



NEWS & VIEWS

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"LEADERSHIP BEGINS HERE" A Dream comes true for President Wolfe

National President, Patricia (Pat) Wolfe and the National Board of Directors in conjunction with the Fall Executive Committee Meeting, welcomed the organization's Chapter Presidents to Washington, D.C. for a first-ever Chapter President Leadership Forum. Over 100



FEW President Pat Wolfe, Rep. Jim Moran (D) and Eva Whitaker, D.C. MetroRegion Legislative Liaison

attendees representing 80 chapters gathered for three days of officer training, membership recruiting and leadership development. Retired Brigadier General Wilma Vaught, President of Women In Military Service For America Memorial Foundation (WIMSA) opened the event with an inspiring keynote address highlighting leadership skills that enabled her to be successful in the military and to lead the effort for the Women's Memorial at Arlington Cemetery.

Participants attended a Legislative Breakfast featuring Reps. Jim Moran (D-VA) and Chris Van Hollen (D-MD), and Melissa Wojciak, Director, House Government Reform Committee. Following the breakfast, attendees visited their legislators to discuss important legislative issues. Over 90 participants conducted almost 100 meetings with lawmakers and their staffs.

All legislators were presented with employment statistics on the number of federal workers employed in their congressional districts and states.

Marion Stevens, Immediate Past Vice President for Membership and Chapter Organization, chaired the training program. Assisting Marion was Ellen McKenzie, current Vice President. "I am so excited to see so many chapter presidents in one room – what a wonderful opportunity for FEW", stated Marion. The focus of the training activities was to assist Chapter Presidents in understanding their leadership role in the organization and to help them with "developing a tool kit" of knowledge and techniques to assist them with their work. Information on membership development, recruitment, and leadership development were presented on Friday afternoon. Saturday was devoted to chapter officer training which covered all aspects and roles in operating a FEW chapter including Parliamentary Procedures. The highlight of the day was the "table topics" presented just after lunch. For an hour, in two one-half hour increments attendees were given the opportunity to choose the topic that was of the most interest to them. Topics presented were "All About Membership, Meet the President, Everything About FEW, Newsletters, Training and Parliamentary Procedures."

"Chapter Presidents are the critical link between the national organization and FEW's members", said President Wolfe, "and are truly the voice of the national organization at the local level. It was a privilege to meet so many wonderful people and to host this outstanding event". "Thanks to all who worked so hard to make the Chapter President Leadership Forum such a huge success and especially to Chairperson Marion Stevens and to Amber Association Partners LLC for their logistical

support. I have received a lot of positive feedback and will be anxious to see the results of the survey. We were all so excited to have our chapter leaders in Washington for this first-ever event!"

FEW's legislative breakfast and Congressional visits were informative, interesting, and a great learning experience for many of our attendees. Approximately 75% indicated that this was their first time to visit their U. S. Representative or Senator. FEW Washington Representative Janet Kopenhaver and VP for Congressional and Government Relations Rhonda Trent did a magnificent job of preparing attendees for the visits.

From the Presidents Desk

By Patricia Wolfe, President

My hope is that each and every one of you will have a wonderful holiday season observed in your own special way with the people you hold most dear. The season is a joyous but busy time for most of us, but please take a moment to remember someone who may be alone, away from home and family, ill, or confined to home or nursing home. There are so many opportunities for giving during the holiday season but sometimes it is the smallest gesture of friendship that can mean so much to an individual who may be feeling lonely. Most of us come to realize as we grow older that the greatest gift is not the beautifully wrapped package, but is the gift of love, respect and friendship.

Patricia M. Wolfe

Legislative Breakfast on Capitol Hill

By Dawn Nester, Regional Manager
D.C. Metro Region

In conjunction with the National FEW Executive Committee's visit to Washington, D.C., the D.C. Metro Region sponsored a Legislative Breakfast. Eva Whitaker from the Latimer Chapter serves as the Region's Legislative Liaison and coordinated this event. A big "Thank you!" goes out to Eva, Sandra Gardei and Terry Thir (New Horizons

Chapter), Gwen Bridgett and Wanda Killingsworth (D.C. Charter Chapter), and Bernice Waller (Northwest D.C. Chapter) for serving on this ad hoc committee and helping to ensure that everything went smoothly.

Another big "Thank you!" goes out to Rhonda Trent, National Vice President, Congressional and Government Relations, and Janet Kopenhaver, FEW's representative



Rhonda Trent, VP,
Congressional and Government Relations

on Capitol Hill, for the work they did in ensuring members had excellent briefing packages, securing the lovely room for the event, and confirming speakers for the event.

We were delighted to welcome Congressman James Moran (D-VA); Congressman Christopher Van Hollen (D-MD), and Melissa Wojciak, Director, House Government Reform Committee, for the Honorable Tom Davis (R-VA), to the podium to share their points of view on issues important to women working for the federal



Janet Kopenhaver, FEW's representative on Capitol Hill

government. They talked about contracting out (A-76), the government pension offset, windfall profit elimination, women's health issues, and much more.

The D.C. Metro Region was pleased to be able to share with Congressman Moran that members had staffed a booth at his 13th annual Women's Issues Forum just a few weeks prior to this event. We were glad to put a "face" to FEW's presence in the metropolitan area.

It was our pleasure, too, to welcome so many of



Past National President

Freda Kurtz

our FEW family from all around the country as National FEW sponsored the organization's first-ever Chapter Presidents Leadership Forum. We were glad so many of you could join us on Capitol Hill!

The Legislative Agenda

By Rhonda Trent,
VP Congressional and Governmental Relations

The following is information presented by Janet Kopenhaver, FEW representative, in the FEW Washington Update, 16 Nov 2004.

"As you all know, the elections were held on November 2. More women voted than men – 54% to 46%. Single women supported Sen. Kerry, but more married women support Bush.

President Bush was reelected and the Republicans retained control of both congressional chambers. In the Senate, there are now 55 Republicans and 44 Democrats, and one Independent who tends to vote with the Democrats. In the House, there are 231 Republicans, 201 Democrats and one Independent who tends to vote with Democrats. Two Louisiana races are pending a runoff in mid-December.

On the President's top list of priorities for his second term are the following:

- Partial privatization of the Social Security system;
- Making the middle class tax cut permanent;
- Simplification of the current tax code;
- Passage of a comprehensive energy bill;
- Medical malpractice lawsuit reform;
- Tort law reform; and
- Achieving democracies in Iraq and Afghanistan.

But FEW members and other Federal employees are asking what will he do for federal workers? Well, his reelection will likely sharpen, and maybe speed up, the Administration's management agenda for the federal workforce, especially in such areas as performance-based pay and competitive sourcing. Bush's victory also

gives a green light to the departments of Defense and Homeland Security – where nearly half of federal employees work – to move ahead with overhauls of their pay and personnel systems. Regulations to revamp pay, promotions and labor relations in the two departments will probably be published later this year or in January.

In addition to running job competitions to determine if some federal jobs can be turned over to the private sector, the President's agenda calls for improvements in the hiring and assignment of personnel; financial management; electronic government; and the linkage of program performance to budgets.

One of the first clues to what Bush's second term will mean for federal employees should come in his fiscal year 2006 budget proposal. Bush will be confronting projections of a large deficit and may turn to his management agenda to leverage agencies for savings, including lower payroll costs. Obviously we will monitor these developments closely.

Other issues in the news that FEW is monitoring:

• **Affirmative Action:**

Starting Nov. 15, OPM will begin accepting applications for a special government-wide recruitment program designed to broaden opportunities for minorities, women and people with disabilities to become federal executives. The Senior Executive Service Federal Candidate Development Program, or Fed CDP, will prepare people for leadership jobs in government through rotational assignments, mentoring and performance assessments.

The program has been in the works since April 2003, when OPM Director Kay Coles James announced that she would take steps to improve diversity in the SES. FEW participated in some of the stakeholder meetings.

As of June, the SES had 7,708 members, including political appointees. Of that total, 14.7% were minorities and 26.6% were women. The GAO has projected that 55% of SES members will leave federal service by Oct. 1, 2007. GAO also projected that the so called "feeder ranks" for the SES

would be shrinking – with 47% of General Schedule 15 employees and 34% of GS-14 employees retiring or resigning.

• **Federal Sector Personnel Cuts:**

The Professional Services Council (PSC) wants the OMB and Government Accountability Office to promptly publish regulation changes that will allow federal workers to protest job competition decisions. In letters to OMB Deputy Director for Management Clay Johnson and GAO General Counsel Anthony Gamboa, PSC President Stan Soloway said quick publication of those rule changes is needed to give interested parties a chance to comment. The Council represents federal contractors.

• **Employment Benefits:**

As previously reported in the *Update*, federal employees will soon be allowed to claim time off for travel during off-duty hours. OPM announced in a memo to agency heads dated November 2, 2004 that the new perk for federal travelers will take effect no later than January 28, and perhaps sooner, if regulations can be written and published. We will continue to monitor the *Federal Register* for the official regulation guidelines to this legislation.

• **DoD Civilians:**

The Defense Department has begun transferring to its civilian employees 10,000 jobs previously performed by active-duty military members. The move is part of the department's plans to eventually transfer up to 320,000 jobs performed by military personnel to the civil service or contractors.

Also, the department is still on track to release this winter draft regulations for its new civilian employees personnel system. The department hopes to start using the new system in the middle of next year.

As you can see even though Congress is adjourned and will not convene until Jan 05 there are many actions and items to be tracked and monitored.

The draft "FEW 109th Legislative Agenda" is being worked now by the Legislative working group, review group, and regional and chapter legislative chairs. It is out for final review in order to have it

complete to present to the Board in February 2005. Please take the time to look it over and be ready to comment or suggest.

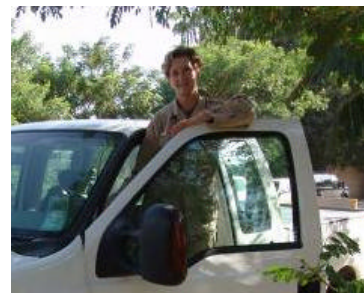
Also, all chapters should be presenting information on the CapWiz site in order to educate all members on how to contact their elected officials to express their opinion on issues such as those listed above or issues as addressed in the 109th Legislative Agenda.

Thanks to all members and officers who give of their time and talent to be part of such a wonderful organization.

From High Heels to Combat Boots

By Ruby Pierce CPS
Transatlantic Programs Center

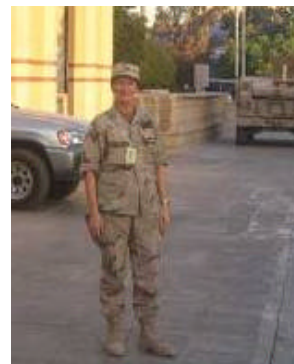
Why would an Executive Secretary volunteer to go to Iraq? Do you realize you are going into a war zone!? Do you realize Combat Boots do not have High Heels!? What kind of contribution can an admin



person possibly make to the Iraqi people? All of these questions were asked of me at least a dozen times prior to my

deployment to the Gulf Region Division. My initial response was "I have volunteered because I want the experience of helping to make a difference in whatever way I can!"

It is currently my pleasure, and job if



you will, to welcome all new personnel to the Gulf Region Division. My position involves performing the legwork for all the preliminary administrative paperwork that will allow these

personnel access to offices, briefings, and even remote sites outside the International Zone in our effort to help rebuild the country of Iraq.

As one of the first faces they see when entering the International Zone, I feel it is important to offer a friendly smile and "Welcome to Baghdad!" Later in the week they receive the Newcomer's Briefings given by senior staff members – briefings which allow each of us to realize feel how very important our role is, no matter how small we may think our contribution, and convinces us that volunteering was the RIGHT thing to do for each of us on behalf of the United States and the Iraqi people.

So, how does an Executive Secretary make a contribution to the Iraqi People? We begin by facilitating the transition from civilian in the U.S. to GRD team member in Iraq! Next, obtain the all-important Badge that allows travel to job sites to connect power and water systems that are so critical to Iraqi citizens and the reconstruction effort. Then accept the responsibility of driving a truck full of coworkers and bags to billeting trailers with such exotic names as **Embassy Estates, Riverside Villas, and Poolside Suites** and finally all those duffel bags that were issued at Ft. Bliss, lined up for countless inspections, and carried or dragged through numerous airports can be unpacked for the duration of the tour! Recently, when a new badging policy memo was released by the RSO in the International Zone (IZ), I assisted Contractors in getting IZ Badges for their Local National employees – another way of helping the Iraqi people make a better life for themselves and their families.

In conclusion, allow me to say that as a secretary who exchanged high heels for combat boots and the privilege of driving a Ford F-250, I have met and am working with many wonderful people – civilian and military; US citizens and non-US citizens – who, but for the Corps of Engineers and a reconstruction effort in Iraq, I would never have been blessed to meet! I am convinced that it does not matter what **career position** one holds – **ONE CAN MAKE A DIFFERENCE** when willing to raise a hand and accept the challenge!!

This truly is a once-in-a-lifetime experience.

Fitch-Gordon speaks on "Empowering Women for the 21st Century"

By Arlena Fitch-Gordon
Vice President for Diversity

A Columbus nationally recognized speaker for Federally Employed Women (FEW) was the keynote luncheon speaker at the Washington DC Metro Regional Training Program held November 3-4 in Bethesda, MD.

Arlena Fitch-Gordon, a Defense Industrial Security Clearance Office associate, and FEW's National Vice President for Diversity shared her "pearls of wisdom" at the conference which was held at the DeVry University DC site.

Fitch-Gordon shared with the audience that the FEW mission and purpose statement was revised to recognize that the mission of an organization is its driving force, and that FEW's mission needed to be consistent with the needs of federal women today and on into the 21st century.

She stated that she attended her first FEW National Training Program in 1991. It was so exciting, motivating and inspiring to be among so many women on the move! She was impressed and awed with the Workshop Presenters and Keynote Speakers.

During that week, she was inspired, motivated and empowered to believe that during the 21st Century, she would achieve and fulfill her dream of becoming the keynote speakers for training programs sponsored by the Federally Employed Women.

Her involvement with FEW was the roadmap that helped charter her destiny in life. Fitch-Gordon stated "FEW will help you move out of your comfort zones and dare to take risks." She further stated " FEW will help you become empowered women for the 21st Century, that many people go through their whole lives with a limited view of their own possibilities. They have not

learned how to maximize their own potential."

She posed the following questions to her audience: "What do you want to happen in your future so strongly that you'll make a no-withdrawal commitment towards obtaining it?" What goals are so important to you that no roadblock can stop you from reaching them?"

Fitch-Gordon shared a quote from Stedman Graham who once said, "We have been programmed to give our power away?" I challenge you this afternoon to begin to focus on themselves, and empower themselves!

She stated that "In order to empower yourself, you have to Self-Actualize your dreams. You have to break out of the box and control your own mind. Dream a dream and make it happen. The key to success is creating little successes over and over again. The more success you have (the more successful you become). The process of development is building upon your successes.

Fitch-Gordon stated "It's not about your race, your background, your culture. It's about your human spirit. Find your passion. What's the best thing to do? That's simple. Do your best and everything else will fall into place."

FEW Just Keeps on Giving

Wanda V. Killingsworth, National Scholarship Chair

With Federal budgets and competition for training dollars tightened many federal employees are finding it harder to acquire resources to meet the training needs vital to upward mobility. Another major concern of federal employees is finding the money to finance their college education. Many work full-time, receive good salaries, hold certain assets, and still find that their financial aid award is not enough to meet their needs without taking out costly student loans. Recognizing the need to support educational opportunities, FEW will be offering several scholarship programs as a means to assist members attending the National Training Program (NTP) and a

collegiate scholarship for continuing college education.

For the past two years FEW has offered a Collegiate Scholarship to its members pursuing her or his first Associate Degree or first Bachelors Degree at an accredited institution. As in previous years, FEW will award one (1) collegiate scholarship up to \$2,000 for the 2005-2006 academic year to a member of FEW.

In addition, FEW will award a total of six NTP scholarships; five (5) to actively employed FEW members, and one (1) to a retired member of FEW. FEW has extended the invitation to its members and retirees alike to take advantage of its NTP by offering an additional incentive of a scholarship. The scholarship provides an opportunity for deserving individuals to participate in the NTP who might not otherwise be able to attend. Each member who meets the requirements is encouraged to submit an application for a scholarship.

All scholarship applications must be submitted in accordance with FEW's National Policy and Procedures Manual (NPPM) and be postmarked by April 7th.

The scholarship criteria, application forms, and submission procedures can be found in the NPPM, Part Three - Activity and General Procedures, in the National Scholarship Section. The NPPM can be accessed from FEW's website at <http://www.few.org/publications.html>. More information about these scholarships will be posted on FEW's National website www.few.org. For additional information contact Wanda V. Killingsworth at 202-874-0678 or email at wanda.v.Killingsworth@irs.gov

FEW NTP EXPO 2005

By Carolyn Malone

There are quite a number of last year's vendors already signed up to tempt you in Reno. We are still searching for vendors that will give the attendee items not only to aid them with your career, but also to help meet some of their individual needs. We welcome any referrals you may have for consideration; just send contact

information to www.few.org. You will have the unique opportunity to visit with government, business, and industry leaders representing products and services. We are looking to expand by adding some home-based businesses.

Chapter News

Space Coast Chapter "Makes a Difference"

The Space Coast Chapter supports various women's shelters and domestic violence centers throughout Brevard County. They help protect their county and its environment through their lifetime membership to the Merritt Island Wildlife Refuge and other environmental programs through the year. An educational scholarship program was established in 1976 for both members and students in the county that continues today. All activities are supported from the profits of the annual training program; for which they have been recognized at the national level.

In addition, the chapter has participated in "Make a Difference Day" since 1996 with projects that have helped the Salvation Army Domestic Violence Center, Country Acres Children's Home, Pregnancy Crisis Center, Baxley Manor, Hacienda Girls Ranch and, for the second year, the Brevard Sharing Center has been chosen because of their overwhelming needs. The participation of the "family" at the Kennedy Space Center has been overwhelming. FEW Space Coast Chapter put out the call to their members and employees at KSC to fill boxes for the Sharing Center and all responded by individual and by office, both civil service and contractor. They opened their hearts and pocketbooks and came through for their community filling four large vehicles with non-perishable food and other household products that will benefit everyone who uses the Central Brevard Sharing Center. In the past the chapter has performed tasks such as painting, providing new curtains and bedspreads,

landscaping, providing diapers, collecting food - whatever is required.

FLORIDA COASTAL CLEANUP

Along with their many other activities the Space Coast Chapter of Federally Employed Women hosted the 2004 Ocean Conservancy Coastal Cleanup, held October 23, at Alan Shepard Park, Cocoa Beach, and sponsored by Keep Brevard Beautiful. This is a community wide event and many of the area's young people attended as well as many adults. With all the high tides resulting from Hurricanes Charlie, Frances and Jeanne there was a lot of trash on the beach to be removed. The weather was not that great to start - it was raining - but with everyone's enthusiasm, a lot of trash was harvested from the beach. The chapter had 20 volunteers who participated in the project.

This is a very special time of year and the Space Coast Chapter is not finished with it's community projects...they are about to undertake the task of filling 400 Christmas stockings for the Salvation Army, plus select "senior angels" for Baxley Manor, a low income housing facility.

FEW National President Visits: The Cascade Chapter

Patricia Wolfe, National President for FEW, joined the Cascade Chapter for dinner



on Friday, August 27, 2004. The chapter was delighted she came and we had a lovely dinner at Ivar's

Restaurant on the waterfront. Pat discussed FEW and its many programs. She provided the latest and greatest information about FEW. The dinner was well attended with 13 members present.

New Members

North Coast Chapter

Angel Hampton, Stacey Malone, Robin O'Connor, Ivy Scott, Dreama Cross-Starks
Krystal Johnson, Alanda Sales

Cascade Chapter

Anne Tiernan, Karen Simmons

Rainier Chapter

Kristina Wolfe, Centerville, VA

Willamette Valley Chapter

Pam Lewis, Heather Laslo,
Dianne Bentz, Jeanie Harman.

Greater Oklahoma City Chapter

Linda S. Vaughn
Mary J. Maddux

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in the World” and**



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information or to register.**

Elected National Officers 2004-2006

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Edna J. Harvin-Battle, Executive Vice President
Sue Webster, VP Policy and Planning
Becky Fasulo, VP Communications and Training
Rhonda Trent, VP Congressional and
Governmental Relations
Arlena Fitch-Gordon, VP Diversity
Ellen McKenzie, VP Membership & Chapter
Organization
Judith Flynn, Secretary
Clara Anderson, Treasurer
Claudia Williams, Nominations and Elections
Officer
Jenifer Bungert, Immediate Past President

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Karin Biega, Bylaws and Resolutions Chair
Christy Lam, Legal Chair
Sharon Roydes, Finance Chair
Jeanette Miller, Publications and Policy, and
Review Chair
Jenifer Bungert, NTP 2004 Chair
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Wanda Killingsworth, Scholarship Chair
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BGen Julia Cleckley, Military Women
Wilma Huey, Retirees
Jane Morgan, People with Disabilities
Joyce Durrant, Vice Parliamentarian
Beatrice Squire, Vice Parliamentarian
Angela Magliozzi, Women's Health Issues
Dawn Nester, Web Site Administrator



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