President’s Message

As we end 2019 and look forward to 2020, I have a question for you. Are you playing to win or just playing not to lose?

WOW, if you are reading this article it means you lived to see 2020. 2019 has come and gone. I am sure there are things we accomplished and things we had hoped to accomplish that we will add to our list for 2020. Will you continue to play it safe in 2020 or will you step out on Faith? Are there things you need to continue building in 2020? For me, it’s my BBQ business. What is it for you - A new job, a hobby or new business venture? Whatever it is, do IT. There are people who didn’t get to see the year end. As you reflect on what has been in 2019 really think about it. You will never get that time back again.

What does it mean to play to win? Well, if you are playing blackjack it means you hit 15/16. If we are talking about life, it means you go for IT. You apply for the job, do your best in the interview and accept the job when it is offered. You end relationships that are not fulfilling to you. You stop the foolishness. We should all know by now that if you keep doing the same thing over and over you will get the same result. To think the outcome would be different would mean we are crazy, and I know we are all very sane people.

Every day that we wake up, we have an opportunity to play to win. Whatever it is that you want to do in 2020, do it. Play to win! We can sit around and make excuses as to why not. My challenge to you is “why not”. I honestly believe that excuses are tools of the incompetent. I don’t believe anyone reading this is incompetent, so do it. Play to win, whatever it is. There are 366 days in 2020; make the most of them. If you need to lose weight to be healthier, do it, play to win. If you need to end a toxic relationship, do it, play to win. If you need to find another job, do it, play to win. Whatever it is, you need to do for you in 2020, don’t put it off until 2021. Do it, play to win!!

Aretha

2019 – 2020 Chapter Officers and Committees

President – Aretha Wilkerson
1st Vice President – Cherie Hinkle
2nd Vice President – Paula Thompson
Secretary – Anita Stringer
Treasurer – Becky Giles
Audit – Susan Janssen/Angela Feldman-Harkins
Community Involvement – Ruth Kruer
Diversity – Nancy Neviett Stagner
Training & Scholarships – Paula Thompson
Publicity – Donna Walker
Budget & Finance – Paula Thompson
Membership – Lauralee Northington
Programs – Cherie Hinkle
Bylaws – Anita Stringer
Compliance – Mary Lou Andres
Legislative – Carol Dawson
Newsletter – Anne Ramsey plus all Officers and Committee Chairs
Mentoring – Aretha Wilkerson
Parliamentarian – Esther Thomas
If you are interested in serving on any Committee or would like information about any Committee, please contact Aretha Wilkerson, 812-218-3344 or 502-415-8485, or Aretha.g.wilkerson@census.gov.

Working for the advancement of women in the government
Regular meetings are the third Thursday of each month.

All meetings are held at Mimi’s Café, 615 S. Hurstbourne Parkway, Louisville, Kentucky.

January 16, 2020
February 20, 2020
March 19, 2020
April 16, 2020
May 21, 2020
June 18, 2020
July 16, 2020
August 20, 2020
September 17, 2020*
October 15, 2020
November 19, 2020
December 17, 2020*
*Special Event

Reservations Requested – Contact Cherie Hinkle, cmhink01@yahoo.com.

Mary Lou Andres’ sister, Anita Louise Harris, age 57, passed away on December 16. Her two sons, Clayton and Ethan, and daughter, Katherine, are living with Mary Lou.

Lapsley Wilson Bagby, the 87 year-old father of Donna Walker and her four siblings (Patsy Pruitt, Annette Caple, Larry Bagby and Steve Bagby) as well as 11 grandchildren (10 living and one deceased), departed on November 7 in Jefferson County, Kentucky. His funeral was in Greensburg, Kentucky and his burial was in Bethlehem Cemetery located near Greensburg, Kentucky. Lapsley retired from General Electric after 43 years and following retirement, he continued his involvement in the Masonic Lodge and gardening.

If you have news about yourself or another member to share, please let me know. Send information to anneramsey@bellsouth.net.

Derby City Chapter Christmas Party

By Mary Lou Andres

The Derby City’s Christmas outing was on December 19, 2019, at Derby Dinner Theatre to see the play “Elf”. Twenty-four FEW members and friends attended the event. It was my second time to see “Elf” as I have season tickets, but it was worth a second look. We were seated on the floor next to the stage. It was so delightful. My favorite scene was the Dancing Santas – all that red was beautiful! My sister and my granddaughter also enjoyed the play immensely.

Member News

Welcome new member, Karen C. Smith from the Census Bureau.
Chapter Officer Training Webinars

Everyone should have received an email from National FEW about the upcoming Chapter Officer Training Webinar on January 15 and 22, 2020. You don’t have to be an officer to attend the training. If you have questions about how a chapter operates or are interested in becoming an officer in the future, please take the time to participate. Questions like:

- How do I access my chapter’s reports?
- We have a new treasurer. How can she get access to the reports?
- How can I find out who needs to renew?
- How do I submit a quarterly report?
- How do I know when someone new joins the chapter?
- What’s a 990 form and what do I do with it?

Join one of the two one-hour training events to assist you with the day-by-day tasks of being a chapter officer. A review of roles, responsibilities, resources, and the how-to’s of FEW chapter leadership will be addressed.

**When:** January 15 and January 22, 2020 – 1:30 PM EST; 12:30 PM CST; 11:30 AM MST; 10:30 AM PST

**Where:** via Webinar

Dial in: (712) 770-5505 Access Code 128732 #

Online: https://join.freeconferencecall.com/few_webinars

November Meeting Highlights

*By Anne Ramsey*

The November meeting was conducted by Aretha Wilkerson on Native American Facts. There are 570 federally recognized tribes in the United States. 6.7 million people identify as Native American or have partial heritage. That is 2.9 percent of the population. The states with the most Native Americans are California, Oklahoma, Arizona, New Mexico and Texas. The largest tribe is the Navajo. When the European settlers arrived in what is now Kentucky, the Shawnee, Cherokee and Chickasaw tribes fought for control. At the present time the wealthiest tribe is in Minnesota where each adult receives $84,000 monthly. Their wealth comes from casinos and resort operations.

Diversity Fair at the Census Bureau, National Processing Center (NPC) – November 13, 2019

*By Mary Lou Andres, Compliance Chair*

On November 13, 2019, Derby City Chapter members (left to right) Esther Thomas, Pam Pearson, Mary Lou Andres and Becky Giles represented Federally Employed Women at the Diversity Fair at the Census Bureau, National Processing Center, Jeffersonville, Indiana. Chapter brochures and membership applications were handed out at the event. New member Pam Pearson was there to assist at the event.
Below are names of the winners of free Churchill Downs tickets from the NPC Diversity Show Case Fair:

Brittani Adkins
Alyce Anderson
Brenda Basham
Donna Black
Kim Bottorff
Anita Buckingham
Fran Dale
Stacy Ferrell
Lillian Harrod
Misty Ketcham
Tammy Lilly
Carrie Mitchell
Mary Smith

Please contact Mary Lou Andres for any questions and to volunteer for this opportunity to share your skills with FEW and bring our website into the 21st Century!

Compliance

By Mary Lou Andres, Compliance Chair

What You Should Know about the Equal Employment Opportunity Commission (EEOC) and Ensuring Clear and Accurate Guidance

Outreach and education are critical tools to prevent discrimination, and the EEOC works with hundreds of thousands of employees and employers every year to educate them on their legal rights and responsibilities. As part of this effort, the EEOC is committed to providing guidance and information to our stakeholders that is current, accurate, and clear.

Since the EEOC began issuing guidance documents in the 1980s, there have been many changes in the laws we enforce. Some of EEOC's guidance and technical assistance documents have been superseded by legislation, court decisions, or newer and more complete guidance. Other guidance documents have become outdated because they were limited to narrow fact patterns that now rarely, if ever, arise.

An internal work group has been reviewing EEOC's guidance and technical assistance documents with these criteria in mind and has identified some that are candidates for updating or rescission. Guidance that needs to be updated will go through an appropriate Commission process for drafting and approval, including public input and Commission votes.

All documents being considered for rescission will be circulated to EEOC staff, as well as to Commissioners and the General Counsel, for comment regarding whether rescission is appropriate. Additionally, guidance documents, which were originally adopted by Commission vote, can be rescinded only by Commission vote. Technical assistance documents, which were not approved by Commission vote, will be withdrawn at the EEOC Chair's discretion after notice to the Commission.

A list of all the documents under consideration is available at www.eeoc.gov for review.

Derby City Chapter Website
www.fewderbycity.org:

By Mary Lou Andres

The Derby City Chapter needs a webmaster to manage and update our website. Our webmaster will receive a free FEW membership for maintaining the site which is hosted by GoDaddy.
FEW Derby City Chapter Churchill Downs event

By Mary Lou Andres

Paula Thompson and Mary Lou Andres took advantage of the free tickets the Chapter received to attend Churchill Downs’ Fall Meet on November 24, 2019. Everyone had a great time and I even came home a winner ($20). First time ever!

Left to right – Mary Lou Andres and Paula Thompson

As you know, FEW is about growing leaders and leading the way through developmental training, empowerment, mentoring and providing networking opportunities. This NTP is about helping you grow as leaders and assist you to reach your full potential. The courses are taught by professional industry leaders and meet the five Office of Personnel Management Executive Core Competencies (Leading Change, Leading People, Results Driven, Business Acumen and Building Coalitions).

This year you will be inspired by how many great things we have in store for you, including FEW’s very first Science, Technology, Engineering and Mathematics (STEM) Program. Yes, that’s right! There will be a full day of interactive and engaging exploration with trainers representing professional excellence in the STEM community.

So, make sure you join us and take advantage of all that we have to offer! I promise it will be your best personal and professional investment of the year!

See you there!

Karen M. Rainey
National President

Nichole G. Wright
National Training Program Chair 2020

I am so delighted to welcome you to join us for the 51st Federally Employed Women (FEW) National Training Program (NTP) to be held on July 20 – 24, 2020. The NTP will be held at the Hyatt Regency Hotel, 9801 International Drive, Orlando, Florida!

The theme for the 2020 NTP is Passing the Torch and Leading the Way. The theme colors are Silver, Turquoise/Teal and White.

As you know, FEW is about growing leaders and leading the way through developmental training, empowerment, mentoring and providing networking opportunities. This NTP is about helping you grow as leaders and assist you to reach your full potential. The courses are taught by professional industry leaders and meet the five Office of Personnel Management Executive Core Competencies (Leading Change, Leading People, Results Driven, Business Acumen and Building Coalitions).

This year you will be inspired by how many great things we have in store for you, including FEW’s very first Science, Technology, Engineering and Mathematics (STEM) Program. Yes, that’s right! There will be a full day of interactive and engaging exploration with trainers representing professional excellence in the STEM community.

So, make sure you join us and take advantage of all that we have to offer! I promise it will be your best personal and professional investment of the year!

See you there!

Karen M. Rainey
National President

Nichole G. Wright
National Training Program Chair 2020

The 2020 NARFE-FEEA National Scholarship Program is open. The competition is open to high school seniors only, and applicants must be children, grandchildren or great-grandchildren of NARFE members. You can learn more about the program and get the link to the application at www.feea.org/scholarships. Final deadline for submitting is Wednesday, March 25, 2020, at 3:00 p.m. EDT. Start early so there’s plenty of time to write your essay and get your reference!

LEARN MORE
Community Involvement

By Ruth Kruer

Don’t forget that all year we are collecting pennies for the Hosparus “Pennies from Heaven” campaign. We also collect aluminum can pull tabs and toiletries for Ronald McDonald House. Bring any contributions to any meeting. The Ronald McDonald House has a Wish List. The following items are needed to help families maintain their health and well-being while staying as a guest:

Food Items:
**Butter
Individually packaged snacks
Canned tuna
Fresh fruits and vegetables
Mustard
Icing
Cake and cookie mixes
Ramen noodles
Individual microwave meals – soups, stews, mac and cheese, noodle bowls, rice, oatmeal
Powdered lemonade

Cleaning Supplies/Kitchen Needs:
**Disposable vinyl gloves – medium and large
**Stainless steel surface cleaner
**All purpose/multi surface cleaner
Plastic forks and spoons
13 Gallon kitchen garbage bags
**Metal forks
**Can openers
Mr. Clean Magic Erasers
**8 oz and 16 oz food storage containers

Other Essentials:
**8 ½ x 11 printer paper
Paper towels

** Denotes items most needed at this time.

News & Views

Our latest issue of News & Views is now available. We will continue to strive to provide a behind the scenes look at FEW’s National, Region and Chapter levels and the activities they conduct to support FEW’s mission and to engage with our sponsors and partners. In addition, we hope everyone can use the newsletter as a marketing tool when recruiting new members, reaching out to potential sponsors and when conducting agency visits.

To view News & Views online, click https://www.few.org/newscenter/news-views/. If you would like to provide feedback, please send to few@few.org.

Up Coming Events

✔ May 2020 – Southeast Regional Training Program, Gulfport, Mississippi. Exact dates to be announced.


✔ September 25-27, 2020 – Derby City Chapter Annual Retreat at Blue Licks Battlefield State Park, Mt. Olive, Kentucky.

Deadline for articles for the next issue of the Pacesetter is February 25, 2020.

Is Your Address Up to Date?

Have you moved or changed your email address lately? If so, you need to update Federally Employed Women and the Derby City Chapter, so you continue to receive important information. Please notify Lauralee Northington, Membership Chair (LJNOrthington@bellsouth.net) and Donna Walker, Publicity Chair (donna1953_2000@yahoo.com). Also log into the National FEW website, www.few.org, and change your contact information. Go to “Members Only” and then “Update Profile”. The national office sends out information directly to members including renewal notices.

The Pacesetter is published bi-monthly as a means of sharing the many issues of interest to all FEW members and potential members. Articles are welcome from all sources. The editor reserves the right to edit for space requirements. The published views do not necessarily reflect the organization’s stand or that of any particular person except as stated in the article. Send any articles or ideas to Anne Ramsey, Editor. Phone: 502-451-2127. E-mail: anneramsey@bellsouth.net.

Working for the advancement of women in the government
Membership Application and Renewal

Please mail this application and a $45 check to: Federally Employed Women
P.O. Box 75551
Baltimore, MD 21275-5551

* Member Type  | (Check one)  | Member ID  | Gender
---|---|---|---
New Member  | (N/A for New Members)  | Male
Renewal  | ID:  | Female
Former Member  | ID:  |

* First Name:  | * Home Address
* Last Name:  | Line 2
* Daytime Phone:  |  | Line 3
* Evening Phone:  |  | * City
Email Preference  | Home / Work  | * State / Zip  | / -
Home Email:  
Work Email:  

Employment Demographics

Department/Agency or Private Company

<table>
<thead>
<tr>
<th>Pay Class</th>
<th>Pay Grade</th>
<th>Employment</th>
<th>Race</th>
<th>FWP/EEO</th>
</tr>
</thead>
<tbody>
<tr>
<td>GS</td>
<td>GS 1-4</td>
<td>Federal</td>
<td>American Indian</td>
<td>FWP Full Time</td>
</tr>
<tr>
<td>ES</td>
<td>GS 5-8</td>
<td>State</td>
<td>Asian/Pacific</td>
<td>FWP Part Time</td>
</tr>
<tr>
<td>GM</td>
<td>GS 9-12</td>
<td>Local</td>
<td>Black</td>
<td>EEO</td>
</tr>
<tr>
<td>SES</td>
<td>GS 13-15</td>
<td>Private</td>
<td>Hispanic</td>
<td>Other</td>
</tr>
<tr>
<td>WG</td>
<td></td>
<td>Retired</td>
<td>Caucasian</td>
<td>Not Applicable</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td>Unemployed</td>
<td>Other</td>
<td></td>
</tr>
</tbody>
</table>

Job Series Number:  
Service Comp Date:  
Referred / Recruited by:  

Chapter Selection (REQUIRED FIELD)  
Check #: (Required)  

I heard of FEW from: (select ONE please)
Chapter Meetings / Programs  | Blacks in Government  | Internet Search
Member Referral  | FAPAC Conference  | Friend
National Training Program  | IMAGE Conference  | Co-Worker
Regional Training Program  | SAIGE Conference  | Other

Please mail only applications and checks to the lockbox. The lockbox is not for general correspondence.
For information about Federally Employed Women (FEW) or to join online, please visit: [http://www.few.org](http://www.few.org)

Please note:
- Annual membership dues are $45 total.
- Eligibility for Chapter membership is contingent on National membership.
- No refunds will be made after an application has been received in the lockbox.
- Contributions or gifts to FEW are not deductible as charitable contributions for federal income Tax purposes.

Working for the advancement of women in the government