

# **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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Northeast Region (FEW)  
P. O. Box 444  
Farmington, NH 03835-0444  
<http://herfew.org>

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

I am very pleased to announce the Western New York Chapter was chartered earlier this month, making it the fifth chapter in our region! The chapter is based at the IRS in Buffalo, NY, but reaching out to employees in Rochester, too.

President – Shannon Hennessey

Vice President – Linda Badaszewski

The Chapter chartered with 22 members.

## **Congratulations!**

I look forward to having Shannon join the Regional Board to represent her new chapter and meeting members at the Autumn Regional Training Program in New York.

## Chapter Updates (cont.)

### Brookhaven Chapter

The Brookhaven Chapter took a bus trip to Mohegan Sun casino and resort on February 20<sup>th</sup>. The trip was a fundraiser for our chapter's scholarship fund.

### Greater Merrimack Valley Chapter

Lisa Lombardi resigned as Regional Legislative Liaison, as well as Vice President of the Methuen location of our chapter. She is currently seeking a member to replace her as the Vice President. Anyone interested in filling this important position in the Chapter should contact Linda Fielding at [Linda.A.Fielding@irs.gov](mailto:Linda.A.Fielding@irs.gov) or by phone at (978) 474-5635. The Vice President works with the Chapter's Board to arrange on-site meetings and sits on the Chapter's Board.

Anyone interested in filling her position as Regional Legislative Liaison should contact Dawn Nester, Regional Manager, at [Dawn.M.Nester@irs.gov](mailto:Dawn.M.Nester@irs.gov) or by phone at (603) 433-0560.

### Western New York Chapter

The Western New York Chapter officers were delighted to learn from Becky Fasulo, Vice President for Membership and Chapter Organization, that our charter application package had been accepted. We are now busy setting up meeting topics and speakers and continuing to reach out to federal employees in the Buffalo and Rochester areas of New York to continue growing.

### Potential New York City Chapter

Christine Cantine, an IRS employee in New York City, and Tetiana Slupitska, a student at Long Island University, contacted Becky Fasulo, Vice President for Membership and Chapter Organization, and Dawn Nester, Regional Manager, to inquire about chartering a chapter. Christine and Tetiana were put in contact with one another, as well as received the chapter start-up kit. They immediately began discussion for setting up an interest meeting.

An interest meeting of interested people will take place on March 2<sup>nd</sup>. Becky will participate via conference call. Dawn looks forward to hearing from Christine as to the results of this meeting and helping her and Tetiana to move plans forward for another new chapter in the Region.

## Membership Report by Kelly Badzo

The Region is pleased to welcome these new members who are part of the Western New York Chapter:

- Amanda Dudley (IRS);
- Nikke Greene (IRS);
- Melvie Hall-Bellinger (IRS); and,
- Julie Long (agency not provided).

These members will transfer from the Brookhaven to the Western New York Chapter. We're sorry to see them go but thrilled that it is in such a good cause:

- Linda Badaszewski (IRS);
- Amy Burns (IRS);
- Mary Jane Diggins (IRS);
- Shannon Hennessey (IRS);
- Cynthia Hewitt (IRS);
- Andrea Martin (IRS); and,
- Tammy Lyn Schultz (agency not provided)

In addition, the Brookhaven Chapter is pleased to welcome:

- Catherine Maroney (IRS);
- Rosa Martinez (DoJ);
- Tetiana Slupitska (Long Island University); and,
- Kathy Stueber (agency not provided)

Welcome to FEW, everyone! All of us look forward to meeting and working with you in our chapters!

I've left the information about FEW's annual contest in the next column so that you know what you can earn through recruitment activities. To help you with recruitment, plan to participate in the FEW Foundation's free webinar, "FEW Retention and Recruitment Tips," given by Becky Fasulo on February 25, 2010, at noon eastern time. (See the FEW Foundation column for more information.)

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, Kristina Tiedke, and Dawn Nester

The 2010 Spring Regional Training Program (RTP) planning is under way. The committee welcomes Kristina Tiedke, Greater Merrimack Valley Chapter, as a new member.

Jayne confirmed that the RTP will be held at the UMass Inn and Conference Center, Lowell, MA. This location was the Doubletree Hotel where those who came from out-of-town stayed last year. This time, out-of-towners will be able to stay on-site.

In addition, the committee is offering an RTP Theme Contest again this year. First place is a free registration to the RTP, supplied by the FEW Foundation for Education and Training. 2<sup>nd</sup> and 3<sup>rd</sup> place winners will receive discounts to the RTP. Dawn sent out the theme contest information through your Chapter Presidents. If you haven't received it, please contact your Chapter President as soon as possible.

We will again be offering a continental breakfast and a catered luncheon.

Lisa heard back from Congresswoman Tsongas' office. Unfortunately, the Congresswoman is not available on our RTP date this year. Lisa is contacting other potential speakers for our luncheon.

We are excited to welcome a new sponsor this year. Jon Harrison of Northeast Financial Planning will have a table with our other sponsors to talk with you, as well as being one of our presenters. We are fortunate to have Blue Cross Blue Shield (BCBS),

Government Employees Health Association (GEHA), National FEW, and the FEW Foundation as returning partners/sponsors.

As a reminder, new this year, we are offering members and guests the option of paying on the installment plan to attend the RTP.

- 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*).

Registration will open March 1<sup>st</sup>. Registrations may be faxed to Dawn Nester at (603) 433-0780, with payment to follow by check to the Regional address of:

NER FEW  
P. O. Box 444  
Farmington, NH 03835-0444

Or mailed with the registration form to the above address.

Information about the RTP is being posted to the Region's website as information is confirmed. Visit the web site frequently for the latest information at [www.nerfew.org](http://www.nerfew.org).



Cathy Fletcher  
Vice President for Diversity



I am so pleased to share with you an exciting new feature of the FEW web site. Working with Dawn Nester and the FEW Communications Committee and the FEW IT Committee, I have been sharing information with them about Black History Month. Dawn took the information and developed into a cyber exhibit. Lisa Sullivan took the raw material and turned it into a postable exhibit.

As soon as the National Board of Directors approves the refresh of the FEW website, the exhibit will be posted and available. Once February ends, the exhibit will move to the Members Only area of the web site as the next exhibit, celebrating Women's History Month, is made available in the public site.

Proposed Future Cyber Exhibits:

March	Women's History Month
April	Diversity Month/FEW's anniversary month
May	Asian/Pacific Islander Heritage Month
June	To be determined
July	NTP
August	Women's Equality Day
September	Hispanic Heritage Month
October	Disability Awareness Month
November	Native American/Alaskan Native Heritage Month
December	To be determined

Whenever possible we will seek input from Chapters and Regions to help add information to the exhibits.

## Legislative Report



Cecelia Davis  
Vice President for  
Congressional Relations

FEW's Capitol Hill Lobby Day event on May 12-13, 2010, continues to be a focal point of activity.

I understand you have a new Chapter and new members in the Northeast Region – congratulations!

Please allow me to review the purpose of this event. Several months ago, FEW members were polled for their interest in participating in a visit to their legislators on Capitol Hill. The respondents indicated they would be willing to pay their own way to Washington, DC, to attend the event if scheduled. Based on the responses, FEW has gone forward to schedule a Capitol Hill Lobby Day. Participants must take their annual leave to be compliant with Hatch Act restrictions. The pertinent information follows in the next column. I hope to meet many of you there!

Janet Kopenhaver, from Eye on Washington, is FEW's lobbyist. She has sent out the registration form so that members may indicate whether they are participating, and, if so, whether they are interested in staying at the hotel on Capitol Hill or will make their own arrangements.

If you have not received the Registration form/lobby day information, please contact Dawn Nester, your Regional Manager, as soon as possible.

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 our 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, there fore, very likely to attract many legislators and their staff members.

## Training Report



Arlena Fitch-Gordon  
Vice President for Training

The time is drawing nearer when registration for the National Training Program (NTP) in New Orleans will open.

With a new chapter and new members in your region, I thought I would take this opportunity to talk about what FEW's NTP is all about.

As many of you know, my personal motto is training is an investment that never loses interest. It only pays dividends. That is never truer than through the NTP.

From the NTP website, "Training has been a major objective of FEW since its inception. Aware that federally employed women needed quality training in career development and assistance with developing their leadership potential, FEW sponsored its first annual training program soon after its founding. The event consisted of a keynote address by Kentucky Senator Marlowe Cook and four training sessions. From this beginning, FEW's annual training program has grown over the years and now offers more than 140 workshops on leadership focused topics and is attended by more than 2,000 women and men each year.

Based on FEW's continued commitment to improving opportunities for women in federal employment, the training offered to participants is targeted to provide the tools required to establish and build a successful career and to deliver quality public service. The NTP attracts people from throughout the United States who are striving to enhance their skills through outstanding training and networking opportunities. Many are decision and policymakers with commitments to improving equal opportunity, career development, education, and leadership. The NTP is designed for all public, private, and federal employees, including military personnel, managers, supervisors, and retired federal employees. It has been recognized by the American Council of Education for excellence, Office of Personnel Management and Department of Defense for compliance with 5 U.S.C. Chapter 41. Sessions will range in length from a one-half day overview session to a two-day comprehensive workshop.

The training curriculum of the 2010 NTP is focused on providing a depth of training. Sessions are specifically targeted at the novice, skilled, and expert levels so that participants can select training suited to their special needs.

Federally Employed Women's (FEW) National Training Program (NTP) provides outstanding training. No other training institution provides such a variety of high quality training with the added advantage of providing it in a single location during an intensive training week."

## Training Report (cont.)

In addition to the learning that happens, attendees also have many opportunities for networking...with agency counterparts from all across the country, agency counterparts from other agencies, and with FEW's National Board of Directors and past presidents.



FEW Past Presidents, left to right, Rhonda Trent, Patricia Wolfe, Jeanette Miller, Carolyn Kroon, ( ), Freda Kurtz, Marie Argana, Mary Louise Ulhig, Dorothy Nelms, and Allie Latimer. [NOTE: Allie was FEW's first National President and recently inducted into the National Women's Hall of Fame.]

Talk to your manager, research your agency's policy on out-service training, and make your plans to attend the NTP in New Orleans from July 12-16, 2010!



[www.fewntp.org](http://www.fewntp.org)

## Compliance Report



Michelle Crockett  
Vice President for Compliance

As you know, I check the Equal Employment Opportunity web site from time to time for items of interest to FEW members. Here is something from their Newsroom.

The Americans with Disabilities Act Amendments Act of 2008

On September 25, 2008, the President signed the Americans with Disabilities Act Amendments Act of 2008 ("ADA Amendments Act" or "Act"). The Act emphasizes that the definition of disability should be construed in favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis.

The Act makes important changes to the definition of the term "disability" by rejecting the holdings in several Supreme Court decisions and portions of EEOC's ADA regulations. The effect of these changes is to make it easier for an individual seeking protection under the ADA to establish that he or she has a disability within the meaning of the ADA.

Learn more about the ADA:AA:

[Text of the ADA:AA](#)

[EEOC's Notice Concerning The Americans With Disabilities Act \(ADA\) Amendments Act of 2008](#)

Notice of Proposed Rulemaking (NPRM) [\[HTML\]](#) | [\[PDF\]](#)

Question and Answers on the NPRM [\[HTML\]](#) | [\[PDF\]](#)

Summary of the NPRM changes [\[HTML\]](#) | [\[PDF\]](#)



<http://www.fewfoundation.org>

FEW Foundation Board of Trustees and Council of Advisor members are pleased to announce the availability of the annual Grantham University scholarship. This is a \$34,500 value available to FEW members, spouses, and/or dependent children. The announcement was sent out via blast e-mail to all FEW members. You can also visit our web site to download the announcement and application form. Visit the Our Programs/ Scholarships page.

Our next webinar will be for FEW Chapter Presidents, Treasurers, and Membership Chairs. Our own Becky Fasulo, Vice President for Membership and Chapter Organization, will offer tips and hints for retention and recruitment. Many FEW members will be coming up for annual renewal in March 2010. Becky's workshop will be held February 25, 2010, at 12:00 noon Eastern time.

The FEW Foundation is also offering a contest for members as they encourage family, friends, and co-workers to enroll for over 300 online courses through [www.Ed2Go.com/fewed](http://www.Ed2Go.com/fewed). Between now and May 7, 2010, tell everyone you know who likes to take an online course about Ed2Go.com/fewed. First prize is a free course for yourself (a \$99

value). Second prize is a \$50 gift certificate. Third prize is a \$25 gift certificate. Check out the link above to see what courses are offered, talk to your friends, and consider taking a course yourself to enhance a work skill or just for fun!

The FEW Foundation is also holding an ongoing fundraiser through Currents. Many people are familiar with Currents' high-quality products, such as gift wrap, cards, and household products. See our flyer at the end of this newsletter for the details and link to order in time for St. Patrick's Day, Easter, or just for the coming of Spring!

All monies raised support our efforts to provide scholarships to you, our member. We keep our mission of "empowering career achievement through education and training" in the forefront of all our planning.

## Management Tip

Questioning Techniques - Asking Questions Effectively from [www.mindtools.com](http://www.mindtools.com)

Garbage in, garbage out, is a popular truth, often said in relation to computer systems: If you put the wrong information in, you'll get the wrong information out. The same principle applies to communications in general: If you ask the wrong questions, you'll probably get the wrong answer, or at least not quite what you're hoping for.

Asking the right question is at the heart of effective communications and information exchange. By using the right questions in a particular situation, you can improve a whole range of communications skills: for example, you can gather better information and learn more; you can build stronger relationships, manage people more effectively and help others to learn too.

So here are some common questioning techniques, and when (and when not) to use them:

### *Open and Closed Questions*

A closed question usually receives a single word or very short, factual answer. For example, "Are you thirsty?" The answer is "Yes" or "No"; "Where do you live?" The answer is generally the name of your town or your address.

Open questions elicit longer answers. They usually begin with what, why, how. An open question asks the respondent for his or her knowledge, opinion or feelings. "Tell me" and "describe" can also be used in the same way as open questions. Here are some examples:

- What happened at the meeting?
- Why did he react that way?
- How was the party?
- Tell me what happened next.
- Describe the circumstances in more detail.

Open questions are good for:

- Developing an open conversation: "What did you get up to on vacation?"
- Finding out more detail: "What else do we need to do to make this a success?"
- Finding out the other person's opinion or issues: "What do you think about those changes?"

Closed questions are good for:

- Testing your understanding, or the other person's: "So, if I get this qualification, I will get a raise?"
- Concluding a discussion or making a decision: "Now we know the facts, are we all agreed this is the right course of action?"
- Frame setting: "Are you happy with the service from your bank?"

A misplaced closed question, on the other hand, can kill the conversation and lead to awkward silences, so are best avoided when a conversation is in full flow.

### *Funnel Questions*

This technique involves starting with general questions, and then homing in on a point in each answer, and asking more and more detail at each level. It's often used by detectives taking a statement from a witness:

## Management Tip (cont.)

"How many people were involved in the fight?"

"About ten."

"Were they kids or adults?"

"Mostly kids."

"What sort of ages were they?"

"About fourteen or fifteen."

"Were any of them wearing anything distinctive?"

"Yes, several of them had red baseball caps on."

"Can you remember if there was a logo on any of the caps?"

"Now you come to mention it, yes, I remember seeing a big letter N."

Using this technique, the detective has helped the witness re-live the scene and gradually focus on a useful detail. Perhaps he'll be able to identify young men wearing a hat like this from CCTV footage. It is unlikely he would have got this information if he's simply asked an open question such as "Are there any details you can give me about what you saw?"

### Tip:

When using funnel questioning, start with closed questions. As you progress through the tunnel, start using more open questions.

Funnel questions are good for:

- Finding out more detail about a specific point: "Tell me more about Option 2."
- Gaining the interest or increasing the confidence of the person you're speaking with: "Have you used the IT Helpdesk?", "Did they solve your problem?", "What was the attitude of the person who took your call?"

### Probing Questions

Asking probing questions is another strategy for finding out more detail. Sometimes it's as simple as asking your respondent for an example, to help you understand a statement they have made. At other times, you need additional information for clarification, "When do you need this report by, and do you want to see a draft before I give you my final version?", or to investigate whether there is proof for what has been said, "How do you know that the new database can't be used by the sales force?"

An effective way of probing is to use the [5 Whys](#) method, which can help you quickly get to the root of a problem.

### Tip:

Use questions that include the word "exactly" to probe further: "What exactly do you mean by fast-track?", "Who, exactly, wanted this report?"

Probing questions are good for:

- Gaining clarification to ensure you have the whole story and that you understand it thoroughly; and
- Drawing information out of people who are trying to avoid telling you something.

### Leading Questions

Leading questions try to lead the respondent to your way of thinking. They can do this in several ways:

## Management Tip (cont.)

With an assumption: "How late do you think that the project will deliver?" This assumes that the project will certainly not be completed on time.

By adding a personal appeal to agree at the end: "Lori's very efficient, don't you think?" or "Option 2 is better, isn't it?"

Phrasing the question so that the "easiest" response is "yes" (our natural tendency to prefer to say "yes" than "no" plays an important part in the phrasing of referendum questions): "Shall we all approve Option 2?" is more likely to get a positive response than "Do you want to approve option 2 or not?" A good way of doing this is to make it personal. For example, "Would you like me to go ahead with Option 2?" rather than "Shall I choose Option 2?"

Giving people a choice between two options, both of which you would be happy with, rather than the choice of one option or not doing anything at all. Strictly speaking, the choice of "neither" is still available when you ask "Which would you prefer of A or B", but most people will be caught up in deciding between your two preferences.

Note that leading questions tend to be closed.

Leading questions are good for:

- Getting the answer you want but leaving the other person feeling that they have had a choice.
- Closing a sale: "If that answers all of your questions, shall we agree a price?"

Tip:

Use leading questions with care. If you use them in a self-serving way or one that harms the interests of the other person, then they can, quite rightly, be seen as manipulative and dishonest.

### *Rhetorical Questions*

Rhetorical questions aren't really questions at all, in that they don't expect an answer. They're really just statements phrased in question form: "Isn't John's design work so creative?"

People use rhetorical questions because they are engaging for the listener - as they are drawn into agreeing ("Yes it is and I like working with such a creative colleague") - rather than feeling that they are being "told" something like "John is a very creative designer". (To which they may answer "So What?")

Tip:

Rhetorical questions are even more powerful if you use a string of them. "Isn't that a great display? Don't you love the way the text picks up the colors in the photographs? Doesn't it use space really well? Wouldn't you love to have a display like that for our products?"

Rhetorical questions are good for:

- Engaging the listener

## Management Tip (cont.)

### *Using Questioning Techniques*

You have probably used all of these questioning techniques before in your everyday life, at work and at home. But by consciously applying the appropriate kind of questioning, you can gain the information, response or outcome that you want even more effectively.

Questions are a powerful way of:

**Learning:** Ask open and closed questions, and use probing questioning.

**Relationship building:** People generally respond positively if you ask about what they do or enquire about their opinions. If you do this in an affirmative way "Tell me what you like best about working here", you will help to build and maintain an open dialogue.

**Managing and coaching:** Here, rhetorical and leading questions are useful too. They can help get people to reflect and to commit to courses of action that you've suggested: "Wouldn't it be great to gain some further qualifications?"

**Avoiding misunderstandings:** Use probing questions to seek clarification, particularly when the consequences are significant. And to make sure you avoid jumping to conclusions, the [The Ladder of Inference](#) tool can help too.

**Diffusing a heated situation:** You can calm an angry customer or colleague by using funnel questions to get them to go into more detail about their grievance. This will not only distract them from their emotions, but will often help you to identify a small practical thing that you can do, which is often enough to make them feel that they have "won" something, and no longer need to be angry.

**Persuading people:** No one likes to be lectured, but asking a series of open questions will help others to embrace the reasons behind your point of view. "What do you think about bringing the sales force in for half a day to have their laptops upgraded?"

#### More Tips:

Make sure that you give the person you're questioning enough time to respond. This may need to include thinking time before they answer, so don't just interpret a pause as a "No comment" and plow on. Skilful questioning needs to be matched by careful [listening](#) so that you understand what people really mean with their answers. Your body language and tone of voice can also play a part in the answers you get when you ask questions.

## News You Can Use



The members of the Northeast Region extend condolences to Linda Fielding, President, Greater Merrimack Valley Chapter, on the tragic loss of her nephew recently.



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 at the Inn and Conference Center!  
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):

- FEW's Compliance Program, with Vice President Michelle Crockett
- FEW's Legislative Program, with Vice President Cecelia Davis
- Effective Supervision, to be determined
- Luncheon speaker, to be determined
- Living Boldly, with Lauren Mackler, noted local author
- Raffle prizes

*Price includes catered continental breakfast and luncheon.*



**Registration  
Northeast Region (FEW)  
EIN: 14-1975132  
Regional Training Program  
June 4, 2010**

Name (please print or type):		
Address:		
City:	State:	ZIP Code:
Home phone:		Work phone:
Fax number:		E-mail:
Title:		
Employer:		
Employer's Address:		
Chapter Name (Required, if a member):		
FEW Member Number (required):		
Student ID Number (required, if a student):		
Name of School attending:		
Name of agency contact for billing:		
Phone number of agency contact for billing:		
Please identify any special need for accommodations ( <u>e.g.</u> , interpreter, special diet, wheelchair, other):		
Please check registration and payment type:		Payment Type
Student Registration	<input type="checkbox"/> \$25 (full day) <input type="checkbox"/> \$4 (Luncheon only)	<input type="checkbox"/> Cash (on-site registration only) <input type="checkbox"/> Check (personal) <input type="checkbox"/> Installment Plan
Member Registration	<input type="checkbox"/> \$40 (full day) <input type="checkbox"/> \$6 (Luncheon only)	<input type="checkbox"/> Cash (on-site registration only) <input type="checkbox"/> Check <input type="checkbox"/> personal <input type="checkbox"/> government <input type="checkbox"/> Installment Plan
Non-Member Registration	<input type="checkbox"/> \$55 (full day) <input type="checkbox"/> \$10 (Luncheon only)	<input type="checkbox"/> Cash (on-site registration only) <input type="checkbox"/> Check <input type="checkbox"/> personal <input type="checkbox"/> government <input type="checkbox"/> Installment Plan

Make checks payable to **Northeast Region/FEW**. **Cancellation Policy: NO REFUNDS**  
**SUBMIT by USPS to:** Northeast Region RTP, c/o Dawn Nester, P. O. Box 444, Farmington, NH 03835-0444.  
**SUBMIT by fax to:** Northeast Region RTP, Attn: Dawn Nester, (603) 433-0780.  
 If you have any additional questions, please contact Dawn by e-mail at [Dawn.M.Nester@irs.gov](mailto:Dawn.M.Nester@irs.gov) or by phone at (603) 433-0560.

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