

# **NORTHEAST REGION (FEW)**

Proudly serving Maine, New Hampshire, Vermont,  
Massachusetts, New York, Connecticut,  
New Jersey, Rhode Island, Europe, Puerto Rico,  
and the U.S. Virgin Islands



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**Are you a member of the T.E.A.M.?**

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#### **Regional Manager's Message**

**Happy Holidays, my friends! I will have a more in-depth message in January. Enjoy your time with family and friends.**



**Ho, ho, ho!!**

**May 2010 be kinder to all of us!**

### **Brookhaven Chapter**

The Brookhaven Chapter conducted its annual holiday outreach program again in 2009. Our program is called "Operation Helping Hand." Lisamarie Rykowski submitted an article last month that gave the details of our program. I will just add that this year's program was very successful thanks to the many volunteers. Thank you all for helping so many of your co-workers have a happier holiday season with their families.

### **Fort Monmouth Chapter**

We welcome Rhonda DeFabritus to our chapter. Rhonda works for the IRS in New York, NY. Welcome, Rhonda! We're glad you've joined the Fort Monmouth Chapter.

### **Greater Boston Chapter**

The Greater Boston Chapter enjoyed a presentation from Regional Manager Dawn Nester. She gave participants an overview of the FEW Mentoring pilot program and added her own thoughts about the importance of mentoring.

Our next meeting will take place on January 13, 2010, at 1:00 p.m. Jayne Cousins, a member of the Greater Merrimack Valley Chapter, will join us to give an overview of the 5<sup>th</sup> Annual Massachusetts Commission on the Status of Women's conference in Boston, MA, on December 10, 2009. Please join us!

### **Greater Merrimack Valley Chapter**

Linda Fielding and Jayne Cousins traveled down to Boston to staff a regional booth at the 5<sup>th</sup> Annual Massachusetts Commission on the Status of Women's conference. Jayne reported that the conference was attended by over 5,000 people, many of whom were federal employees. She and Linda were kept busy sharing FEW information to the federal employees, including a "Save the Date" flyer for the upcoming Regional Training Program and handing out giveaways of stand-up 2010 calendars and laminated bookmarks, both of which had the Region's website URL. Dawn Nester, Regional Manager, has already submitted a request for funding for the Region to participate in the 6<sup>th</sup> annual conference on December 9, 2010. If you would like to be a booth volunteer in 2010, please let Dawn know. With over 5,000 attendees, the opportunities for networking are outstanding.

As you may have heard by now, our President's daughter, Kerri Fielding, was seriously injured in an accident in November. On January 16, our Chapter and co-workers will hold a benefit to help the Fielding family through this difficult time.

### **Potential Western Buffalo Chapter**

The paperwork to charter a chapter at the IRS in Buffalo, NY, is moving towards completion. The interim officers are hopeful of having the paperwork to Becky Fasulo, Vice President, Membership and Chapter Organization, in time for the February National Board of Director meeting in Columbus, OH. Wish them luck!

## Membership Report by Kelly Badzo

Dawn Nester, our Regional Manager, tells me that she has received several inquiries from employees in agencies all around the region, asking for Chapter Chartering kits. This is good news, indeed! Agencies making inquiries are:

- IRS in New York City, NY;
- Veterans Administration in Northport, NY;
- National Passport Center, Portsmouth, NH; and
- Military women in cities around Germany.

In addition, Dawn has been following up with a contact at Cornell University in New York, who is hopeful of starting a chapter there. She has also been working with IRS employees in Buffalo, NY, who are "this close" to starting a chapter there.

She continues to work with a Veterans Administration employee who is interested in starting a chapter at her location in Bath, NY, which is about halfway between Buffalo and Holtsville (my chapter's location).

2010 is promising to be an exciting year for growth in our Region. You can help that happen by continuing to invite friends and co-workers to chapter meetings, introducing them to the benefits of membership in FEW, and talking to them about the annual Membership Contest. Not familiar with the annual Membership Contest? Here's what you need to know!

FEW is pleased to announce that the 2009-2010 Membership Contest is currently in progress. The following prizes have been selected by the membership committee, comprised of Evelyn Anderson, Wanda Hewlin, Arlene Good, Mary Walter, Gloria Edelen.

- First prize will be a FEW Lifetime Membership and Bank Gift Card (value not to exceed \$1000.00).
- Second prize will be 5 years FEW Membership (value \$250.00).
- Third prize will be 3 years FEW Membership (value \$150.00).

If the first place winner is already a Lifetime Member, then her (or his) membership will be upgraded to Diamond Lifetime or the entire prize will be a Bank Gift Card.

If the second and/or third place winners are Lifetime Members, then the prizes will be Bank Gift Cards in the designated amounts.

The contest period covers from June 1, 2009 to May 1, 2010, so there's still time to get in there and recruit! Everyone is encouraged to "Each One, Reach One" to spread the word about FEW. We are all working to make FEW the organization of choice for leadership, equity and the advancement of women. When you invite your friends and co-workers to join you at a meeting and they decide to make the commitment to join, ask her (or him) to add your name to the "Referred by: \_\_\_\_\_" line so that you can be credited with the recruitment. Happy recruiting!

**Spring Regional Training Program** by Jayne Cousins, Lisa Lombardi, and Dawn Nester

The 2010 Spring Regional Training Program (RTP) planning is under way. The committee is once again comprised of Jayne Cousins and Lisa Lombardi, Greater Merrimack Valley Chapter.

Jayne has made an on-site visit to a possible new location, still in Lowell, MA. UMass purchased the old Doubletree hotel (where some of us stayed last year) and turned it into a conference center, still with rooms for those of us who need to stay overnight. We are currently awaiting the project estimates from both the Conference Center and Wannalancit facilities to see which one is more economical and offers the best training experience for attendees' learning. We'll keep you posted as a decision is made.

In the meantime, **SAVE THE DATE!** The RTP will be held **June 4, 2010**, regardless of the location. See the flyer at the end of the newsletter. We have several speakers on tap for you, including, but not confirmed yet:

- Cecelia Davis, Vice President for Congressional Relations. She provides an excellent presentation on FEW's legislative program.
- Michelle Crockett, Vice President for Compliance. She gave an excellent presentation at the Autumn 2009 RTP in Holtsville, NY.
- Lauren Mackler, local author and motivational speaker. Jayne and Lisa heard Ms. Mackler speak in person and were inspired to invite her to be one of our RTP presenters.
- Congresswoman Nikki Tsongas. Lisa is once again working with Congresswoman Tsongas' office to have her as our luncheon speaker.
- Sheree Galpert. She has expressed interest in coming back to do another workshop for us so we're hopeful of having her on the agenda.

In addition, please see the end of this newsletter for the official RTP 2010 Theme Contest rules! First place is a free registration to the RTP. 2<sup>nd</sup> and 3<sup>rd</sup> place winners will receive discounts to the RTP.

We will also have our conference bags, raffles and vendors. So far, Blue Cross/Blue Shield, GEHA, and Long Term Care Partners have expressed interest in staffing a table and sending a representative for you to meet and talk with. In addition, we have a new sponsor interested in coming. Northeast Planning will likely be on hand, too.

We moved the RTP to early June to give the majority of our attendees a little time between renewing their annual members (in March) and registering. Let Dawn Nester know if you would like to pay in three easy installments. Registration will be:

- Members = \$40 (or \$13.33 in *three payments* over three months, *starting in March or April*);
- Non-Members = \$55 (or \$16.33 in *three payments* over three months, *starting in March or April*)
- Students = \$25 (or \$8.33 in *three payments* over three months, *starting in March or April*).



Cathy Fletcher  
Vice President for Diversity



On Monday, January 18, 2010, we will be celebrating the birthday of one of America's greatest leaders -- Rev. Dr. Martin Luther King, Jr. Dr. King's birthday is celebrated every 3rd Monday in January, and was established as a legal holiday under US Code as of: 01/26/98; Sec. 169j. Martin Luther King, Jr., Federal legal holiday - which states:

"The Congress finds that:

- January 20, 1986, marks the first observance of the Federal legal holiday, established by Public Law 98-144, honoring the birthday of Martin Luther King, Jr.;
- such holidays should serve as a time for Americans to reflect on the principles of racial equality and nonviolent social change espoused by Martin Luther King, Jr.; and

- it is appropriate for the Federal Government to coordinate efforts with Americans of diverse backgrounds and with private organizations in the observance of the Federal legal holiday honoring Martin Luther King, Jr.

According to Dr. King's widow, the Late Coretta Scott King, "Martin's vision was solidly founded on the principles revealed in the Declaration of Independence, the Constitution and the Bill of Rights. His words were a key that opened the dungeon of bigotry and racial hatred, freeing the spirits of equality, justice and brotherly love that were too long dormant in America's soul. The King holiday was born as a day to celebrate peace, nonviolence and racial equality and unity, and much remains to be done to bring the ideal to reality."

The Meaning was written by his widow, The late Coretta Scott King, who departed her earthly life in 2006. I hope you will take the time to reflect on the significance of this upcoming Monday's holiday commemorating the birth of Dr. Martin Luther King, Jr.



[http://nobelprize.org/nobel\\_prizes/peace/laureates/1964/king-bio.html](http://nobelprize.org/nobel_prizes/peace/laureates/1964/king-bio.html)



Cecelia Davis  
Vice President for  
Congressional Relations

In a recent survey conducted by FEW, members indicated that they would be interested in possibly attending a FEW Lobby Day and Congressional Reception. Based on the responses received from this survey, the FEW Board of Directors has decided to organize this event in mid-May 2010.

See the information in the next column with more details about our May 2010 Congressional Reception honoring the members of the Congressional Womens' Caucus and the FEW Lobby Day. We are very excited about these events and hope as many FEW members as possible can join us at these functions in Washington, DC. While formal registration forms are not being sent out this early, we are asking our members to let us know as soon as they can whether they are planning to attend either or both of these events. We need to start planning with the hotel and the caterer and therefore need an estimated head count. If you are planning to attend, or are likely to attend, please contact Dawn Nester, your Regional Manager at [Dawn.M.Nester@irs.gov](mailto:Dawn.M.Nester@irs.gov) or at (603) 978-8361.

## Federally Employed Women LOBBY DAY and CONGRESSIONAL RECEPTION

**Wednesday, May 12, and  
Thursday, May 13, 2010**

**We are incredibly excited to announce that FEW will be conducting its third Lobby Day in conjunction with a reception in honor of the members of the Congressional Women's Caucus and organized in cooperation with the Caucus Chair Representative Jan Schakowsky (D-9-IL). Based on the responses we received from our Legislative Survey, FEW's leaders have decided that enough members have required we organize this important event that we are moving ahead.**

**WHEN:** Wednesday May, 12, 2010, from 5:00 p.m. to 7:00 p.m. – FEW's Congressional Reception on Capitol Hill.

Thursday, May 13, 2010, from 9:00 a.m. to 3:00 p.m. and Friday – for those saying later, there are several tourist options. Please contact Gray Line tours or the Washington DC Visitor Center for great opportunities.

**WHO:** This event is open to all FEW members. There is no registration fee, but attendees must take annual leave for the Lobby Day on Thursday. Attendees will also be responsible for their travel and lodging costs while in Washington, DC.

**WHERE:** A room block has been established at the Hyatt Regency Washington Hotel on Capitol Hill (400 New Jersey Avenue, NW). Rates for rooms are \$259 a night for singles or doubles. In order to receive the FEW room rate, FEW must take your reservation. Please let us know if you will need a room. Further registration information and will be sent at a later date.

**WHY:** There is no better way to influence and develop a relationship with your elected officials than in-person meetings. These events show legislators that you care enough about the issues that you have paid to fly into town, used your own vacation time, and taken valuable time away from the office to meet her/him to talk about issues of concern to federally employed women. Don't miss this opportunity!

**WHAT:** FEW National will arrange all your Hill meetings (your representative and two Senators), equip you with all the background materials you need for your meetings, and provide attendees with the leave-behind folders for your legislators. You will also receive a full briefing on the morning of your meetings, not only on the issues to be discussed, but also on how to conduct an effective meeting. Additionally, all attendees are welcome to attend the Congressional Reception, which is being organized in cooperation with the Congressional Women's caucus Chair and, therefore, very likely to attract many legislators and their staff members.

# Training Report



Arlena Fitch-Gordon  
Vice President for Training

Once again, I turned to [www.mindtools.com](http://www.mindtools.com) to find a meaningful training tool for your use. This month's tool is using a Stress Diary. Read on.

## Stress Diary: Identifying the Causes of Short-Term Stress

Stress Diaries are important for understanding the causes of short-term stress in your life. They also give you an important insight into how you react to stress, and help you to identify the level of stress at which you prefer to operate.

The idea behind Stress Diaries is that, on a regular basis, you record information about the stresses you are experiencing, so that you can analyze these stresses and then manage them.

This is important because often these stresses flit in and out of our minds without getting the attention and focus that they deserve.

As well as helping you capture and analyse the most common sources of stress in your life, Stress Diaries help you to understand:

- The causes of stress in more detail;

- The levels of stress at which you operate most effectively; and,
- How you react to stress, and whether your reactions are appropriate and useful.

Stress Diaries, therefore, give you the important information that you need to manage stress.

## How to Use the Tool

Stress Diaries are useful in that they gather information regularly and routinely, over a period of time. This helps you to separate the common, routine stresses from those that only occur occasionally. They establish a pattern that you can analyze to extract the information that you need.

Download our free Stress Diary [template](#) and make regular entries in your Stress Diary (for example, every hour). If you have any difficulty remembering to do this, set an alarm to remind you to make your next diary entry.

Also make an entry in your diary after each incident that is stressful enough for you to feel that it is significant.

Every time you make an entry, record the following information:

- The date and time of the entry.
- The most recent stressful event you have experienced.
- How happy you feel now, using a subjective assessment on a scale of -10 (the most unhappy you have ever been) to +10 (the happiest you have been). As well as this, write down the mood you are feeling.

## Training Report (cont.)

- How effectively you are working now (a subjective assessment, on a scale of 0 to 10). A 0 here would show complete ineffectiveness, while a 10 would show the greatest effectiveness you have ever achieved.
- The fundamental cause of the stress (being as honest and objective as possible).

You may also want to note:

- How stressed you feel now, again on a subjective scale of 0 to 10. As before, 0 here would be the most relaxed you have ever been, while 10 would show the greatest stress you have ever experienced.
- The symptom you felt (e.g. "butterflies in your stomach", anger, headache, raised pulse rate, sweaty palms, etc.).
- How well you handled the event: Did your reaction help solve the problem, or did it inflame it?

You will reap the real benefits of having a stress diary in the first few weeks. After this, the benefit you get will reduce each additional day. If, however, your lifestyle changes, or you begin to suffer from stress again in the future, then it may be worth using the diary approach again. You will probably find that the stresses you face have changed. If this is the case, then keeping a diary again will help you to develop a different approach to deal with them.

Analyze the diary at the end of this period.

### Analyzing the Diary

Analyze the diary in the following ways:

- First, look at the different stresses you experienced during the time you kept your diary. List the types of stress that you experienced by frequency, with the most frequent stresses at the top of the list.
- Next, prepare a second list with the most unpleasant stresses at the top of the list and the least unpleasant at the bottom.
- Looking at your lists of stresses, those at the top of each list are the most important for you to learn to control.
- Working through the stresses, look at your assessments of their underlying causes, and your appraisal of how well you handled the stressful event. Do these show you areas where you handled stress poorly, and could improve your stress management skills? If so, list these.
- Next, look through your diary at the situations that cause you stress. List these.
- Finally, look at how you felt when you were under stress. Look at how it affected your happiness and your effectiveness, understand how you behaved, and think about how you felt.

Having analyzed your diary, you should fully understand what the most important and frequent sources of stress are in your life. You should appreciate the levels of stress at which you are happiest. You should also know the sort of situations that cause you stress so that you can prepare for them and manage them well.

## Training Report (cont.)

As well as this, you should now understand how you react to stress, and the symptoms that you show when you are stressed. When you experience these symptoms in the future, this should be a trigger for you to use appropriate stress management techniques.

### Summary

Stress Diaries help you to get a good understanding of the routine, short-term stresses that you experience in your life. They help you to identify the most important, and most frequent, stresses that you experience, so that you can concentrate your efforts on these. They also help you to identify areas where you need to improve your stress management skills, and help you to understand the levels of stress at which you are happiest, and most effective.

To keep a stress diary, make a regular diary entry with the headings above. For example, you may do this every hour. Also make entries after stressful events.

Analyze the diary to identify the most frequent and most serious stresses that you experience. Use it also to identify areas where you can improve your management of stress.

## Compliance Report



Michelle Crockett  
Vice President for Compliance

From the Equal Employment  
Opportunity Commission website:

### PRESS RELEASE 1-6-10

Job Bias Charges Approach Record  
High in Fiscal Year 2009, EEOC  
Reports  
Commission Obtains \$376 Million for  
Victims of Discrimination

WASHINGTON – The U.S. Equal  
Employment Opportunity  
Commission (EEOC) today  
announced that 93,277 workplace  
discrimination charges were filed with  
the federal agency nationwide during  
Fiscal Year (FY) 2009, the second  
highest level ever, and monetary  
relief obtained for victims totaled  
over \$376 million. The  
comprehensive enforcement and  
litigation statistics for FY 2009, which  
ended Sept. 30, 2009, are posted on  
the agency's web site at  
<http://www.eeoc.gov/eeoc/statistics/enforcement/index.cfm>.

"The latest data tell us that, as the  
first decade of the 21st century  
comes to a close, the Commission's  
work is far from finished," said EEOC  
Acting Chairman Stuart J. Ishimaru.

"Equal employment opportunity  
remains elusive for far too many  
workers and the Commission will

continue to fight for their rights.  
Employers must step up their efforts  
to foster discrimination-free and  
inclusive workplaces, or risk  
enforcement and litigation by the  
EEOC."

The FY 2009 data show that private  
sector job bias charges (which  
include those filed against state and  
local governments) alleging  
discrimination based on disability,  
religion and/or national origin hit  
record highs. The number of charges  
alleging age-based discrimination  
reached the second-highest level  
ever. Continuing a decade-long  
trend, the most frequently filed  
charges with the EEOC in FY 2009  
were charges alleging discrimination  
based on race (36%), retaliation  
(36%), and sex-based discrimination  
(30%). Multiple types of  
discrimination may be alleged in a  
single charge filing.

The near-historic level of total  
discrimination charge filings may be  
due to multiple factors, including  
greater accessibility of the EEOC to  
the public, economic conditions,  
increased diversity and demographic  
shifts in the labor force, employees'  
greater awareness of their rights  
under the law, and changes to the  
agency's intake practices that cut  
down on the steps needed for an  
individual to file a charge.

The FY 2009 data also show that the  
EEOC resolved 85,980 private sector  
charges. In FY 2009, the Commission  
resolved more charges than ever  
alleging unlawful harassment, as well  
as allegations under Title VII of the  
Civil Rights Act. In FY 2009, the  
EEOC recovered a record high

## Compliance Report (cont.)

of \$294 million through administrative enforcement and mediation. Further, the productivity of EEOC investigators increased in FY 2009. The EEOC resolved the second highest number of charges per available investigator in the past 20 years.

The Commission also filed 281 new “merits” lawsuits and resolved 321 merits lawsuits in FY 2009 (merits suits include direct suits and interventions alleging violations of the substantive provisions of the statutes enforced by the Commission and suits to enforce administrative settlements).

Through its combined enforcement, mediation and litigation programs, the EEOC recovered more than \$376 million in monetary relief for thousands of discrimination victims, and obtained significant remedial relief benefiting millions of workers across the country (e.g., court decrees or settlements requiring employers to change discriminatory policies or practices).

The EEOC enforces federal laws prohibiting employment discrimination. Further information about the Commission is available on its web site at [www.eeoc.gov](http://www.eeoc.gov).

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**FEW Foundation for Education and Training** Linda Fresh, Vice President



<http://www.fewfoundation.org>

The FEW Foundation is pleased to share that 2009 was a very good year for its webinar series. 2010 is shaping up to be another good year.

We will kick off the year with Mark Gorkin, the Stress Doc, presenting "Inspiring Leadership-Partnership through Creativity, Passion, and Risk-Taking," on January 21, 2010.

This webinar will be followed by "FEW Recruitment and Retention Tips," presented by Becky Fasulo, Vice President for Membership and Chapter Organization.

Contact Jack Kenner for registration information at [jackmkenner@acecarnetwork.org](mailto:jackmkenner@acecarnetwork.org) or by calling 443-364-9134.

In addition to our webinar series, the FEW Foundation was also successfully applied to the 2009 Combined Federal Campaign (CFC) in the National Capital area ([www.cfcnca.org](http://www.cfcnca.org)). We will know sometime in March or April how many pledges the FEW Foundation received. Before then, all of us on the FEW Foundation send our appreciation for the support of members in the DC Metro Region. Whatever the Foundation earns will be used to good purpose for the benefit of FEW members everywhere.

The FEW Foundation used some of the funds from the 2008 CFC to grant requests from the Regions for Regional

Training Program (RTP) scholarships. We will once again offer RTP scholarships to any region that submits a request. Paperwork for the 2010 CFC is already being developed, ready for submission in January. One of our goals is to meet the qualifications of the national application process so that the FEW Foundation can be included in CFC's nationwide and overseas by 2011.

Future plans include funding a second National Training Program scholarship with the FEW Scholarship Committee. Carolyn Kroon of the FEW Foundation is working with Georgia Thomas to work out the funding.

In addition, we will be submitting paperwork to the American Association of University Women (AAUW) in January for a grant. If we are successful, the grant will be used to develop a FEW-based internship for a FEW member. We will keep the membership informed if we are successful bidders for an AAUW grant.

Watch, too, for information about the annual Grantham University scholarship. The announcement will be coming out in January. The scholarship is a \$34,000 value, which may be granted to one nominee, as has been done in 2007 and 2008, or split into two grants, as was done in 2009. When you see the announcement and application paperwork, submit your application as soon as you can. The winner(s) will be announced in May to coincide with publication deadlines for the NTP program book.

## Management Tips

Tips on Business Meetings By  
Lyndsay Swinton  
Owner, Management for the Rest of  
Us  
<http://www.mftrou.com>

A top tip on holding business meetings is to use ground rules. You can develop a set of ground rules for a meeting, to ensure that people understand the “terms of engagement” during a meeting. Here are a few example ground rules to get you started.

- Only one person at time talking
- Meetings will start and finish on time
- Confidential information will “stay in the room”
- No jargon or in-talk
- No discussion of ideas until all ideas heard
- Encourage full participation from all attendees
- Keep discussion on topic, and focused
- If you agree to do something, do it.
- If you can't attend, send a suitable, informed, delegate instead.

You get the idea – you can use some, none or all of these ideas for ground-rules, just make sure they work for the people in the room.

## News You Can Use



The Northeast Region will hold its next Regional Board meeting on January 19, 2010, at 7:00 p.m. by conference call.

As we head into 2010, it is important to note that Chapters, the Region, and National FEW will be electing officers. Between January and June, your Regional Board is:

Dawn Nester, Regional Manager  
Lindsay Mitchell, Regional Representative  
Helen Stoner, Treasurer  
April Etter, Secretary  
Lesly Galloway, Awards  
Sally Chapman, Bylaws  
Yolanda Cotten, Compliance  
Judith Michaud, Finance  
Lisa Lombardi, Legislative  
Kelly Badzo, Membership  
Stella Lareau, Newsletter  
Jayne Cousins, RTP Chair  
Kelly Badzo, President, Brookhaven Chapter  
Roberta Simpkin, President, Fort Monmouth Chapter  
Valerie Foxx, President, Greater Boston Chapter  
Linda Fielding, President, Greater Merrimack Valley Chapter

The Regional Manager, Representative, Treasurer, and Secretary positions are elected positions. A Regional Nominations and Elections Chair is being sought to lead an ad hoc committee of 3 persons to solicit nominees for each of the elected positions. The

committee will need to be formed in April, work through May, and report in June. Once the election results are final, the committee will be disbanded, although the Nominations and Elections Chair will remain a member of the Regional Board for 2010-2012.

If you can work on the Nominations and Elections Committee, please contact Dawn Nester at [Dawn.M.Nester@irs.gov](mailto:Dawn.M.Nester@irs.gov) or [Histrylady@yahoo.com](mailto:Histrylady@yahoo.com) or by phone at (603) 433-0560 (work) or (603) 978-8361 (cell) as soon as possible so that your interest can be made known to the Regional Board. As this is an appointed position for this election, the appointment will need to be approved by the Regional Board. Thank you for considering this opportunity to be of service to the Northeast Region.

You may also wish to consider this opportunity at the Chapter level. As stated earlier, Chapters will be electing officers in 2010, too. Serving as a Chapter Nominations and Elections Chair is similar to the work done at the regional level and equally as important.

I will conduct training for all Nomination and Elections Chairs. Please let your Chapter President know of your interest as soon as possible, too.



2010 Spring  
Regional Training  
Program  
June 4, 2009  
[www.nerfew.org](http://www.nerfew.org)



"The future belongs to those  
who believe in the beauty of  
their dreams." – Eleanor  
Roosevelt

# Save the Date!

The Northeast Region (FEW)  
Regional Training Program (RTP)  
will be....

# June 4, 2009

The University of Massachusetts Lowell  
<http://www.uml.edu/>  
has graciously agreed to host us!  
Lowell, MA 01801

Members: \$40 (or choose the 3-month installment plan – **NEW!**)  
Non-Members: \$55 (or choose the 3-month installment plan – **NEW!**)  
Students (with ID): \$25 (or choose the 3-month installment plan – **NEW!**)  
One Class OR the Luncheon Only: \$10

TENTATIVE AGENDA (subject to change without prior notification):

- Agency Compliance
- FEW's Legislative Program
- Effective Supervision
- Local Congressperson as the Luncheon speaker
- Noted Local Author
- Raffle prizes

*Price includes catered continental breakfast and luncheon.*