or stroke. We can fight back! The center for disease control (CDC) and the Department of Health and Human Services (DHHS) have launched the **"Million Hearts"** campaign.

The Million Hearts campaign began September 2011. This National initiative aims to prevent 1 million heart attacks and strokes in the United States over the next five years. This public-private partnership, co-led by CDC and the Center for Medicare and Medicaid Services (CMS) is integrating heart disease and stroke prevention programs, policies, and activities, empowering everyone to make healthier nutritional choices.

10 things you can do to start?

1. Visit: www.cdc.gov
2. Know the facts about heart disease.
3. Know your risk for heart disease/heart attack/stroke.
4. Make heart healthy choices every day.
5. Know the signs and symptoms of a heart attack/stroke.
6. Prevent/manage medical conditions you may have.
7. Talk to your doctor about your concerns.
8. Join Million Hearts campaign.
9. Reduce your cholesterol and lower your blood pressure.
10. Help spread the message.

Early Warning Signs of a heart attack

Unusual fatigue, Sleep changes: unusual or prolonged disturbance in your sleep patterns, Shortness of breath, Indigestion, anxiety, pain in jaw or arm

Warning signs of a stroke

Common stroke symptoms seen in both men and women:

- Sudden numbness or weakness of face, arm or leg - especially on one side of the body
- Sudden confusion, trouble speaking or understanding
- Sudden trouble seeing in one or both eyes
- Sudden trouble walking, dizziness, loss of balance or coordination
- Sudden severe headache with no known cause

Women may report unique stroke symptoms:

- Sudden face and/or limb pain
- Sudden hiccups
- Sudden nausea
- Sudden general weakness
- Sudden chest pain
- Sudden shortness of breath
- Sudden palpitations

Call **9-1-1** immediately if you have any of these symptoms. Every minute counts for stroke patients and acting F.A.S.T. can lead to the treatment they desperately need. The most effective treatments are only available if the stroke is recognized and diagnosed within the first three hours of the first symptom.

If you think someone may be having a stroke, act F.A.S.T. and do this simple test:

F—FACE: Ask the person to smile. Does one side of the face droop?

A—ARMS: Ask the person to raise both arms. Does one arm drift downward?

S—SPEECH: Ask the person to repeat a simple phrase. Is their speech slurred or strange?

T—TIME: If you observe any of these signs, call 9-1-1 immediately.

Note: *the time when symptoms first appeared.*



MEMBER NEWS

New Members

Submitted by Elizabeth Perry, Vice President for Membership and Chapter Organization

This lists the members who were added to the record from December 1st thru January 31st. We are glad to have you as members! Please make the following 158 new members in all 10 of our Regions feel very welcome and help them to join in your Chapter activities.

REGION	CHAPTER	FIRST NAME	LAST NAME
DC METRO	Bethesda	Alesia	Booth
DC METRO	Capital - Washington, DC	Angela	Kennon
DC METRO	College Park	Dimitra	Stratis-Cullum
DC METRO	DC Charter	Lynne	Revo-Cohen
DC METRO	DC Charter	Marcia	Venters
DC METRO	DC Charter	Paula	Sind-Prunier
DC METRO	DC Charter	Shirley	Jones
DC METRO	DIA Washington	Christa	Bennett
DC METRO	DIA Washington	Karen	Smith
DC METRO	DIA Washington	Melissa	Peterson
DC METRO	Federal Triangle	Delcine	Montgomery
DC METRO	Federal Triangle	Natalie	Cross
DC METRO	Federal Triangle	Patricia	Wilkinson
DC METRO	Federal Triangle	Sharron	Chapman
DC METRO	New Carrollton	Barbara	Curry
DC METRO	New Carrollton	Javonna	Andrews
DC METRO	New Carrollton	Shirley	Briscoe
DC METRO	New Carrollton	Tiah	White
DC METRO	New Carrollton	Toni	Jones
DC METRO	New Carrollton	Wanda	Wallace
DC METRO	New Horizons	Diane	Price
DC METRO	New Horizons	Frances	Williams
DC METRO	Northern VA	Patricia	Keaton-Williams
DC METRO	Northern VA	ShaRhonda	Brown-Simpson
DC METRO	Northwest DC	Sharon	Posey
DC METRO	Parklawn	Linda	Kaufman
DC METRO	Patuxent River	Ivette	Montes De Oca
DC METRO	Patuxent River	Linza	Harvey
DC METRO	Patuxent River	Mandy	Rogers-Jasey
DC METRO	Patuxent River	Patricia	Collier
DC METRO	Patuxent River	Sharon	Keith
DC METRO	Patuxent River	Sotonya	Motton

DC METRO	Patuxent River	SueEllen	Garner
DC METRO	Patuxent River	Tammy	Brugger
DC METRO	Patuxent River	Teri	Branch
DC METRO	Patuxent River	Toni	Foreman
DC METRO	Patuxent River	Vernique	Leathers
DC METRO	Patuxent River	Victoria	Butler
DC METRO	Seas and Skies	Tyra	Brown
DC METRO	South West Interagency	Daniella	Johnson
DC METRO	Widening Opportunities for Women	Brenda	Davis
DC METRO	Women on the Move	Jean	Horton
DC METRO	Women on the Move	Marquese	Lewis
DC METRO	Women with a Mission	Beverley	Hebron
DC METRO	Women with a Mission	Katia	Boyajian
Great Lakes	Equalitarian	Tiffanie	Reed
Great Lakes	Great Lakes	Dorothy	James
Great Lakes	Great Lakes	Yulanda	Bee
Great Lakes	Hoosier Hills	Bill	Taylor
Great Lakes	Hoosier Hills	Dara	James
Great Lakes	Hoosier Hills	David	Holtsclaw
Great Lakes	Hoosier Hills	Debbie	Smith
Great Lakes	Hoosier Hills	Erica	Jones
Great Lakes	Hoosier Hills	Jamie	Wilson
Great Lakes	Hoosier Hills	Kathryn	Pennington
Great Lakes	Hoosier Hills	Michelle	Young
Great Lakes	Hoosier Hills	Rita	Baldwin Priddy
Great Lakes	Miami Valley	Cheryl	Malone
Great Lakes	Miami Valley	Staci	Scearce
Great Lakes	Motor City	Carla	Sharp
Great Lakes	Motor City	Margaret	Dew
Great Lakes	North Coast	Wilonda	Person
Great Lakes	Windy City	Cynthia	Colquitt
Great Lakes	Windy City	Elizabeth	Mazreku
Great Lakes	Windy City	Valerie	Clay
Mid-Atlantic	B.W. Meade	Judith	Dudek
Mid-Atlantic	Carlisle	Rachel	Nyce
Mid-Atlantic	Fort Norfolk	Alicia	Farrow
Mid-Atlantic	Fort Norfolk	Cara	Sydnor
Mid-Atlantic	Fort Norfolk	Christy	Alexander
Mid-Atlantic	Fort Norfolk	Ellen	Moore
Mid-Atlantic	Fort Norfolk	Fayette	Alston
Mid-Atlantic	Fort Norfolk	Kimberly	Robinson
Mid-Atlantic	Fort Norfolk	Lindsay	Robson
Mid-Atlantic	Fort Norfolk	Lindsey	Pretlow
Mid-Atlantic	Fort Norfolk	Pamela	Reid-Szalanski
Mid-Atlantic	Fort Norfolk	Patricia	James
Mid-Atlantic	Fort Norfolk	Terrie	Simmons
Mid-Atlantic	Margaret C. Corbin	Alicia	Rhodes
Mid-Atlantic	Maryland Tri-County	Joyce	Glasby

Mid-Atlantic	Maryland Tri-County	Valery	Coleman
Midcontinent	Kansas Sunflower	Nancy	King
Midcontinent	Nebraska Heartland	Doris	Carpenter
Midcontinent	Nebraska Heartland	Megan	Hoover
Northeast	Brookhaven	Adele	Berenger
Northeast	Brookhaven	Patria	Villanueva
Northeast	Fort Monmouth	Seresha	Jones
Pacific Northwest	Willamette Valley	Brenda	Bush
Rocky Mountain	Denver Federal Center	Patricia	Mcmahon
Rocky Mountain	Downtown Denver	Dawn	Edmonson
Rocky Mountain	Wasatch	Anita	Smith
Southeast	Central Florida	Tina Hang	Cha
Southeast	Emerald Coast	Barbara	Curry
Southeast	Emerald Coast	Bobbi	Wood
Southeast	Emerald Coast	Candace	Robertson
Southeast	Emerald Coast	Carmelita	Martin
Southeast	Emerald Coast	Carol	Kelling
Southeast	Emerald Coast	Elizabeth	Clark
Southeast	Emerald Coast	Jacqui	Barker
Southeast	Emerald Coast	Janice	Grant
Southeast	Emerald Coast	Jodi	Hendrix
Southeast	Emerald Coast	Lillian	Cooper
Southeast	Emerald Coast	Lisa	Tindell
Southeast	Emerald Coast	Lori	Zipes
Southeast	Emerald Coast	Maggi	Wilczek
Southeast	Emerald Coast	Maria	McGlamery
Southeast	Emerald Coast	Patricia	Howerton
Southeast	Emerald Coast	Sandra	Backus
Southeast	Emerald Coast	Sandra	Wicks
Southeast	Emerald Coast	Sheila	Schnoering
Southeast	Frances Gage	Cristy	Ramsay
Southeast	Frances Gage	Cristy	Ramsey
Southeast	Frances Gage	Marian	Wilson
Southeast	Frances Gage	Resa	Vavra
Southeast	Greater Atlanta	Joyce	Hall
Southeast	Greater Atlanta	Yolanda	Gonzalez-Alvarez
Southeast	Greater Middle Tennessee	Patty	Drinkard
Southeast	Montgomery	Dolores	Osborne-Hensley
Southeast	Montgomery	Tanya	Kozak
Southeast	River City	Sandra	Buck
Southeast	Space Coast	Milton	Grant
Southeast	Sunshine Coast	Jean-Marie	Morgan
Southeast	Sunshine Coast	Rhonda	Phillips
Southeast	Sunshine Coast	Ruth	McAllister
Southwest	Alamo City	Donna	Parker
Southwest	Alamo City	Dorothy	Cannon
Southwest	Alamo City	Hilda	Ramos
Southwest	Alamo City	Rosalyn "Roz"	Wise

Southwest	Bluff Center	Sandra	Gonzalez
Southwest	Central Arkansas	Alicia	Caldwell
Southwest	Central Arkansas	Brendalee	Clarke
Southwest	Central Arkansas	Lorin	Meeks-Harris
Southwest	Central Texas	Barbara	Bailey
Southwest	Central Texas	Esther	Cleggs-Burns
Southwest	Central Texas	Jasmine	Biggs
Southwest	Central Texas	Katherine	Schoppe
Southwest	Dallas Area	Ajaye	Carter
Southwest	Dallas Area	Carolyn	Meier
Southwest	Dallas Area	Deb	Krause
Southwest	Dallas Area	Jane	Simpson
Southwest	Dallas Area	Rhetta	Newshott
Southwest	Greater New Orleans	Karen	Wilson
Southwest	Greater New Orleans	Kathleen	LaGrange
Southwest	Three Crosses	DEBRA	CLARK
Southwest	Three Crosses	Kimberly	Allen
Southwest	Three Crosses	Marsha	Smith
Southwest	Tinker	Maria	Franklin-Pugh
Southwest	Zia	Nancy	Worley
Western	Aloha	Renate	Alarcon
Western	Central Coast of California	Daniel	Oliver
Western	Central Coast of California	Rasana	Boyal
Western	East Bay	Regina	Guillory
Western	East Bay	Suzanne	Suskind
Western	Gems of the Desert	Chandy	Sampson
Western	San Diego Chapter of FEW	Patricia	Maidona
Western	SoCo FEW	Sydney	Portis
Western	Southern California Gold Coast	Mary	Quesada
Western	Southern California Gold Coast	Patrina	Haizlip-Payne