



FEW

WORKING FOR THE ADVANCEMENT
OF WOMEN IN THE GOVERNMENT

NEWS & VIEWS

WINTER 2023



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President's Message:

2023 Year in Review



"Because of them, I can now live the dream. I am the seed of the free, and I know it. I intend to bear great fruit." – Sojourner Truth

FEW is bearing great fruit in 2023.

Because of [Ms. Allie Latimer](#) and all the FEW [Past Presidents](#), we are living the dream. It might not be a perfect dream, but we are moving forward toward increased equity and a better day. Members of FEW have been afforded the privilege of empowering and encouraging women and underrepresented people across the country. Our newly minted "[Associate Membership](#)" is one more way FEW has chosen to innovate, expand its reach, and invest in the next generation of leaders.

Our work carries on even when we must say goodbye to our trailblazers. This year, we lost a firecracker of a leader—Mrs. Dorothy Nelms, FEW Past National President (1978–1980 and 1996–1998). We shared the tears as her daughter, Adrienne Desetages, awarded the 2023 Dorothy Nelms Scholarship for Immediate Family Members to Whitney Watson and Lisa Everett-Robinson (for Trinity Robinson).

Despite the sad times, I have experienced joys too numerous to count in my regular interactions with all of you and members of our broader community. People are inspired by our work of advancing women in the government and are challenged to make the workplace better. I love telling others we are a volunteer organization; it stuns them to see how dedicated FEW



is as a group, even without the draw of a paycheck.

I was honored to receive the 2023 Changemaker of the Year Award

from the [National Women's Collaborative](#). I participated in its "We Mean Business Part 2" Conference in San Juan, Puerto Rico. Surrounded by colleagues Cynthia Dunn, [Milton Hunt](#), and hundreds of new friends, I was emboldened to share my story during the *Women Supporting Women* panel discussion.

However, I did not have to travel to Puerto Rico to experience women supporting women. Aside from FEW, I also give to and receive tremendous support

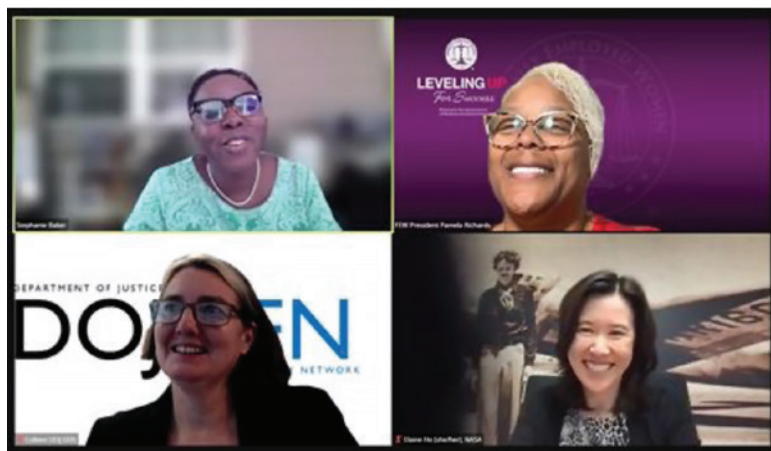
from my partners with the National Coalition for Equity in Public Service (NCEPS). Our successful National Training Program (NTP) in Columbus, Ohio, was the scene for quantity and quality time with amazing leaders, among them the honorable Shirley Jones ([Blacks in Government](#)) and Fahmida Chhippa ([FAPAC](#)). Back at home, I also had the privilege of meeting one of my idols in the DEIA space, [Dr. Sesha Joi Moon](#), Chief Diversity Officer at the U.S. House of Representatives, which was the icing on the cake after having made so many other meaningful connections.



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FEW's 54th NTP wrapped up my very first major training event as National President. You took my breath away with your energy, enthusiasm, teamwork, and enormous amounts of [elbow grease](#). Your excitement was contagious; many new members joined FEW as a result. And you didn't stop when you returned home, just as I hoped. You are now engrossed in process improvement, data analysis, careful evaluation, offering recommendations, and working in general to make our worlds better. Some of you in the D.C. metropolitan area took time to care for others and yourselves during the [#FEWCARES](#) Breast Cancer Walk/Run across the Woodrow Wilson Bridge in Maryland, Washington, D.C., and Virginia. I am 'honeymoon happy' and 'peacock proud'.



As a subject matter expert in the areas of diversity, equity, inclusion, the U.S. military, and leadership, I am excited to be featured in an upcoming issue of [Americas Woman Magazine](#). I have enjoyed being a keynote speaker for many of your Chapter and Regional events, as well as conferences such as the District 27 [Toastmasters International](#) Spring Conference,



Government Accountability Office Women's History Month Program, and the [Young Government Leaders \(YGL\)](#) Mentoring Program, where I shared my career journey to motivate and inspire others. I lost count of the number of interviews, from Federal Times, [Federal News Network](#), and Federal Executive to podcasts with [Fed Upward](#), YGL, [FEDTalk](#), and [Leap With FEW](#).

With so many amazing experiences, I truly wish I had known about Federally Employed Women sooner. Sometimes I think about the years I could have garnered support for the challenges I underwent. I am grateful to [Oliver Allen](#) who showed me the value of mentoring. I wish I had understood the importance of having both a mentor and a champion in my early career days.

Members of FEW need not feel this way. You know from personal experience how critical it is to have someone coach and boost you to the next level. I am over the moon that Stacey St. Holder took up the mantel of leading the [FEW Mentoring Program](#) this year. 2024 is already lining up to be a fantastic year.

Have a safe and beautiful holiday season. I look forward to the magic we will make in 2024.

Leveling Up For Success and moving FEW Forward!

Yours in Service,

Pamela H. Richards

National President
Federally Employed Women



Member Spotlight:

Anaya Monroe

In Pursuit of Excellence



Anaya Monroe's path to success as a high school track athlete was evident from the start. Her passion for track eventually led to a scholarship at Morgan State University in Baltimore, Maryland, where she pursued a degree in finance. Upon graduating, Anaya relocated to Richmond, Virginia, and wasted no time securing a spot in the Discover Analyst Program with the U.S. Federal Reserve, continuing the family tradition of federal employment. Her father had a military background, and her mother, Pamela Thomas-Monroe, had a career with the U.S. Department of the Navy.

Anaya's mother, who had previously served as the FEW Tidewater Chapter President, introduced her to Federally Employed Women (FEW). Anaya interned with FEW and was involved in planning a Regional Training Program, forging strong connections with Tidewater members, and eventually becoming a member herself a couple of years ago.

As someone who enjoys the journey, Anaya felt the desire to explore a different area outside the DC Metro. She would often take walks with her mother, listening to her insights and learning from her experiences, holding her mother's advice close to her heart. This marked the beginning of Anaya's strategic planning, leveraging her strong financial background to save and prepare for the future.

Earlier this year, when a Financial Analyst position opened with the Federal Reserve bank of Dallas, Anaya applied and accepted an offer! Now, a few months into her new position and life in a new city, she is adapting to new processes and structures while finding her place within the team. "I'm looking at areas that I can improve the team and myself. Each day can be hard, but you have to look back and acknowledge these pivotal points in life."

With a commitment to growth and development, Anaya is almost finished with her first year in a Financial Planning Master's Program with the University of Georgia. She is finding the joy in the journey and is thankful for the friendships created with members of the Tidewater Chapter, fostered over shared dinners and volunteer work. She appreciates the indirect mentorships that unfolded while engaging with people at various career stages. Although it's bittersweet to leave the Tidewater Chapter, Anaya looks forward to future networking opportunities as she gets to know FEW members in the Dallas area.

The walks alongside her mother have transformed into phone calls that span the over 1,200-mile distance, serving as a reminder of her enduring connection to her roots and a source of guidance as she continues every step of her journey.

Top Three Podcast Episodes of 2023



LEAP with FEW: Where Federally Employed Women and friends talk about ways to Lead, Educate, Affect, and Persist.

Congratulations and thank you to all our podcast guests!



#1: DEIA is Lifesaving!

Join Ivana and Grace as they chat with Emma Kaufman, the Acting Principal Strategist for the Women's Employment Portfolio at the National Institutes of Health's Office of Equity, Diversity, and Inclusion. Discussion topics include

Reasonable Accommodations, toxic workplace behaviors, women working together, and other aspects of diversity, equity, inclusion, and accessibility (DEIA).

[OPM Reasonable Accommodations Resources](#)

[Filing a Formal or Informal Complaint with Federal Agency EEO Office](#)

[UN resource for avoiding ableist language \(inclusive language\)](#)

[Sweet Honey in the Rock- Ella's Song](#)

We often talk about “work-life balance” and “authentically bringing your whole self to work”, but we don't often talk about what that means. So, FEW has asked Brittany and Neil to share a few insights based on their experiences. Balancing work and romance.

Learn more about us here:

[Federally Employed Women – Women In The Government \(few.org\)](#)

[Capital Financial Planners](#)



3: The Heart Truth: What Does Your Heart Say?

Let's hear from Dr. Patrice Desvigne-Nickens, a Medical Officer in the Division of Cardiovascular Sciences of the National Heart, Lung, and Blood Institute (NHLBI). She specializes in health disparities, cardio-oncology, and clinical trials. She is also an advocate for the Heart Truth, a national health education program raising awareness about heart disease and encouraging people to live a heart-healthy lifestyle.

[The Heart Truth® | NHLBI, NIH](#)

[Numbers to know for a healthy heart | NHLBI, NIH](#)



#2: Balancing Work and Romance

Today, joining us, we have two friends of FEW—Brittany and Neil Cain. They represent Capital Financial Planners and the Federal Employee Retirement Training Program (also known as RETFED).





Mentoring in the New Year

Our organization and its members have had some wonderful achievements in 2023. This is a great time to acknowledge those achievements, but it's also a good time to think about what we want to accomplish in 2024.

FEW's National Mentoring Program will continue to provide our current cohort of future leaders with individual guidance and support as well as group development opportunities in the New Year. We look forward to their graduation during FEW's National Training Program in August. To that end, we are seeking FEW members willing to support us by facilitating a workshop for our mentees. The workshops include a 30 to 45-minute presentation on a specific focus area followed by 15 minutes of questions and answers.

If you have expertise in the areas of Resume Writing/Review, Interviewing Job Applicants, or Emotional Intelligence & Political Savvy, and can donate an hour to support the advancement of Women in the Government, please email: mentoring@few.org

The workshop sessions are scheduled from 10:00 a.m. to 12:00 p.m. ET on the dates listed below. If you can dedicate an hour to share your expertise with our mentees on any of these dates, we would welcome the opportunity to learn and grow with you!

January 27

Focus Area: Resume Writing & What Managers Look for When Conducting a Resume Review

February 24

Focus Area: Job Interviews – The Importance of Practice/ Mock Interviews

April 20

Focus Area: Women in Leadership – Emotional Intelligence & Political Savvy

If you're ready to move **FEW Forward** and help some incredible ladies **Unleash their Full Potential**, reach out today to learn more!



Stacey St. Holder, Special Assistant to the President for Mentoring



A Check-in at the MSPB and Unprecedented Case Backlog

It's been a little over a year and a half since the three-member Merit Systems Protection Board (MSPB) has had quorum after a record-setting five years without, which prevented it from voting on any petitions for review.

It's estimated that the Board inherited around 3,800 pending cases for review. Since the quorum was restored, the Board has made rulings on over 1,750 cases. As for the remaining cases, the Board has since stated in their most updated [FAQ](#) that they will “continue to exercise their discretion to decide cases in a way that balances advancement of legal doctrines, efficiency in case processing, and other considerations inherent to adjudicatory decision making.”

While it is currently unclear how long new cases will take to be processed and to achieve a final decision, this should not dissuade you from filing your appeal. Administrative judges continue to issue IDs at their normal rate, and the current MSPB members are working diligently to get through the backlog and process further appeals.

If you are in the process of or considering submitting an appeal to the MSPB, it is paramount that you seek out

experienced legal counsel and stay in contact with your law firm, as the deadlines for filing are extremely tight. If you have a petition for review or a case pending, it may be wise to confirm that a valid email or mailing address is recorded so that you can receive any updates to your case.

Tully Rinckey PLLC is one of the nation's largest federal sector labor and employment, security clearance, and military law firms, serving clients across the U.S. FEW and Tully Rinckey have a Memo of Understanding, and with this agreement, FEW members are entitled to one free half-hour telephone consultation each year with one of Tully Rinckey's experienced attorneys concerning federal employment, military and security clearance matters including discrimination claims, adverse action appeals, and veterans' benefits, to name a few. In addition to the attorney consultations, members who pursue their legal claims with Tully Rinckey will be entitled to a 10 percent discount in legal fees. For more information or to schedule a consultation with a Tully Rinckey attorney, please call 888-529-4543, or visit www.tullylegal.com.

Networking During the Holidays: How to Leverage Festive Gatherings



The holiday season provides an excellent opportunity to expand your professional network. Many people tend to overlook the potential of festive gatherings for networking, but with a strategic approach, you can make valuable connections that can benefit your professional goals.

Attend Holiday Parties with Purpose

Holiday parties are abundant this time of year, and many offer opportunities to meet new people and reconnect with old acquaintances. Be selective about the events you attend, focusing on those that align with your professional goals. For instance, industry-specific gatherings, company parties, or events hosted by professional organizations can be particularly beneficial for networking.

Prepare Your Elevator Pitch

Before attending any holiday event, make sure you have a concise and engaging elevator pitch ready. Your elevator pitch should introduce yourself, your profession, and your career goals. Keep it brief, memorable, and relevant to your networking objectives. Practice your pitch until it flows naturally, allowing you to make a strong impression on potential contacts.

Active Listening is Key

While networking, don't dominate conversations with self-promotion. Instead, practice active listening. Show genuine interest in others by asking open-ended questions and giving them your full attention. When you actively listen, you gain insights about people's needs and aspirations, which can help you offer meaningful assistance in the future.

Exchange Contact Information

When you meet someone who aligns with your professional interests, exchange contact information. Be sure to have your business cards or digital contact-sharing tools ready. Follow up with a polite email or LinkedIn connection request within a few days to express your pleasure at meeting them and to keep the connection alive.

Bring Value to the Table

To leave a lasting impression, offer value during your conversations. Share insights, information, or resources that can help your new contacts in their professional endeavors. This willingness to help others can lead to reciprocal assistance down the line and strengthen your network.

Follow Up Post-Holiday

It's crucial to follow up with the individuals you've met. Send personalized messages or emails, referencing your conversation, and expressing your interest in staying connected. Offer to meet for coffee or a virtual chat to discuss potential collaborations or career opportunities.

By attending events with purpose, perfecting your elevator pitch, practicing active listening, and adding value to your interactions, you can make meaningful connections that benefit your career. Leverage social media and follow up after the holidays to keep the momentum going. The relationships you build during this festive season can prove to be invaluable throughout the year and beyond. So, this holiday season, make the most of every opportunity to connect and grow your network!

Empowering Women – Telling our Stories and Overcoming Barriers

By Cindy D. Higgins, Regional Manager, Pacific Northwest Region

The Pacific Northwest Region (PNW) successfully completed their annual Regional Virtual Training Program (RTP) on October 26-27, 2023. Attendees enjoyed outstanding speakers.

FEW's National President, Pamela Richards, opened Day 1 with a warm welcome and supportive acknowledgements and well wishes for a successful program. Our opening session on "Negotiating with Less Stress and More Success," was presented by Susan Borke, Principal of BorkeWorks.

Ms. Vanessa Elliott shared how she became more resilient to overcome numerous diversity challenges successfully in a male dominated field. The balance of the day was dedicated to FEW's focus areas from members of the national board, to include National Past President, Patricia Wolfe, acknowledging the vast history of FEW.

Day 2 hosted two Keynote speakers, both of which were well-received and extremely enlightening. Ret. Judge Steven Aycock from Boise, Idaho, helped us understand the ongoing crisis involving Domestic Violence in minority populations, a somber topic but one which garnered everyone's attention. Numerous discussions evolved from the facts he presented.

Later in the day we had our second keynote speaker Ms. Solveig Waterfall, Firefighter and Paramedic from West Pierce Fire & Rescue (WPFR) in Lakewood, Washington. She explained the challenges of being a woman firefighter in a "man's world" and encouraged us to always be in an "Alpine State of Mind" by preparing, persevering, and enduring all challenges we face in work and life. Ms. Waterfall began her career with WPFR in 2018 and finished top in her 2021 paramedic class at Tacoma Community College. She is a trained backcountry skiing guide, avalanche instructor, and alpine climbing guide. Ms. Waterfall has led climbers to the high altitude peaks of Mt. Denali and Mt. Aconcagua, plus she has climbed Mt. Rainier over 143 times!

On March 12, 2022, she completed Seattle's annual 69 Floor FIREFIGHTER STAIRCLIMB in full gear with a time of 15:54. She ranked #1 of 189 women competitors, and #4 on her team of 19. This race included 171 teams from all over the U.S. and is part of an annual fundraising event.

Ms. Waterfall emphasized that these challenges have helped her to develop and maintain that "Alpine State of Mind." She encouraged the attendees to develop their state of mind, then rely upon it when we need to manage personal or professional challenges.



Susan Borke, Principal of BorkeWorks, whose mission is to help organizations tap into the power of strong negotiation skills



Judge Steven Aycock (Ret.), Principal of Aycock Consulting, is an independent consultant on domestic violence and Tribal law issues



Ms. Solveig Waterfall, Firefighter & Paramedic, WPFR

Sheroes Who Served in the Military – Disguised as Men

By Vicki L. Smith, Willamette Valley Chapter President, Pacific Northwest Region

Our recent presentations at the Willamette Valley Chapter have centered on the often overlooked ‘sheroes’ in the United States. Ms. Susie Giurlani, a Civil War reenactor, delivered a presentation in which she donned full period-correct apparel and discussed her life as Dr. Mary Edwards Walker—the only woman in the country to have received the Medal of Honor. Many are unaware of Dr. Walker’s significant contributions to advancing women’s causes, such as redesigning acceptable women’s attire to reduce the risk of catching fire while cooking. Dr. Walker was a member of the Central Woman’s Suffrage Bureau in Washington, DC, and later became a writer and lecturer, advocating for issues such as healthcare, temperance, women’s rights, and dress reform. Ms. Giurlani’s presentation was not only interesting, but entertaining and provocative.

In November, the chapter’s focus shifted to women’s roles in the military. Attendees watched a short video about the women ‘Code Breakers’ during WWII, received information about the first women selected as astronauts, and learned about women who fought in the Revolutionary War.

Ms. Giurlani presented a dynamic program highlighting women who served in the Civil War. Historians have found



*Dr. Mary Edwards Walker
wearing her Medal of Honor*

evidence that an estimated 400 to 1000 women, or possibly more, disguised themselves as men and fought in the Civil War. They fought on battlefields alongside men, with their true gender often going unnoticed due to ill-fitting clothing, helmets, and other gear. Every woman had to register in the military under a man’s name.

In July of 1863, a Union burial detail at Gettysburg, Pennsylvania, made a startling discovery near Cemetery Ridge. Among the bodies covering the ground, they found a dead woman wearing the uniform of a Confederate private. The burial detail had stumbled upon one of

the most intriguing stories of the Civil War—the multitudes of women who fought in the front line, disguised as men.

Did you know that Sarah Edmonds Seelye signed on as ‘Franklin Flint Thompson’ and joined the 2nd Michigan Infantry as a male nurse? She is the only woman to receive a Veteran’s Pension. Sarah is just one example of the many women who adopted men’s names to join the military.

As Ms. Giurlani points out, history was not written by women, and many of the accounts come from letters and diaries. In fact, some Civil War-era letters were even found in a home in 1976. More is being discovered as we peel back the layers of stories. Our members look forward to future presentations about the history of women and the challenges they have faced.

Tribute to Dorothy Nelms, FEW Past President

By Lynne Revo-Cohen (she/her/hers), Founding Partner, NewPoint Strategies LLC



I want to celebrate and honor Dorothy Nelms, Past President of FEW. Dorothy was an amazing, brilliant, kind, and powerful advocate for women in the federal government and for women everywhere.

Dorothy hired me in 1978 as FEW's first paid lobbyist and taught me everything I needed to know about women in government—pay equity, promotion, health and divorced spousal benefits, diversity, sexual harassment, leadership, flexible work schedules, just to name a few. She was a fabulous mentor! She also had a sense of humor that created a happy atmosphere wherever she went.

When I started my own firm, NewPoint Strategies, Dorothy offered to join our team to develop programs we still use

on sexual harassment and Diversity, Equity, Inclusion, Accessibility, and Belonging. She would be proud of that contribution.

Dorothy was a force to be reckoned with for FEW and for women everywhere. I honor her spirit and her contributions. We have stayed connected as friends, and I was so lucky to be with Dorothy for her 95th birthday party at her daughter Adrienne's home.

Dorothy, you will always be remembered as a friend and a mentor.

Much Love,
Lynne Revo-Cohen

Highlights from the Mid-Atlantic's 6th Regional Training Program

The Mid-Atlantic Region Leveled Up: Reset, Renewed, and Recharged Membership at the 6th Regional Training Program. Members experienced a transformative event on June 10, 2023, as they gathered virtually for the 6th Regional Training Program. The day was marked by a blend of fun, education, and training, highlighted by the celebration of the 32nd Anniversary of the Maryland Tri County Chapter.

Dr. Nicole Mason, the esteemed keynote speaker, delivered a thought-provoking message titled “You Made It! Now What?” During her address, she motivated, engaged, and ignited members, urging them to reflect on their experiences during the COVID-19 pandemic. Dr. Mason emphasized the importance of resetting, renewing, and recharging to level up in various aspects of life.

The National Board of Directors provided a comprehensive introduction to the organization in their session, “All About Federally Employed Women.” Members gained a clear understanding of FEW’s purpose, structure, roles, and responsibilities, enriching their knowledge about the organization.

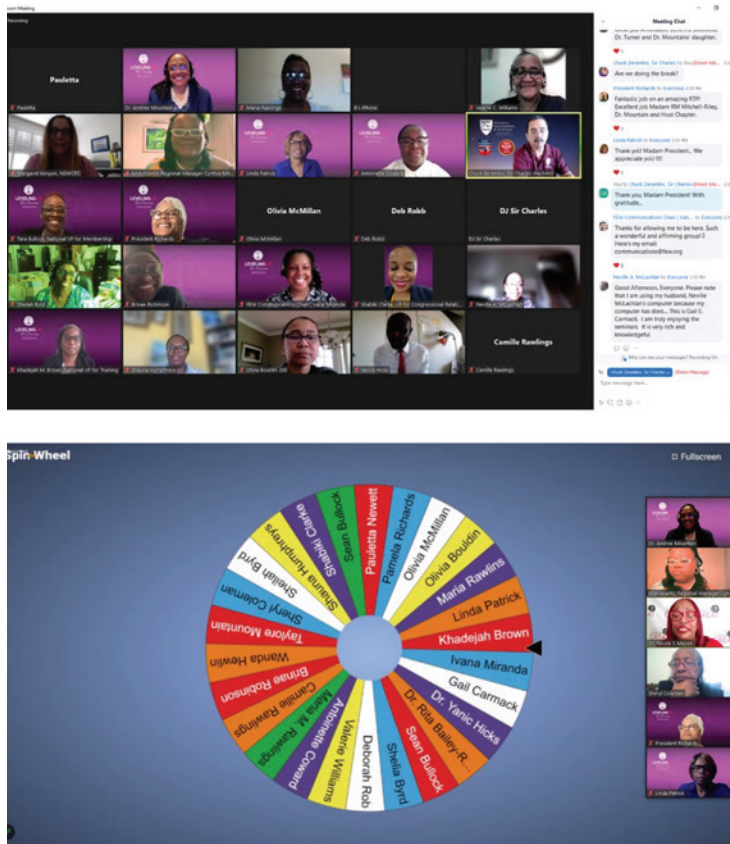
Financial management took center stage in the training with Dr. Rita Bailey-Roland and Darlene Jenkins presenting on “Women, Wisdom & Health: Balancing Financial Responsibilities.” They underscored the need to safeguard income and retirement funds, especially considering that 85% of women die single. Dr. Astra Brantley

addressed the shaping influence of institutions in our lives, presenting “Talking Woman to Woman: Women Empowering Ourselves to Inoculate Ourselves Against Burnout.”

The day featured engaging games and prizes, with twenty members winning door prizes and three members securing grand prizes in “jeo-Pardy.” DJ Sir Charles added a lively touch to the virtual platform as he hosted games and provided musical interludes to introduce guest speakers.

After lunch, Taylore Mountain shared insights on “Nurturing the Flame Within: The Importance of Self-Care to Prevent Burnout.” Attendees actively participated in preventing burnout through an interactive presentation and a Quality of Life Survey. Ivana Miranda offered valuable tips on “Speaking with Confidence,” focusing on managing speaker anxiety through continuous improvement rather than seeking perfection. Dr. Yanic Hicks led a discussion on leadership, encouraging self-reflection to enhance leadership abilities.

The Regional Training Program proved highly successful, with survey results indicating attendees’ satisfaction and appreciation for the event. Special recognition was given to FEW National President, Pamela H. Richards, for her presence. Maryland Tri County Chapter members were pleasantly surprised with a Chapter Proclamation and individual certificates from the Harford County Council, adding an extra layer of celebration to the event.



Happy Sweet 16 Motor City Chapter!



Pictured from left to right: Chapter Treasurer Glenda Starks, Chapter Secretary Beverly Troy, Immediate Past Chapter President Donyale Robinson, Chapter Member Angela Adams, Guest Linda Johnson, Chapter Member Shenita Johnson, Chapter President Vikki Williamson, Chapter Founder Darlyn Robinson-Boyd, Immediate Past National President and Former Motor City Chapter President Karen Rainey, Chapter Member Keith Smith, and Stella Moore (Guest).

Sweet
16





A Different Way of Thinking and Acting

By Dr. Mallary Tytel

Hello! I believe in the principle of One Simple Thing. That is, if we can identify and accomplish one essential, meaningful, and simple act every day with intention and integrity, we can achieve great things, both individually and collectively. This is a different way of thinking and acting, to be and do your best, one simple thing at a time.

Here's how you get started. With each piece I will be offering 5 simple tips. What resonates with you? What is relevant right now? And how do these ideas support you on your own professional path? Keep notes if you like, feedback is always welcome, and I hope you will share your own experiences. Good luck and remember: Simple is NOT the same as easy! Mallary Tytel, mtytel@healthyworkplaces.com.

- Courage is yours every day you make a difficult decision and act upon it. Go on and take one courageous step outside of your comfort zone.
- Whose voice do you listen to? Right now, start with your own voice and then seek out new and diverse perspectives from others around you. What have you discovered?

- Knowing what you don't want is at least as important as knowing what you do want. How can you use this information to influence one choice you will make with your team today?
- Successful relationships are tough to maintain but don't have to be complicated. Start a conversation about what's on your mind and simply be yourself.
- "We will open the book. Its pages are blank. We are going to put words on them ourselves. The book is called "Opportunity" by Edith Lovejoy Pierce. The start of a New Year is indeed an opportunity, and the first chapter begins now. What will spur you on to squarely face one obstacle ahead and turn it into a dawning opportunity?"

Happy New Year to all. I wish you peace, hope, harmony, and joy today and every day ahead!

Dr. Tytel is President of [Healthy Workplaces](#), a national consulting practice, and Co-Founder and Chair of [The Simple Rules Foundation](#). She has been a member of FEW since 2017.

Stress Management During the Holiday Season



The holiday season's bustling activity can bring joy but also heightened stress levels. Balancing work, holiday shopping, hosting family, and more can lead to increased stress. Stress affects everyone differently and can hinder relaxation. Stressful circumstances can trigger or worsen mental health conditions, like anxiety and depression. Keep an eye out for signs of excessive stress in your life and in the lives of those close to you. Explore strategies to reduce stress, enabling a more enjoyable holiday season.

Common Reactions to Stress

- Difficulty concentrating
- Irritability and anger
- Fatigue
- Stomachache
- Trouble sleeping
- Loss of appetite or Overeating

Warning Signs

- Excessive irritability and anger
- Significant changes in your energy level, eating patterns, or sleep
- Not finding enjoyment in things you normally love
- Feelings of hopelessness
- Thoughts of self-injury or suicide
- Substance abuse

Ways to Reduce Stress

- Keep a daily routine
- Get plenty of sleep
- Connect with others
- Exercise
- Eat Healthy

Source: [World Health Organization](https://www.who.int)

FEW Foundation's 2023-2024 Fundraising Programs



Are you aware that the Foundation depends upon more than just cash donations to develop and maintain our Scholarship Programs? Check out our current Fundraising Programs and see which one interests you (or maybe all of them will!). We are currently trying to reach a milestone goal of \$250 with our Avon Sales Campaign!

Terrilynn Nuts and Candy is one of the FEW members' favorites for entertaining, gift giving, or just to snack on while watching your favorite movie at home! *Terrilynn* has some yummy choices and everything is delivered right to your home.

Go to <https://few-foundation.terrylynn.com> and check out what goodies they have.

Avon Sales Campaigns have been a big hit the past couple of years with FEW members, not to mention that the Foundation has received superb proceeds from each campaign. Our customers are always happy with the prices and choices. Avon sells toiletries, PPE supplies, lotions, perfumes, Christmas gifts – to name but a few categories. Just in time for Christmas! ***This sale ends December 31, 2023, so place your order soon!***

Go to <https://www.avon.com/fundraiser/fewfoundation-fall/?rep=micellequearry>

Ed2Go provides access to hundreds of online classes for FEW members. Once you have registered and paid for a class, you can start it at any time and work at your own pace, while earning an industry-recognized certificate. Hundreds of classes are available in a variety of price ranges. See which classes will help advance your career or support your future leadership goals.

Go to www.Ed2Go.com/fewed

PopKorn Fundraiser – Details are coming soon!

Feel free to contact Foundation President, Cindy Higgins at fewfoundation@few.org

Submitted by Cindy Higgins, President
FEW Foundation for Education and Training
Tel. 503-267-4164