See You In Orlando!

STAY IN TOUCH
455 Massachusetts Ave., NW
P.O. Box 306
Washington, DC 20001
202.898.0994
www.few.org
“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.”

Ronald Reagan
MISSION STATEMENT

Federally Employed Women works to end sex and gender discrimination, to encourage diversity for inclusion and equity in the workplace, and for the advancement and professional growth of women in federal service.

FEDERALLY EMPLOYED WOMEN (FEW)

Federally Employed Women (FEW) is a private, non-profit organization founded in 1968 after the issuance of Executive Order 11375 that added “sex” to the prohibited discriminations within the federal government. FEW works for the advancement and professional growth of women in federal service by:

- Encouraging diversity and equity in the workplace
- Enhancing career opportunities
- Establishing and maintaining relationships with organizations to advocate for the fair application of laws, policies, procedures and practices
- Improving the quality of life for women by influencing legislative actions
- Committing to maintain a unified and diverse membership and
- Providing opportunities for professional growth.

Membership in FEW is open to federal government civilian employees and military personnel, employees of the District of Columbia government and others who subscribe to the purpose of the organization. Visit the FEW website at www.few.org for more information or call FEW at 202-898-0994 or write to Federally Employed Women, 455 Massachusetts Ave. NW, PO Box 306, Washington, DC 20001.
MESSAGE FROM THE PRESIDENT

Karen M. Rainey, National President

We began the year in the midst of a challenging environment for our federally employed community. It was a testament to the commitment and compassion of our members, partners, financial supporters, volunteers, and friends. 2019 started off with nearly 800,000 federal employees furloughed and several more working without pay during the longest shutdown in our nation’s history. As a result, we witnessed firsthand the resolve of our membership when unexpected calamity happens. The FEW National Board of Director’s (NBOD’s), along with members from across the country, banded together and we made the hard decisions. We updated our processes to become more efficient and help more people. We join in with our partners and friends, the FEW Foundation and the Federal Employee Education and Assistance Fund (FEEA) to help impacted feds get through the difficult time by providing no interest or low interest loans and awarding free grants based-on need. The result of that effort is undeniable. SUCCESS!

FEW’s purpose has not waived. WE continue to vigorously address the root cause for the inequity of opportunities to women in the federal sector and promoting training of a diversified and inclusive workforce reflective of an all-encompassing civilization. In support of our strategic plan, our ongoing goal is to keep our overhead low while increasing our services to our membership and communities in which we reside. This leads to FEW’s expansion of our existing partnerships while at the same time fostering new connections to further our mission of empowering women through education, mentoring and social networking. This involves a strategic shift in thinking and aided in our effort to revitalize support for each chapters and regions with membership, governance and better communication. This year alone we gained six new chapters and renewed partnerships with the Veterans Administration and the Internal Revenue Service.

In 2019, FEW commemorated a historic milestone for one of our foundational pillars - Training. During the 2019 National Training Program (NTP) we were “Commemorating 50 years of Training: Encourage, Empower and Elevate.” It was an incredible week of celebration and recognition of our triumphs throughout the years. Nine Past Presidents attended as we lit candles recognizing each purpose filled year of our existence. FEW remains committed to empowering women worldwide and safeguard our ability to be represented and part of the decision-making process, whether it be in the private, public, federal, military or civil industry. After 50 years, FEW’s training program is stronger than ever due to the continual expansion of volunteers and friends who comes together to donate time, resources, and talent in support of program. So, to the thousands of people who have contributed throughout the years to this historic moment – Thank you!

I want to express my heartfelt thank you for all the successes you will read about in this report. This report is all about you: your leadership, scholarship, teaching, knowledge, expertise, engagement, and commitment. Our members advance our purpose and carry the mantel for the sustainability of FEW for years to come. With your help FEW is and always will be Soaring to New Heights.

Karen M. Rainey, National President
FEW NATIONAL BOARD OF DIRECTORS  
2018-2020

NATIONAL OFFICERS
• Karen M. Rainey, National President
• Georgia A. Thomas, Executive Vice President
• Connie Coleman-Lacadie, Vice President Policy & Planning
• Carmen Chavez-Ghimenti, Vice President Congressional Relations
• Tonya Watson, Vice President Compliance
• Patrice Wilson, Vice President Diversity
• LaTanya Kelley, Vice President Membership & Chapter Organization
• Kaya Lewis-Baltimore, Vice President Training
• Shannon Mahan, Secretary
• Carol D. Jones, Treasurer
• Lisa Everett-Robinson, Nominations Officer
• Wanda V. Killingsworth, Immediate Past President

STANDING COMMITTEE CHAIRS
• Jeraldine (Jeri) Peterson, Awards
• Regine Williams, Bylaws & Resolutions
• Bernice Waller, Communications
• Vanessa Elliott, Contracts Management
• Bernette Menefee, Finance
• Naomi Bell, National Event 2019
• Judy Rush, Publications & Policy Review
• Wanda Killingsworth, Scholarships

REGIONAL MANAGERS
• Pamela Hall, DC Metro
• Erksa Franklin, Great Lakes
• Cynthia Mitchell-Riley, Mid-Atlantic
• Joan L. Chopp, Mid-Continent
• Mary Jane Diggins, Northeast
• Sharon D. Nelson, Pacific Northwest
• Sherry Henderson, Rocky Mountain
• Sylvia Brown, Southeast
• Sherry Murray-Garrett, Southwest
• Sandra Ovalie Lopez, Western

SPECIAL ASSISTANTS TO THE PRESIDENT
• Gloria Sherman, IT/Webmaster
• Georgia Thomas, Employee Thrift Advisory Council
• Tonya Watson, Federal Women’s Program
• Glenda Starks, Outreach
• Patrice Wilson, People with Disabilities
• Marcia McDaniels, News & Views Editor
• Tracy Marshall, Military Women
• Rachel Combs, Housing/Credentials
• Melissa Johnson, Sponsorship/Partnerships
• Michelle A. Crockett, Parliamentarian

“Life is about discovering who we are; leading is about striving to become better than we are, and helping everything and everyone around us to become better.”

Unknown
FEW AT A GLANCE
FEW implements outstanding programs to include an outstanding National Training Program, Regional Training Programs and programs highlighting our Major Focus Areas.

MAJOR FOCUS AREAS

COMPLIANCE
FEW defines the term in its broadest meaning as conformance on the part of a federal department, agency, or subordinate agency with existing laws pertaining to the administration of the Equal Opportunity Program and the Federal Personnel System.

DIVERSITY
FEW recognizes that diversity is more than race and age. When we broaden our perspective to diversity of thought, leadership styles, life experiences and geographic differences, we open opportunity for inclusion of unique and richer interactions within FEW and in our lives.

LEGISLATIVE
FEW maintains a dynamic legislative program at the national, state and local levels which works in concert with the organizational mission and goal of representing federally employed women’s concerns and interests before legislative and judicial bodies.

TRAINING
The educational policy of FEW is to fulfill the purposes state in Article II of the Bylaws through research and development of appropriate programs, materials and the promotion of the effective use of such programs and materials. This is a continuing commitment to offer a valuable professional career development and leadership training program through National, Regional and local FEW meetings, seminars and conferences to each member and prospective members.
As a grassroots organization, FEW's sustainability, vitality and effectiveness are directly linked to its membership and their achievements. Accomplishments for 2019 are listed in alphabetical order by Chapter.

**CHAPTERS**

**Bright Knights Chapter**  
**Kaya Lewis-Baltimore, Immediate Past President**  
Organized and executed Women’s History Month kick-off for our agency; participated in the USPTO Diversity Community Day; promoted the NTP Pre and Post Conference; participated in promoting the Engagement Tool for Legislation; facilitated “Dress for Success” presentation for TC Williams High School student interns; developed a partnership committee with USPTO’s Office of EEO and Diversity to deliver a home buying seminar that will be delivered in 2020 and promoted membership which encouraged several new members to join. Attended various meetings and conference calls representing the Chapter; supported the Region via social media for cause months. Received a promotion and bonus for FY19 and selected for a Special Project to execute Administrative Training Resources through a new program highlighted at the USPTO.

**Central Arkansas Chapter**  
**Faith Seahorn, President**  
Our chapter recruited 20 new members in 2019. In March we toured the Capitol and met with our Senators and Representatives. The House of Representatives presented us with a resolution. In October we held an event that honored women in the military with over 200 in attendance. We hosted 28 vendors, local restaurants donated gift cards for door prizes and local designers donated clothes for the women to model. Our chapter received an award for honoring our Military Women. We received awards of 1st place for Special Projects and 1st place for Membership at the NTP in Philadelphia. On a personal note I received a step increase and the Spot on Award from my director for my personal time spent to process payroll after the furlough was lifted.

**City of Oaks Chapter**  
**Sandra Strayhorn, President**  
After attending the 2019 NTP in Philadelphia, Pennsylvania, I was so excited and motivated to the point I just could not wait to return back to work and share my experience with my supervisor, co-workers, and friends about my excellent training experience and the information I received and thinking to myself that we should start a FEW Chapter in the Raleigh area. I spoke with my supervisor about starting a chapter and he said, “I support you and Miss Sandy go for it.” Afterward I contacted the Southeast Regional Manager, Sylvia Brown, and she emailed me a FEW start-up kit. I am proud to say on November 18, 2019, we received our Charter for City of Oaks Chapter #484 in Raleigh, North Carolina.

**East Valley Chapter**  
**Sharon D. Nelson, Acting President**  
The Pacific Northwest Region (PNW) was invited to attend the Federal Aviation Administration’s (FAA) annual Employee Coalition Fair in Renton, Washington. Former East Valley Chapter President, Mary Carter and Regional Treasurer Vicki Smith represented PNW. We had a table where we displayed all FEW’s brochures and were able to interact with employees. We also distributed to East Valley Chapter members FEW 50th Anniversary pins and canvas bags from past National Training Programs. We spoke with prospective members about FEW and when asked “what’s in it for me?” we shared the benefits of being a FEW member.

**Equalitarian Chapter**  
**Bernette Menefee, President**  
As Chapter President along with Executive Board and members: notified members of upcoming webinars and training; held monthly Executive Board meetings and monthly training on the four focus areas: January - Security Training on Credit Card Debt; February - All About FEW new members orientation; April - Membership Drive and participated in the Susan G. Komen walk; June Compliance Training – Compliance Matters presented by our Compliance Chair Latonya; July – National Training Program; August Financial Planning Seminar; September - Diversity Program Celebrating Advancement of Women Exploring Diversity; October - Legislative Training partnering with Columbus Area Chapter of Blacks In Government with 3rd annual Meet the Candidates forum; November – Regional Training Program; and in December - Christmas Celebration/Adopt a Family. Submitted Quarterly reports and newsletters and established a Facebook page.

**Federal Triangle Chapter**  
**Georgette Hagans**  
Celebrated the 2019 Women’s History Month “Visionary Women: Champions of Peace and Nonviolence”, at U.S. Government Accountability Office (GAO) with Ms. Katrina Logan, Senior Executive Service, Department of Defense. Presented “The Balancing Act: Balancing Work and Life for the Total Operations Person” with Latrice Huff, Talent Stays, for Administrative Professionals Week. Participated in GAO’s “Pathways to Inclusion” Diversity Hallway Fair celebrating diversity and inclusion. Partnered with the DC Metro Region to host a homebuyer workshop “How to properly allocate your TSP and Effective Tax Planning Strategies for Federal Employees” and the Community Outreach Feed the Homeless event. Hosted the 40th RTP. Recognized at FEW’s 2019 NTP for the Chapter Special Project and the Membership Awards. Submitted GAO for and received the agency award and member Althea Sprosta received a $5,000 Grantham University Scholarship Award. Personally received GAO’s Results through Teamwork and Equal Employment Opportunity, Diversity, & Inclusion Awards.
Gold Vault Chapter
Dawn M. Scholl, President
Distributed chapter brochures and membership applications and donated cakes for most annual observances with special emphasis on Women's History Month/ Women's Equality Day and Retiree Appreciation Day, Sexual Harassment Assault Prevention (SHARP) events and sponsored female runner's registration fee for the American Red Cross Run for the Red; participated in local events commemorating the 100th Anniversary of the League of Women Voters and 19th Amendment; donated clothing and supplies to a female employee that lost everything to house fire; made cash donation to the local Veteran's Center and collaborated with local High School to establish Mentorship Program for 2020. Many members were recognized for exceptional support and awarded special recognition. Conducted a membership drive which more than doubled our numbers. Several of our members were promoted to their next grade level and many selected to serve another term as officers of various organizations.

Hoosier Hills Chapter
Danielle Peter, President
Received the Chapter Programs 1st place, Chapter Newsletter 2nd place, and the winner of the 2019 SHEro award (Katie Milligan). Celebrated Women in Leadership with Ms. Paige Hinkle-Bowles, Deputy Assistant Secretary of the Navy for Civilian Human Resources; awarded $3,000 in educational scholarships to dependents of Hoosier Hills members; presented Leader of the Year award to LCDR Michael Lemmons; raised and donated almost $1,500 during our annual Pink Out Walk for Breast Cancer awareness; and donated items to local charities from our Holiday Party.

Lorna M. Polk Chapter
Jymece Seward, President
Hosted TSP Workshop “How to Properly Allocate Your TSP and Effective Tax Planning Strategies for Federal Employees” physically and virtually to over 125 attendees; Women's Equality Day in collaboration with FWP featuring FEW National President, Karen Rainey; and a Title IX event “Federal civil rights law that prohibits sex discrimination in federally funded educational programs and activities.” Partnered with Department of Education Veterans (ED-VETS) to host a Leadership and Networking Forum; partnered with Deaf in Government (DIG) and the District of Columbia Association of the Deaf (DCAD) to host Empowering Deaf Women panel discussion and group conversation with over 100 federally employed deaf women and guests; and with other Affinity Groups to prepare a holiday social, “Sweet on Service,” dessert and cocoa buffet, games, networking and card decorating donated to Horton’s Kids. In lieu of November and December meetings we published a Chapter newsletter for members and employees on our listserv.

Magnolia Royal Star Chapter
Colleen L. Keeton-Sims, President
Received our Charter in May and hit the ground running. Reviewed our goals, programs and created next steps to serve our members and the Region.

Maryland Tri-County Chapter
Linda Patrick, President
Supported Team Aberdeen Proving Ground Special Emphasis Program committees with all observances. Presented Chapter scholarship during Women's History Observance and facilitated training classes in small scale FEW NTP. Hosted two Designer Purse Bingo fundraisers and a Chapter Family Night at Ripken Stadium. Participated in women’s health awareness event for Breast Cancer, Alzheimer’s awareness and American Cancer Society Relay for Life walk-a-thon. Organized a joint FWP/FEW Team building/networking Women’s Home Build for Habitat for Humanity. Officers and members volunteered time during FEW’s NTP and we won four chapter awards. Created local Community Outreach Mentoring Program; hosted a Holiday Gift event for mentoring students; supported Aids Orphan Education Trust in Uganda with donations for computer lab and donated to local women’s shelters.

Northern Virginia Chapter
Vanessa Elliott, Vice President
Assisted and developed financial strategies as well as monitored our goals, mission, vision to support our Regional and National Offices. Recognized development and ability levels of our members and established personal growth and career paths to support them. Sought opportunities from other chapters and suggested actions for improvements for the chapter. Attended the RTP, NTP, the Chapter President’s Leadership Forum and the Past Presidents Forum which emphasized knowledge sharing, different styles of leadership, and sharing efforts for success. Nominated and selected to serve as the President of the Leadership Council in the Chief Readiness Support Office at Department of Homeland Security. Spoke at So Others May Eat (SOME) for their history panel discussion of senior female leaders from Redstone Arsenal. We promoted a Membership Drive and a Chapter President’s Initiative to announce a special prize for the chapter member with the most recruits. The chapter recruited 18 new members.

Northern Virginia Chapter
Keli Ashley, President
Hosted a New Member Training and increased our membership by seven. Attended the Chapter President Leadership Forum along with three members who represented our chapter at the 2019 National Training Program (NTP). I volunteered at SOME (So Others May Eat) to feed the homeless and taught two “Self-Care Classes and volunteered with the Salvation Army (Ringing of the Bell); provided Diversity/Compliance and Strategic Planning training; submitted end of year tax assessment and IRS 990 form on time. Encouraged the members to achieve optimal levels of personal performance and accomplishments and to achieve understanding and acceptance through upward, downward and lateral communication, while performing vertically and horizontally. Served on the RTP Sponsorship Committee and performed all required duties effectively.

North Alabama Chapter
Carla Hamilton, President
This year our chairs hosted several programs highlighting FEW’s focus areas: Legislative - Anti-Federal work bills on pay freezes, increased contributions to pensions, decreased retirement benefits, sequestration and workforce cuts; Diversity - cultural diversity and its effect on women in the workplace; Compliance - Equal Employment Opportunity Management Directive 715 and its history. We also hosted a “Resume Readiness Workshop” on strategies for a well-written resume, how to successfully navigate USAJOBS website, tips on the interviewing process, and on-site resume reviews. Members attended Team Redstone’s Women’s History Month panel discussion of senior female leaders from Redstone Arsenal. We promoted a Membership Drive and a Chapter President’s Initiative to announce a special prize for the chapter member with the most recruits. The chapter recruited 18 new members.

NorthWest DC Chapter
Tara Bullock, President
Created a new LinkedIn page, Federally Employed Women NorthWest DC Chapter; hosted a financial seminar with Prudential on “The Difference Financial Planning Can Make” post partial government shutdown; and attended Region’s Women’s History Month program with Dr. Faye Williams.
Started “Super Cash” Raffle and “Summer Fun Fridays” meet up with different activities to encourage cohesiveness, camaraderie, and interest in our chapter. Hosted a Diversity Month Program “Visionary Women: Soaring to the Top” with Beverly Drake, first Woman Pilot for the Guyana Defense Force and Heart Health with Fashion program recognizing Women’s Heart Health - Managing Arthritis with Dr. Anne Tuong. We participated in FBI Family Day in June and Diversity Day in September and conducted compliance training using FEW website resources and New Member Orientation. We recognized Women’s Equality Day showing the film “Suffragette” about Women’s Right to Vote and wrapped up the year with a holiday party.

**Philadelphia Chapter**

**Valerie C. Mitchell, President**

The Outreach committee and National Board of Directors assisted Chosen300 Ministries in feeding the homeless and donating 330 care packages. Reached out to re-establish communication between FEW and DLA Troop Support regarding funding for the NTP and RTP or using administrative leave; partnered with Mt. Airy Philadelphia Shelter for the Homeless to House Donation Drive; raised $813 to provide “Tokens of Appreciation” to members and $681 for our homeless shelter drive, “Making a Mother’s Day”. Our Past President obtained the Mayor’s Citation from the City of Philadelphia for FEW in recognition of the NTP and participated in the 50th “FEW” Commemoration Ceremony. I presented the Pennsylvania Baptist State Convention, Inc., Eastern Region Award for Usher Ministry and was offered the position of Superintendent of the Gospel Temple Baptist Church Sunday School.

**Phoenix Valley of the Sun Chapter**

**Betty G. Fry, President**

Phoenix Valley of the Sun Chapter is proudest of its Training/Guest Speaker Programs especially: The Teamwork Puzzle workshop – Dr. Brent Scholar; EEO in Federal Employment - Kimberly Johnson, EEO Specialist, Department of Veterans Affairs Phoenix; Becoming Michelle Obama workshop - Mary Kay Smith; 2019 Western RTP Report - Maria Le, Chapter Delegate; Self-Defense for Women – Sensei Boggs at his Scottsdale dojo; 2019 NTP Report – Betty Fry, Chapter Delegate; Mallary Tytel, Volunteer Trainer at the 2019 NTP; and Estate Planning for Smart Women – David Eastman, Estate Attorney. Phoenix Valley of the Sun Chapter Member Mallary Tytel who served on National FEWs Diversity Committee where she provided excellent input!

**Southern California Gold Coast Chapter**

**Lisa Keakalauolono Zimmerman, President**

SCGC added 19 members (70% increase/89% retention/75% millennial). Featured “Tweety” Woodard, Selma MLK Marcher- experienced racial injustices (Women’s History); “Being Every Woman While Conquering Women’s Health Disparities”- minorities/ women’s heart health (Black History). “Maiden”: All-female yacht team racers 9-mo. /32,000 mi. (Women’s Equality). Chapter Training (Hispanic Heritage). Visits/Membership Touchpoints & Congressional Letter Writing Campaign. Equal Employment Opportunity (EEO) Awards-JWS Award, “WE talk”, “EXWC”, “Design Challenge”, VC-Delta Sigma Theta Sorority, NBVC Multi-Cultural-Day booth “The Sweet American Melting Pot”, “Share the Spirit” Collection -Lighthouse Women & Children’s Shelter. Christmas Gala/ Silent Auctions & 50-50 raised $1609. Awarded/ Mentored 3 JUDE Scholarships (Total $12,500/42 grads). 2014 JUDE Scholar Thanked SCGC on Graduation. Six@ 50th National Training Program; Five@ Western Region Training Program. Awards: Outstanding Achievement, Private Sector, Unsung Shero (Cheryl Monzon), Outstanding Member of the Year (Lisa Zimmerman) & 1st Place NTP Talent, “We are Family – I’ve got all my Sisters with me!”

**Three Crosses Chapter**

**Sara Kronkad, President**


**Western New York Chapter**

**Mary Jane Diggins, President**

The Western New York Chapter strives to recruit new members to help support programs and offer developmental opportunities to its members. Online fundraisers are sponsored to accommodate members far from the local area. These fundraisers help support member attendance at Regional or National Training Programs. The Chapter also conducted its annual Holiday Drive for Haven House in Buffalo, New York. The successful drive provided toys and personal items to the residential facility for victims of domestic violence. The Chapter is proud to serve our local community and bring positive benefits to residents during the Holiday Season. The Chapter maintains a Facebook page to enhance communication.

**Willamette Valley Chapter**

**Judy Rush, President**

Hosted monthly programs via teleconference in all four focus areas and continued to maintain a steady membership. Honored to host past National President Wanda Killingsworth as our guest speaker in observance of Women’s History Month. In observance of National Hispanic Heritage Month, our guest speaker was Consuelo Christianson, retired Master Sergeant, U.S. Air Force. Attended the Pacific Northwest Regional Meeting at the July NTP.

**Widening Opportunities for Women (W.O.W.) Chapter**

**Tonya Prior Watson**

Established a standard operating procedure for future officers and aspiring leaders and a Chapter Annual Scholarship to financially support attendance at the NTP. Organized a Membership Drive/ Vision Board event for the Housing and Urban Development (HUD) workforce to commemorate 2019 Women’s History Month; conducted a membership training retreat with guest speaker Michelle Crockett, Past FEW National President; organized and co-facilitated the HUD Agency Forum at the NTP and showcased an Erin Brockovich film for Women’s Equality Day. Raised over $400 for American Cancer Society’s “Making Strides Against Breast Cancer Walk”; facilitated a toletry drive for local DC Rape Crisis Center and gained two new members at the Holiday Tea Party/ Membership Drive. Provided two scholarships for the RTP. Served as Board Member and Scholarship Director for the Asia SiVon Cottom Memorial Scholarship Fund awarding scholarships in excess of $250,000 since 2001.
REGIONS
REGIONAL MANAGERS 2018-2020

District of Columbia (DC) Metro Region
Pamela H. Richards
Held a successful RTP celebrating 40 years of Excellence: Unitiing, Engaging & Leading. Celebrated Women's Equality Day with guest speaker Past National President Michelle A. Crockett; held a Veterans Day Program honoring 31 Region Veterans, with guest speaker Retired Major General Linda Singh, Maryland Army National Guard. Chartered two Chapters; attended FEW Federal Triangle Chapter with U.S. Government Accountability Office’s (GAO) Veterans Group to celebrate Veterans Day with guest speaker Dr. Linda Singh. Represented FEW at Management Concepts Event, “Today's Talent Management Approaches for the Workforce of the Future” as a panelist. Received the 2019 Community Cornerstone Award by Council Member-At-Large Anita Bonds for the FEW's Community Service efforts in Washington, DC.

District of Columbia (DC) Metro Region
Kaya Lewis
Baltimore, Representative (2019)
Held Regional Representative meetings with Latimer, Census Women Count, New Carrollton Chapter Presidents; dealt with emails, meetings and phone calls of the New Carrollton Chapter and Regional Manager regarding Non-Compliance behavior; participated in a meeting facilitated by the Interim President of New Carrollton Chapter prior to Chapter dissolving; participated on the RTP Committee as well as drafted the paper survey and electronic survey link for measurement of the event, prepared RTP Survey Summary Report for feedback to the Regional Manager; participated in Chapter Officers Training; attended the Chapter Day Program for Census Women Count; attended the RTP in October and DC Metro Regional meeting at the NTP in Philadelphia, Pennsylvania, in July.

Great Lakes Region
Erskia Franklin
For the month of July, I attended the 2019 NTP in Philadelphia, Pennsylvania, to include all required meetings and special events. Created a brochure for Great Lakes Region which highlights all chapters and their accomplishments. Hosted a successful Regional Training Program in November in Grove City, Ohio, by our Equitarian Chapter - Empowering Women through Health, Wellness, Finance, and Transformation! The speakers were awesome. Accomplished getting all chapters to submit quarterly reports on time and most chapters held a Membership drive. Attended all North Coast Chapter meetings to include a Wills and Estate planning workshop with a local attorney in November and our annual Christmas party/gift exchange.

Mid-Atlantic Region
Cynthia Mitchell-Riley
This has been a great year of accomplishments for the Mid-Atlantic Region (MAR). Through networking and partnerships, we continue to provide training and education for professional development; sponsor successful programs by participating in all federal and designated monthly observances, Retirement Seminars, Feeding the homeless and Membership. The MAR participated in several community projects in feeding the homeless, participating in the Race for the Cure, and collecting and distributing food to the Veterans. Several chapters received numerous National and Regional achievement awards. The Defense Logistics Agency’s (DLA) Executive Resource Board nominated and selected me to attend Harvard University, Kennedy School of Government, for Emerging Leaders. Celebrated 37 years of Government Service.

Mid-Continent Region
Joan L. Chopp
The Mid-Continent Region held two Regional Board Meetings in 2019. The Spring meeting was held in St. Joseph, Missouri, in April and our Fall Regional Board meeting was held in Kansas City, Missouri, hosted by the Heart of America Chapter, in conjunction with our Regional Training Program. We are planning our next Regional Training Program for Spring of 2020 in Lincoln, Nebraska, to be hosted by the Nebraska Heartland Chapter. We are working on chartering a new Chapter in St. Louis, Missouri for 2020.

Northeast Region
Mary Jane Diggins
The Northeast Region (NER) continues rebuilding. The Western New York and Greater Boston Chapters are recruiting and maintaining membership as their primary initiative. The NER Board meet monthly via conference call to coordinate and plan regional and chapter events for members in seven states to participate despite the geographical distance. I contacted groups in Western Massachusetts, Central New York and Eastern New York about forming new chapters to strengthen the NER. The NER celebrated Women's History Month with an educational project about women's history and marked Women's Equality Day at the Susan B. Anthony House and Museum in Rochester, New York. The NER has many opportunities available for leadership and committee positions for our members.

Pacific Northwest Region
Sharon D. Nelson
The Pacific Northwest Region (PNW) nominated and received confirmation that Judy L. Rush was the recipient of the Allie Latimer award at the 2019 FEW National Training Program (NTP). Ms. Rush is President of the Willamette Valley Chapter, Portland, Oregon, and Committee Chair for the Publications and Policy Review Committee, Federally Employed Women's National Board of Directors. Ms. Rush not only received the Allie Latimer award, but also received the President's Award for her work of branding FEW's logo and the phrase: Working for the Advancement of Women in the Government.

Rocky Mountain Region
Sherry Henderson
Held meeting with SEP managers for Diversity day planning; continue to work with Regional Representative to formalize mentoring program; communicated with various chapters on ways to support them and discussed resources needed to move forward. Held a successful fundraiser fashion show in December. My goals are to maintain relationship with chapters with emphasis on sustainability; maintain frequent contact with Regional Officers and Chapter Presidents; continue to encourage chapters to read updates on legislative issues; identify at least one new FEW community partnership each year and to work with Regional Representative to develop mentorship programs at each chapter level.

Southeast Region
Sylvia Brown
We hosted a successful RTP, "Cultivate the Next Generations", in September in Atlanta, Georgia; chartered Magnolia Royal Star Chapter, Gulf Port, Mississippi, and City of Oaks Chapter, Raleigh, North Carolina; reviewed Memorandum of Understanding between FEW and IRS Stakeholder Partnership, Education and Communication and volunteered to assist with Standard Operating Procedure for National Board of Directors. Served as Chapter Treasurer for Greater Middle Tennessee Chapter # 424.

Southwest Region
Sherry Murray-Garrett
Worked closely with the National VP for Membership to charter two new chapters; participated in a chapter fund raiser; regularly communicated with Chapter Presidents; presided over the Women's Equality Day Luncheon featuring Brigadier General Theresa Casey (retired); acquired
a sponsor of $500 for Regional Training Program (RTP) hosted by the Red River Stars Chapter and a sponsor of $600 in support of the Southwest Region; attended the 2019 National Training Program and shared updates from National with chapter presidents and committee chairs; attended national webinars and personally attended and donated to the “Heart of a Woman” event; donated to the Women’s Mission, Toys for Tots and the Wichita Falls Food Bank.

Western Region
Sandra Ovalle Lopez
Provided FEW training for employees at the Asylum Homeland Security office. They are working on forming a Chapter in their area, Orange County. Selected and appointed Dr. Ramona Armijo to serve as Regional Diversity Chair. Hosted a successful RTP in Las Vegas; National President Rainey provided opening remarks. Southern California Gold Coast held a successful membership drive; I provided the benefits of joining FEW; three attendees joined. Supported Central Coast Chapter with advertising in the Gazette magazine issue titled “Women Win the Vote Gazette” reaching 25,000 readers including National Women’s History Alliance audience of 9,000 and available on the NWHA website. Gina Melendez, Ramona Armijo and I attended the NTP and performed “We Are Family” at the Welcome Reception. It was a blast and very successful.

NATIONAL
NATIONAL OFFICERS 2018-2020
Karen M. Rainey
National President
It has been an honor to represent this organization by promoting visibility and communicating awareness to the mission of FEW. We strategically strengthened the organization in governance documents, recruitment and retention of members and partnerships. I served on several Affinity Group Councils: Internal Revenue Service, Veterans Affairs, United States Coast Guard, Office of Personal Management; Federal Employee Education Assistance (FEEA) Fund and National Coalition for Equity in Public Service Board of Directors; chartered six new FEW chapters and increased membership; monitored our financial statements and audits to ensure financial responsibility for years to come; led the 50th Anniversary candle light commemoration program at the NTP; reignited engagement with our legislative focus utilizing the tool (ENGAGE) to bring awareness of FEW’s Legislative Agenda; and created an effective communication plan utilizing all forms of technology and social media. FEW is Soaring to New Heights with vigor and passion.

Georgia Thomas
Executive Vice President / FEW Representative Employee Thrift Advisory Committee
It has been my honor to be a part of executing the vision of “Soaring to New Heights.” I led the National Oversight Committee, attended and contributed to various meetings which supported the daily operations and fiscal responsibility of the organization. Selected as Women’s History Month Speaker for the U.S. Probation Office, Western District of Kentucky, Louisville Office, installed the Houston FEW Chapter Officers and presented their new Charter in March. Created a NTP Emergency Plan, coordinated and executed the “Paycheck Checkup and Withholding Estimator and “SES Boot Camp” webinars, supported chapter meetings and workshops to include moderating the Past President’s Forum at the NTP. As FEW’s representative for the Employee Thrift Advisory Committee (ETAC), I participated in quarterly meetings and provided comments to proposals during and outside the meetings to ETAC leadership. I gather information for FEW membership to share through FEW’s news articles, e-blasts, website and social media. I planned and hosted Withdrawal Options Webinar in October with the help of an Employee Thrift employee. On a personal note I received the IRS Commissioner’s Award, FY 2019 Performance Award, National AIM-IRS EEO Meritorious Award and Houston Federal Executive Board Public Service Award – Supervisor/ Team Excellence.

Connie Coleman-Lacadie
Vice President for Policy & Planning
Thank you to everyone for their support this year. 2019 was a very busy year working on the 2018-2020 Strategic Plan with a great committee to develop a workshop outlining FEW’s strategic goals for the National Training Program (NTP); providing Strategic Plan documents for regions and chapters; gathering a year’s worth of events, successes and accomplishments for our 2018 Annual Report and turning it into a valuable resource for our partners, sponsors and members; reviewing various documents for the National President and policy and procedure motions for the National Board of Directors (NBOD) to consider in updating the National Policy and Procedures Manual. Worked with George Washington Center for Excellence in Leadership to present “Building Influential Relationship” webinar.

C. Carmen Chávez-Ghimenti
Vice President for Congressional Relations
Thank you for the grassroots advocacy efforts you’ve carried out on behalf of FEW’s Legislative Agenda. Your efforts were instrumental in applying pressure to end the longest partial government shutdown, securing a Pay Raise for Federal Employees and passing of the Federal Employee Paid Leave Act (FEPLA). I worked closely with FEW’s President and Legislative Representative to provide timely Legislative issues, the Legislative Strategic Group to provide guidance to all Chapter Legislative Chairs and provided questions for the FEW Membership Survey. Developed and facilitated FEW’s Legislative focus at the NTP. Participated in the Chapter Presidents Leadership Forum, All About FEW and Strategic Planning Workshop. Attended DC Metro Region’s(DCMR) 40th RTP; Breast Cancer Awareness and DCMR WORK IN PINK Day; and Veterans Day program.

Tonya Prior Watson
Vice President for Compliance/Special Assistant for Federal Women’s Program
Attended DCMR’s Women’s Legislative Seminar featuring the Honorable Eleanor Holmes Norton and FEW’s National President Karen Rainey. Served on special taskforce to ensure compliance with the organization’s policies and procedures on handling confidential/sensitive situations that arise while conducting business. Forwarded a letter of introduction as the Special Assistant for Federal Women’s Program (FWP) to the FWP Managers. Met with the Regional Compliance Chairs to establish a standard model for identifying and managing their role. Updated the Compliance focus area’s webpage. Developed and facilitated the compliance portion of the Strategic Plan 2018-2020. Conducted a Webinar on “Compliance Matters” for FEW membership, which focused on the role of FEW for Regions and Chapters regarding compliance within their federal agencies.

Patrice Wilson
Vice President for Diversity/Special Assistant for Persons with Disabilities
Composed National Award nominations for four chapters; led campaigns and elections for four DC Metro Chapters. Created interactive training presentations and presented “The Diversity Toolkit: Your Role in Workforce Diversity,” webinar. Facilitated several presentations at the NTP, to include the Diversity section for the FEW Strategic Plan. Worked closely with the Diversity luncheon speakers and program logistics. Reconstructed the FEW Diversity webpage to include “What Diversity Looks Like” and “Why
La Tanya Kelley
Vice President for Membership and Chapter Organization (2019)
Created the New Member Orientation, Chapter Officer’s and Regional Manager’s Training; conducted and participated in the Chapter President Leadership Forum, All About FEW and Strategic Planning workshops at the NTP; revised the Chapter Chartering Kit for clarity and consistency; established Membership recruitment goals for chapters; contacted federal agencies that are underrepresented in the FEW organization to determine how FEW can help; provided support and direction to the Regional Managers in chartering 5 new chapters; created membership strategies for the Strategic Plan; and received Employee of the Quarter Award from the Defense Contract Management Agency at my local Command field office, FEW National President Award and the Unsung Shero Award at the Southwest RTP.

Kaya Lewis-Baltimore
Vice-President of Training
Acknowledged at the Bright Knights Chapter Women’s History Month Kick Off; attended Census Women Count Chapter Charter Day; served as planning chair and panelist for the DC Metro RTP; created survey data to measure RTP success. Facilitated Teambuilding activity for informal board meeting; organized and addressed members at FEW Chapter meetings and events such as the New TTP, NTP Scholarship Program. Attended Interim Scholarship Chair in support of the FEW’s 2019 National Awards Program. Shared final results for winners in each category with the Executive Committee and served as Mistress of Ceremony at FEW’s 2019 National Awards Program. My role as Awards Chair opened doors for many opportunities, i.e., selection as a Women Education Society (WES) Board of Managers member to help review and determine final scholarship awards to Colorado College students; recipient of a $1,500 scholarship from the El Pomar Foundation to attend the Leadership Pikes Peak Emerging Leaders Signature Class of 2020, which prepares future managers and leaders to participate and serve on various boards, and selected to attend a grant writing class which provides assistance to future entrepreneurs of non-profit organizations.

Regine Williams
Bylaws Chair
Reviewed and approved sixty-six Region and Chapter Bylaws for compliance. Prepared three resolutions to include two Appreciation Resolutions for Brigadier General Sandra Alvey, Retired, and Naomi Bell, National Training Program Chair, and a Memorial Resolution for Lifetime Member Dorothy Cage. Served as Finance Chair for Great Lakes Region (GLR) and Treasurer and Bylaws Chair for the Equitarian Chapter. Conducted in-depth financial review of GLR budget and finance records. Served on the GLR Training Program committee as Treasurer. Completed various budget reports and reviews for the chapter. Revised and posted updated Chapter Bylaws within set timeframe.

Bernice Waller
Communications Chair
Encouraged cross-organizational communications between members, Chapters, Regions, and National as well as improving stakeholder awareness of the Federally Employed Women’s (FEW) organization. Explored various methods of providing communications to FEW’s interested parties. As the National Communications Chair, support FEW’s Strategic Plan and worked as the Information Liaison for the 2019 National Training Program.

Vanessa Elliott
Contracts Management Chair
Oversaw FEW’s contract development and management activities; enforced FEW’s principles of integrity and compliance to ensure contracts and proposals were properly entered and securely maintained. Developed and executed negotiation strategies that minimized potential losses to benefit FEW’s financial performance. Maintained deadlines on deliverables;
communicated with business partners and internal clients on contractual issues. Identified renewal conflicts or changes requiring resolutions. Developed standards and performed clinical, administrative and operational research to support contract development. Provided input and oversight to approval processes regarding the legal/contractual elements of all contracts. Updated customers on their requirements and award status. Elected as President of the Leadership Council in the Chief Readiness Support Office at Department of Homeland Security. Spoke at So Others May Eat (SOME) Training and Education Day.

Bernette Menefee Finance Chair
During the year, attended Executive Committee (EC) and NBOD meetings, participated in Emergency Teleconferences and attended the July NTP. Oversee the budget formulation process and present the annual operating budget to the NBOD for approval; worked with the Treasurer and National President to present a balanced budget and held finance meetings every month covering investment reports and financial statements. Have a good relationship with Treasurer and Accountants. On a personal note during the 2018-2020 period, I survived taking on new workload on my job, becoming Chapter President, planning RTP and becoming National Finance Chair. This period was very challenging, and I learned from this experience; I am able to add accounting experience to my resume.

Naomi Bell
National Training Program 2019 Chair
FEW's 50th NTP 2019, “Commemorating Fifty Years of Training: Encourage, Empower, and Elevate,” held in Philadelphia, Pennsylvania, July 22-26, 2019, was monumental! Nearly 1,000 federal workers experienced a week of multi-disciplined training designed for career development and progression; powerful messages of encouragement, empowerment and elevation by the Opening Ceremony keynote speaker, Barbara Littles, Esquire, on finding “hidden figures” who can help your career journey and Diversity Luncheon keynote speakers Mr. Stewart and Mr. Avilas-Pérez, who talked about equity, compassion, acceptance and belonging that people desire; plus other networking and celebratory events: Welcome Reception "A Night Out in Philly with FEW," Exhibit Expo displaying Sponsors and Partners, Health and Awareness Fair, "Women's Heart Health"; Shadow Program with the National Board; Past Presidents Reception and Forum; Awards Program Recognition of FEW members, and Commemoration Candlelight Ceremony representing 50 years of exceptional training. The success of the 50th NTP was accomplished by a task-driven committee of volunteers who are dedicated to the mission of FEW!

Judy Rush
Publications & Policy Review Committee (PPRC) Chair
PPRC reviewed 275+ publications from National, Regions, and Chapters. All articles included an approved FEW logo with registered trademark and the brand phrase: Working for the Advancement of Women in the Government. Finalized publications were returned to publications@few.org for storage in the National Archives. Proud recipient of the Allie Latimer Award for 26 years of continued service. Thank you, Sharon Nelson, PNW Regional Manager, and Connie Coleman-Lacadie, Vice President for Policy & Planning, for nominating me. Also recipient of the National President’s Award as, “compassionate, determined and dedicated”. Reviewed more than 300 documents from FEW Chapters, Regions, and National and, in so doing, has brought uniformity and consistency in how we, as ONE organization, operate.

Mercedes N. Kirkland-Doyle
Scholarships Chair
The Scholarships Committee met and implemented a successful application period during 2019 for the 2020 NTP. We invested in creative marketing tools to further advertise and increase an interest in the Scholarships process by purchasing a custom social media flyer.

APPOINTED & SPECIAL ASSISTANTS

Gloria Sherman
IT Webmaster
Worked with our contractor in support of the website. Dealt with email related issues including creating forwarding rules and spam filters and implemented the new email system, calendar feature and updated as needed for National Board of Directors (NBOD). Created new pages, updated information on various pages, calendar or posted documents to website for the NBOD, regions and chapters and posted jobs, attached documents to chapter reports, awards and scholarship submissions. Implemented Buffer and used it to post social media as well as reviewed the website for compliance with guidelines of Section 508, amendment to the U.S. Workforce Rehabilitation Act of 1973.

Marcia McDaniels
News and Views Editor
Attended the NBOD meeting at the National Training Program (NTP) in Philadelphia. Created a schedule for the newsletter which was provided to the President, National Office and Webmaster. Worked on soliciting and verifying submissions. Adjusted historic files to the new Outlook domain. Completed and posted seven newsletters on the website. Two editions, NTP and July-August, were created and edited in the month of August. Encouraged sponsors and partners and regions to submit articles. Created logs and researched past articles on request. Provided information on newsletter creation and submission through Publications & Policy Review Committee (PPRC).

MSG Tracy Marshall
Special Assistant for Military Women
Participated in the Women's Home Build in September, supported and donated to two Food drives for Sexual Assault Response Coordinator (SARC) for the holidays, donated school supplies and supported Human Trafficking through donations of healthcare items for recovered women living in a shelter. Supported the Federal Women's Program Women's History Month training program, a free small scale NTP, Women's Equality Day and was instrumental in getting the Free State Challenge students to attend. Supported a career day for the Edgewood Elementary School talking about women in the military and their careers. Worked with Ability One providing professional attire for female Veterans to prepare for job interviews as well as submitted ten resumes. Coordinated the Awards Board for Review of Military Awards for the NTP and the Military Meritorious Service Awards Program, followed up with congratulation letters and sent notifications to over 50 military personnel and civilians referencing the 2020 FEW's Military Meritorious Service Award application.

Rachel C. Combs
Special Assistant for Housing & Credentials
During the year, meet with the National President and Office staff to schedule the dates and locations to host our annual events. Worked closely with various hotel sales managers to secure meeting rooms, ensure audio/video and logistics are in order and ready for the NTP and annual NBOD and EC meetings to provide a seamless, productive and rewarding experience for the attendees. As Credentials Chair, ensure all officers are credentialed when entering a meeting and direct guests to the appropriate seating areas.
The Federal Women’s Program (FWP) was established in 1967 when President Lyndon B. Johnson signed Executive Order 11375 and added sex as a prohibited form of discrimination. The FWP has a primary responsibility to identify barriers to the hiring and advancement of women and to enhance employment opportunities for women in every area of federal service. In 1978 FWP’s guidance was transferred to the Equal Employment Opportunity Commission (EEOC) from the Civil Service Commission (now OPM). The FWP is an integral part of the overall Civil Rights/EOO Program which supports FWP Managers located in most federal agencies and continues to be a major part of FEW and our Strategic Plan.

FEDERALLY EMPLOYED WOMEN (FEW) AND F.E.W. FOUNDATION FOR EDUCATION & TRAINING: SUPPORTED FURLOUGHED EMPLOYEES

The organizations of Federally Employed Women (FEW) and FEW Foundation for Education and Training, FEW’s charitable 501(C) 3 arm, partnered in an effort to support federal employees impacted by the longest furlough in history. This effort resulted in being able to issue mini-grants of $115 each to eighteen (18) individuals selected from the FEW’s legislative survey.

FEW President Karen Rainey said, “I am honored to see the FEW organization aid federal employees. At no time in current U.S. history have federal workers faced such perilous times as they do today. Federal workers in food lines, taking loans and agonizing over how to meet their personal basic needs, financial obligations, and support their families.”

FEW Foundation President Patricia Wolfe added, “This government shutdown dragged on much longer than most of us anticipated and I see the need every day as 800,000 federal employees are going without a paycheck.”

President Rainey and Foundation President Wolfe jointly say, “A huge thank you to everyone who assisted with this important effort with a special shout out to VP for Membership and Chapter Organization La Tanya Kelly for reviewing the survey and Foundation Treasurer Cindy Higgins for processing donations and disbursements.” They added, “Your generous tax deductible donations made a real difference to 18 individuals and are greatly appreciated. Receipts were issued for tax purposes to each individual.”

Once again, this effort is indicative of the purpose of FEW in women supporting women. While we hope there will not be another government shutdown, we urge you to look for ways to support each other.
FEW REGIONS AND CHAPTERS

DC Metro
- Bethesda
- Bright Knights
- Census Women Count
- Cherry Blossom
- College Park
- Crossroads
- DC Capital
- DC Charter
- DIA Washington DC
- Federal Triangle
- Ft Belvoir
- Latimer
- Lorna M Polk
- Monumental Women
- New Horizons
- Northern Virginia
- Northwest DC
- Seas and Skies
- Semper Paratus
- South West Interagency
- Widening Opportunities for Women
- WISE (Parklawn)
- Women of Commerce
- Women of Justice
- Women on the Move
- Women with a Mission

Mid Atlantic
- Almech
- Maryland Tri-County
- Philadelphia
- River Anne
- Tidewater

Mid Continent
- Carrie Chapman Catt
- Heart of America
- Mid America
- Nebraska Heartland
- Willa Cather Nebraska

Northeast
- Greater Boston
- Western New York

Pacific North West
- East Valley
- Rainier
- Willamette Valley

Rocky Mountain
- Columbine
- Denver Federal Center
- High Plains
- Rocky Mountain
- Wasatch

Southeast
- Central Florida Area
- City of Oaks
- Derby City
- Frances D Gage
- Gold Vault
- Greater Atlanta
- Greater Middle Tennessee
- Magnolia Royal Star

Southwest
- Alamo City Patriots
- Bluff Center
- Central Arkansas
- Dallas Area
- DFW Blue Bonnet
- Green Country
- Houston FEW
- Ladies of Liberty
- Red River Stars
- Three Crosses
- Tinker

Western
- Central Coast of California
- Gems of the Desert
- Phoenix Valley of the Sun
- San Diego
- Southern California Gold Coast

Great Lakes
- Central Cincinnati
- Equalitarian
- Fall Creek
- Great Lakes
- Hoosier Hills
- Miami Valley
- Motor City
- North Coast
- Windy City
A FEW HIGHLIGHTS FOR 2019

CHOSEN 300 MINISTRIES, INC. — In February the FEW National Board of Directors (NBOD) joined other community groups to distribute prepared care packages and feed the homeless with Chosen300 Ministries in Philadelphia, Pennsylvania.

FEW supported Military Mission Inc., by holding its first military holiday card drive with all chapters, regions and members in support of the holidays.

TEAM FEW Joined Federal Employee Educations and Assistance Fund (FEEA) in support of their Public Service Charity 5K/1M Walk/Run on April 28, 2019, at National Harbor, Maryland, and in communities across and beyond the U.S. FEW President Karen Rainey provided a FEW Team bandana to wear on Race Day for those who signed up. FEW was proud to support FEEA’s seventh annual public service charity 5K/1M Run/Walk. All proceeds from the event support the FEEA’s disaster relief, emergency hardship loan and scholarship programs. In 2018 FEEA served over 500 families. A HUGE Thank you to President Karen Rainey, who led the FEW Team at National Harbor, Maryland, for making this collaboration possible along with chapters, members and families from DC Metro Region members (all walked at National Harbor, Maryland), Pacific Northwest Region (walking in WA and Amsterdam), Rocky Mountain Region (walked in Colorado) and Southwest Region member who walked in National Harbor, Maryland. Giving back and supporting our communities and partners is part of who we are as an organization.
FEW’S HIDDEN TREASURES

Our National Presidents are lifelong advocates for the advancement of women in the Federal workforce. These women have demonstrated a dynamic commitment to helping women overcome barriers in the federal service. These pillars of FEW have led the charge to eradicate inequality in the workplace. Their experiences, determination, strength and intelligence are part of the legacy of FEW.


WELCOME RECEPTION – SHOW YOUR TALENT!

FEW members brought their talents to welcome our excited attendees to the 50th National Training Program highlighted the evening and brought the house down.

1st row l/r: A Soul Man by The Blues Brothers, performers: The Soul Women - Shannon Mahan, Judy Rush, and Sherry Henderson; I’m So Excited by The Pointer Sisters, performers: Patrice Wilson, Nicole Wright, and Tonya Watson; We Are Family by Sly & The Family Stone, performers: Sandra Ovalle Lopez and Western Region members; 2nd row l/r: I Have A New Attitude by Patti LaBelle, performers: Alice McElfresh, Kaya Lewis-Baltimore, Jeri Peterson; The Golden Girls by Jill Scott, performers: Karen Rainey and Georgia Thomas
MEMBERSHIP

Anyone who subscribes to the purpose of this organization is eligible to become a regular or a life time member of Federally Employed Women. Our members include civilian employees, military personnel, contractors, retirees and others. As a grassroots organization, FEW’s vitality and effectiveness is directly linked to its membership. Though FEW has national governing bodies and a regional support structure, the essence of the organization remains the individual member. Your voice speaks volumes when we meet with our Congressional Representatives and our sponsors and partners.

During 2019 we chartered five (5) new chapters:
• Fort Belvoir and Semper Paratus Chapters – DC Metro Region
• City of Oaks and Magnolia Royal Star Chapters – Southeast Region
• Houston Federally Employed Women Chapter – Southwest Region.

In 2019 we added 51 new Lifetime members (39 were current members who upgraded) and 4 members upgraded to Diamond Lifetime members.

FEW’s 5-year Membership history reflects a slight decline in overall membership. Historically the decline has largely been attributed to the impact of various changes within the federal government.

“The fastest way to change society is to mobilize the women of the world”
Charles Malik
CELEBRATING 50 YEARS & GOING STRONG!

Since 1970, FEW has annually hosted a training program offering prime opportunities for government employee to expand the knowledge base, improve their work performance and productivity as well excel in on their career path. For 50 years we have taken pride in our dedication to the professional growth and advancement of women through training. The following is a reflection of our incredible journey.

1970: FEW held its first NTP in Washington, D.C with the theme, “How Different are Women - and What Difference Does the Difference Make?” Keynote speaker, Senator Marlow Cook urged attendees to write to their Congressmen in support of the Equal Rights Amendment (ERA). Today, FEW still encourages members to contact their local legislators in support of the ERA in an effort to prioritize full legal equality regardless of sex.

1971: The NTP was held again in Washington, D.C with the theme “The Federal Women’s Program - Fact or Fiction”. Government official, Barbara Franklin, who would later serve as the 29th US Secretary of Commerce, spoke on President Nixon’s efforts to increase the number of women in high office. Agencies responded by planning to increase the number of women in grades 13-15 and double those in grades 16 and above.

1972: The NTP remained in Washington, D.C with the theme, “New Patterns for Upward Mobility”. This year we saw the establishment of the Helen R. Dudley Chapter Achievement Award.

1973: In Washington D.C, the 1973 NTP’s theme was “The Federal Women’s Program Revisited”. FEW established 11 regions this year and President Priscilla Ransohoff appointed the first five Regional Coordinators. Through FEW’s dedication, the NTP saw a 70% increase of participants.

1974: Washington, D.C. again hosted the NTP with the theme “Women in Motion: Problems and Progress”. This year, the NTP had its first Exhibit Hall and the first Barbara Boardman Tennant Award was awarded to Past President Daisy Fields.

1975: FEW recognized 1975 as International Women’s Year. The NTP continued to be in Washington, D.C. with the theme, “Women and the Year of Challenge”. FEW remained busy this year and established four tracks for training: Careers, Being a Woman, FEW Leadership, and Federal Women’s Program Coordination. FEW continued to garner national support and First Lady Betty Ford even accepted an Honorary FEW Membership.

1976: The NTP moved across the country to San Francisco, California, with the theme “The Bicentennial Women Mission Possible”. FEW was honored to have the distinguished Maya Angelou present at the annual banquet where she was able to combine her skills in singing, storytelling, and poetry.

1977: The NTP returned to Washington, D.C with theme “FEW Full Equality for Women”. Edith Tebo became FEW’s first Lifetime Member. Keynote Speaker, Ruth Bates Harris, left attendees with the lasting message that women should make themselves heard. Don’t be mute. Justice can listen if you speak out.

1978: The NTP moved cross country again to Denver, Colorado with the theme, “FEW is Moving Mountains”. Several important innovations were introduced to the NTP including; interpreters for major speeches, proper accommodations for handicapped attendees, and live entertainment at the banquet.

1979: FEW travelled to Seattle, Washington for the NTP, “FEW: Building for the FEW-ture”. The NTP saw advancements with Registration Chair, Susan Scholler, computerizing registration for the first time. FEW identified several issues of top priority for women in the federal government including the Equal Rights Amendment, pay reform, veteran preference, and retirement benefits.

1980: The NTP was held in Washington D.C with theme, “FEW is Your Capitol Gain”. There was a lot to celebrate at the NTP this year, including FEW’s picketing of Playboy’s recruitment of “Women in Government” as well as sponsoring a First Ladies Reception to raise funds for ERA.
1981: FEW traveled to Indianapolis, Indiana for the NTP, “Racing to the Top”. The dynamic workshops covered a variety of topics including; plan your own affirmative action, how to work as a team, the inside story on the ERA, and effective use of personal power. FEW was honored to have Betty Freidan, the author of “The Feminine Mystique”, provide the banquet keynote address.

1982: The NTP, “FEW has Many Missions”, was held in San Antonio, Texas. After the ERA’s bill expired, FEW made it their mission to reintroduce the bill. FEW launched the campaign “A New Day: Beyond the ERA” and members across the nation were in support.

1983: The NTP was held in Honolulu, Hawaii with the theme, “Na Ka Oi Means the Best”. This was the first and only time that the NTP was held overseas and the program was a major success.

1984: The NTP returned to Washington, D.C in 1984 with the theme “Women + Women = Power”. “The power of women is a mighty force,” NTP Program Chair, Patricia D. Williams stated. She continued that “every word we speak, every thought we think, every action we take, vibrates the universe and comes back to us like a boomerang”. FEW remained vigilant joining the Women’s Vote Project, where they were able to register over 10,000 voters across the nation.

1985: The NTP “Gearing Up for Success” was held in Detroit, Michigan. NTP Co-Chairs Leila L. Burney and Eunice Williams knew that when planning the conference, they wanted to foster an increased awareness of the rightful place of women in the national workforce. Following suit, FEW established a new three tier legislative agenda with the ERA as an overall priority.

1986: The NTP, “FEW- Hitch Your Wagon to a Star” was held in Las Vegas, Nevada. FEW designed the training program this year with a diverse set of workshops attuned to people at different skill levels and abilities. Five other awards were developed to recognize chapters’ outstanding performance in Newsletters, Fundraising, Programs, Memberships, and Special Projects.

1987: The NTP, “Gateway to Success” was held in St. Louis, Missouri. This year, training classes were divided into 8 categories including; Communication, Skills, EEO, FEW and Women’s Issues, and Quality of Life. FEW was honored to have Claire E. Freeman, the first woman to hold the position of Deputy Assistant Secretary of Defense, as the Opening General Session Speaker.

1988: The NTP was held in Baltimore, Maryland with the theme, “Star Spangled FEW-ture”. Fitting to the theme, FEW remained focused on the future of women and participated in the first Women’s Agenda Conference in Des Moines, Iowa.

1989: FEW celebrated its 20th National Training Program in Memphis, Tennessee with the theme, “Bridge to the Future”. By this time, nine of FEW’s 11 regions had hosted the NTP. At the conference, the Mary D. Pinkard Award recognized Pamela Doviak Celli for her discrimination case against the Department of the Navy.

1990: The NTP, “Foundation for the FEW-ture”, was held in San Antonio, Texas. FEW continued to build the foundation for the advancement of women and held the first of a series of Legislative Breakfasts on the Hill featuring Congressman Steny Hoyer.

1991: The NTP returned to the Rocky Mountain Region with the theme, “Reaching New Heights” in Denver, Colorado. FEW kept busy this year chartering a dozen new chapters and FEW’s News and Views published the first “NTP Special Issue”.

1992: The NTP, “Discover with FEW in ’92” was held in Cincinnati, Ohio. FEW was excited to hold the NTP at the site of FEW’s first chartered chapter, Central Cincinnati. The NTP Program Book was dedicated to FEW’s fourth President, Priscilla Ransohoff who passed away in February, 1992.

1993: The NTP, “Onward to the Future” was held in Las Vegas, Nevada. FEW’s 25th Anniversary Committee was busy at work this year. The Committee designed a commemorative pin, hosted a Capitol Hill reception, and even led an anniversary songfest at the NTP.

1994: The NTP returned to Washington D.C with the theme “Making Monumental Strides to the Top”. This was a monumental year for FEW with Janie Taylor being elected National President for FEW’s first two-year term. This year the NTP included Cultural Awareness
Events featuring the Maru Montero Dance Company and Linda Fang: Stories from Ancient China.

1995: The NTP was held in Tacoma, Washington with the theme, “Summit for Success”. FEW commemorated the 75th anniversary of Women’s Suffrage both at the NTP and at the March in Washington D.C.

1996: The NTP, “Excellence in the Heartland” was held in Kansas City, Missouri. Despite budget cuts, the Mid-Continent Region remained vigilant and worked hard to ensure the NTP’s success.

1997: The NRP was held in Dallas, Texas with the theme “FEW Steps Into the Future”. FEW was very fortunate to have several notable speakers at the NTP, including Mae Jemison, the first African American woman in space and Nancy Brinker, the founder of the Susan G. Komen Breast Cancer Foundation.

1998: The NTP, “Leadership Begins Here” was held in Washington, D.C. FEW added a special feature to the NTP which allowed students and interns to participate in the opening session and in a special Intergenerational Leadership Workshop led by National Women’s Political Caucus President, Anita Perez-Ferguson.

1999: The NTP, “Treasures in the Desert” was held in Phoenix, Arizona. This year, the NTP added a Worker Trainee section to provide an opportunity for those in the Welfare-to-Work and other programs to be introduced to agencies and for federal agencies to have an opportunity to meet the program participants. Multiple federal agencies and workers expressed their support for the NTP including; Vice President Al Gore, the USDA, and the US Department of the Interior.

2000: The NTP was held in New Orleans, Louisiana with the theme “FEW Bridging the Information Gap for Success”. FEW was fortunate to have First Lady Hillary Rodham Clinton serve as honorary chair of the NTP. The training program covered a wide range of subjects including; EEO, Career Development, Personnel, Management and Leadership, Computer Skills, and Personal Growth.

2001: The NTP was held in Indianapolis, Indiana with the theme, “Keeping Pace with FEW”. President Jenifer Bungert instituted a new program that delivered training on the responsibilities of serving on a nonprofit board to the elected and appointed National Officers and Regional Managers of FEW.

2002: The NTP, “Magic and Space - Dreams in Progress” was held in Orlando, Florida. This year, FEW and Conferon, Inc. entered into a long-term contractual agreement and pledged to work together to ensure the success of the NTP well into the future.

2003: The NTP, “Building Tomorrow’s Leaders Today” was held in Chicago, Illinois. The NTP Committee readily accepted the challenge of planning an NTP in a city that none of them lived in. NTP Chair Patt Franc summed it up best, “The NTP is a testament to the power of women and what a small group of committed individuals can do when given the opportunity to create the future.”

2004: The NTP, “Sounds of Success” was held in Nashville, Tennessee. FEW was fortunate to have Naomi Judd of the musical group, “The Judds” as the keynote speaker, presenting her speech “Love Can Build a Bridge”.

2005: The NTP “Catch the Vision” was held in Reno, Nevada. This year, the NTP featured a FEW Past Presidents Forum and NTP and Retiree scholarships were awarded to FEW members. FEW also signed a partnership agreement with the National Association of Retired Federal Employees (NARFE).

2006: The NTP “New Connections New Directions” was held in Atlanta, Georgia. The NTP featured an Education and Career Day for attendees and a FEW-DoD Military Awards Ceremony. FEW was extremely fortunate to have Dr. Bernice King, daughter of Dr. Martin Luther King, deliver an inspirational keynote address.

2007: The NTP was held in Washington, D.C with the theme, “Training Today, Leaders Tomorrow”. Past President Freda Kurtz was presented the Outstanding Service Award by the Honorable Andrew M. Saul, Chair of the Federal Retirement Thrift Investment Board.

2008: The NTP, “Moving On, Moving Up” was held in Anaheim, California. This was a year of firsts for FEW. For the first time, FEW offered a preparation class for people at the GS-11 and below levels, as well as the
first SES preparation class geared towards people at the GS-12 and above levels.

2009: The NTP, “Keys to Success” was held in Orlando, Florida. Prior to the NTP, FEW held its first ever golf tournament. At the NTP, the presentation “Each One Teach One”, gave attendees the opportunity to hear FEW Chapter leaders talk about their experiences with paying it forward and the impact it has had on their lives.

2010: The NTP, “Jazz Up Your Career”, was held in New Orleans, Louisiana. Prior to the NTP, FEW held a year-long community service project, “FEW: A Helping Hand” and raised money for two schools in New Orleans to thank them for hosting the NTP.

2011: The NTP was held in Philadelphia, Pennsylvania with the theme “Your Future, Let it Ring the Sound of Success”. The First Youth Initiative was held at the NTP this year with area youth attending from Philadelphia and Washington, D.C for one day of training. The Health Fair was also held for the first time focusing on women’s health issues and sponsoring a blood drive.

2012: The NTP was held in Detroit, Michigan with the theme “Wheels of Change, Keep on Moving!”. FEW was lucky enough to have National President, Sue Webster, featured on a local TV show explaining the mission of FEW and the purpose of the NTP. The First Compliance Luncheon was held this year in order to enlighten members on key issues impacting federal employees.

2013: The NTP, “Passport to Career Success” was held in Orlando, Florida. FEW celebrated its 45th anniversary and the Legislative luncheon culminated in a presentation by Patt Franc entitled, “FEW Celebrating a Rich 45-Year History of Activism and Accomplishments”.

2014: For the first time, FEW held a two-day National event called the “Leadership Summit” in Washington, D.C. At the event, FEW members met and discussed with their Congressional Representatives on two key issues - the Federal Women’s Program and the disparity in opportunities afforded to women in higher grades in the federal sector.

2015: The NTP, “Journey to Excellence” was held in New Orleans, Louisiana. At the NTP, FEW focused on raising awareness for Heart Disease and was supported onsite by the American Heart Association. It was an exciting time for FEW this year as we celebrated Past President, Daisy Fields 100th birthday.

2016: The NTP, “In the Spirit of Excellence” was held in Dallas, Texas. The NTP’s theme for the week was “There is Excellence in Diversity”, which helped provide awareness to FEW’s focus area - Diversity.

2017: The NTP, “Investing in Our Future” was held in New Orleans, Louisiana. This was the largest attendance the NTP had seen since 2011. Training classes were filled to the brim with attendees eager to advance their professional growth in the federal government.

2018: The NTP, “Leaving a Legacy- 50 Years and Counting”, was held in Atlanta, Georgia. FEW celebrated its 50th National Training Program anniversary and was fortunate to have nine of FEW’s Past Presidents attending the event. President Wanda Killingsworth relayed the importance of the NTP and how it represents the cornerstone of FEW’s commitment of service to its members and women in the federal government.

2019: The NTP, “Commemorating 50 Years of Training: Encourage, Empower and Elevate”, was held in Philadelphia, PA. FEW recognized the anniversary of 50 years of personal and professional training with a candlelight program noting every year’s accomplishment towards equality, diversity and inclusion for women.

50 years is a momentous milestone and FEW remains committed to the provision of excellent training each year and we look forward to reaching new heights together.
2019 FEW NATIONAL SCHOLARSHIP AND AWARD WINNERS

FEW Awards program recognizes the special achievements of individuals, chapters, and regions in furthering the goal and vision of FEW. Each year, highly qualified, community-minded members and friends with proven track records are encouraged to submit nominations for special awards.

Below are the 2019 FEW National Awards recipients by category. Congratulations to you all!!

Barbara Boardman Tenant Award
Patrice Wilson – DC Metro Region

Allie Latimer Award
Judy Rush – Pacific Northwest Region

Champion of Diversity
Karen Milner – Southeast Region

Distinguished Service
Linda Kopman-Gravelle – Rocky Mountain Region

Federal Department/ Agency
Government Accountability Office

Regional Achievement
Mid-Atlantic Region

Helen R. Dudley Overall Chapter Achievement Award
Maryland Tri-County Chapter – Mid-Atlantic Region

CHAPTER ACHIEVEMENT AWARDS

Newsletter
Derby City Chapter – Southeast Region

Best Programs
Hoosier Hills Chapter – Great Lakes Region

Fundraiser
Francis D. Gage Chapter – Southeast Region

Membership
Central Arkansas Chapter – Southwest Region

Special Project
Central Arkansas Chapter – Southwest Region

Special Emphasis
Bright Knights Chapter – DC Metro Region

Few President Awards
Pamela Richards – DC Metro Region
Judy Rush – Pacific Northwest Region
Latanya Kelley – Southwest Region

Ann Vanderslice National Unsung Shero Award
Katie Milligan – Great Lakes Region

2019 NATIONAL SCHOLARSHIP WINNERS

Federally Employed Women’s scholarship program provides an opportunity for deserving individuals to participate and learn at the National Training Program. This opportunity is given to all members including those who might not otherwise be able to attend to further their academic goals. FEW recognizes their commitment to self-development and excellence and congratulate them on their achievements “Soaring to New Heights”.

NTP Regular Scholarship
• Tarinna Olley, DC Metro Region
• Michelle Watson, Great Lakes Region

Retiree Winner
• Clara Anderson, Southeast Region

Collegiate Scholarship Family Member
• Kahlia Callahan (daughter of FEW Member Adrianne Callahan), Great Lakes Region
• Chance Crockett (son of FEW Member Michelle Crockett), DC Metro Region

Military Meritorious Service
• Petty Officer Second Class Ashley Supall, US Navy
• Master Chief Petty Officer Tonia Williams, US Navy
• Captain Rachel Quirante, US Air Force
• Lieutenant Colonel (DR.) Mary F. Finn, US Air Force
• Staff Sergeant Bertha Alexander, US Army
• Major General Linda Singh, Maryland National Guard

FEW Foundation Scholarship
• Kerbi Jacobson, Rocky Mountain Region

Management Concepts Inc. The Leadership Certificate Program
• Janet Diggs, Great Lakes Region
• Percina Laster, DC Metro Region

FEW Foundation for Education and Training – Grantham University Scholarship
• Dalphanie Price, Southwest Region
• Althea Sprosta, DC Metro Region
• Christina Deskin, Northeast Region
OPENING SESSIONS

The Opening Session started with the Presentation of Colors by the (what is the name of the Color Guard) and introduction of the National Board of Directors.

The tone and excitement began when Ms. Barbara M. Littles, Esq., our Keynote Speaker, author, national speaker and trainer in leadership, business and spirituality and praised as the “Strategic Negotiator” by her clients took the stage. She is particularly passionate about helping women negotiate every aspect of their lives and inspired us with strategies of looking for the ‘Hidden Figures’ in your inner and external circles. She encouraged us to become aware of the three types of people who could help us in our journey and how to become engaged in initiatives and opportunities available to us in our careers. She set the place on fire. She believes and shared with our attendees “you don’t get what you want; you don’t get what you work for; you get what you negotiate.”

The opening session also welcomed Margaret Weichert, Acting Director at the Office of Personnel Management (OPM) and Deputy Director for Management at the Office of Management and Budget. Ms. Weichert spoke about careers that move forward from the traditional and embodies a new generation of skills – STEM.
CLOSING SESSION: DIVERSITY LUNCHEON

Subsequently, we concluded the week with a rousing Diversity Luncheon that encouraged, empowered and ultimately elevated attendees. Our two keynote speakers, J. Bruce Stewart and Miguel J. Avilés-Pérez, shared how to exhibit compassion, understanding and a level of equity when it comes to acceptance of people. J. Bruce presented an interactive “who done it mystery” and a demonstration of our need to belong. It was amazing to see how humans are impacted by unconscious influences. While Miguel inspired us with his family’s story during the Puerto Rico floods through his mother’s story and her tenacity to never give up as a survivor. He concluded with a moment that moved us to soar and left us encouraged to not be afraid of any obstacles because as a federal community you are never alone.
Thank You!

We thank all of our federal agencies, corporate and association partners, regions and chapters, including those listed below, and the over 3,000 members who supported FEW in 2019.

DIAMOND
- BlueCross BlueShield
- Professional Woman’s Magazine

EMERALD
- Management Concepts

RUBY
- Federal Long Term Care Insurance
- GEHA

SAPPHIRE
- Grantham University

GOLD
- AJW Financial Partners, LLC

SILVER
- GEICO

BRONZE
- Affordable Benefits Solutions
- FedChoice Federal Credit Union
- Prudential

FRIENDS of FEW
- Federal Employee Education & Assistance Fund
- FEW Foundation for Education & Training
- NARFE Federal Credit Union
- Retirement Planning Strategies
- Thrift Savings Plan
- Tully Rinckey, PLLC
# FINANCIAL STATEMENTS

FEDERALLY EMPLOYED WOMEN  
SEPTEMBER 30, 2019 and 2018

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,762,016</td>
<td>$2,651,092</td>
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<tr>
<td>Investments</td>
<td>1,928,293</td>
<td>1,189,402</td>
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<tr>
<td>Accounts receivable, net</td>
<td>17,432</td>
<td>11,624</td>
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<tr>
<td>Prepaid expenses</td>
<td>329</td>
<td>418</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$3,707,970</td>
<td>$3,852,536</td>
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</table>

<table>
<thead>
<tr>
<th><strong>Liabilities and Net Assets</strong></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$40,951</td>
<td>$517,428</td>
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<tr>
<td>Deferred revenue</td>
<td>22,988</td>
<td>31,217</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>66,939</td>
<td>548,645</td>
</tr>
</tbody>
</table>

| **Net Assets**                 |          |          |
| Without donor restrictions     | 3,644,031 | 3,303,891 |
| **Total net assets**           | 3,644,031 | 3,303,891 |
| **Total liabilities and net assets** | $3,707,970 | $3,852,536 |
See You In Orlando!

STAY IN TOUCH
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