

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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*Around the
Table...*



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

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Regional Manager's Message

Autumn has arrived in all its glorious foliage splendor...and if the morning temperatures are anything to go by, winter can't be far behind.

FEW activities are a lot like the seasons. They are constantly changing and are always interesting. For instance, the FEW Executive Committee met the weekend of October 25-27, 2008, in Oklahoma City, OK. I will share highlights from the meeting when I receive the minutes. As Regional managers do not have a vote when the Executive Committee meets, I did not attempt to send a representative. Our regional budget isn't strong enough at this time to pay for hotel and transportation costs. As we grow and prosper, these kinds of expenditures will be considered in the regional budget.

It is with sincere regret that I announce that Joy Brennan submitted her resignation as the Newsletter Editor. Family and work constraints forced her to reconsider her priorities. I accepted her resignation, appreciative both for having considered the position and for letting me know that she wasn't going to be able to do it. If you are interested in serving as the Newsletter Editor – or any of the other Regional Board vacancies – please let me know so that I can share the responsibilities of the position. I can be reached via e-mail at Dawn.M.Nester@irs.gov or by phone at (603) 433-0560 (desk) or (603) 978-8361 (cell). Thank you for giving these opportunities your consideration.

Membership Report by Kelly Badzo, Membership Chair

Becky Fasulo has notified Regional and Chapter officers, as well as members, that the new on-line processing system for new and rejoining members will be delayed. The new implementation date is unspecified at this time. When the system goes live, please take a moment to access your information to ensure that National FEW has the most up-to-date information for you. The information in the database is National FEW's way of keeping you informed of important changes, such as bylaws changes, elections, etc.

2009 Regional Training Program by Jayne Cousins and Lisa Lombardi



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

We are pleased to announce that Arlena Fitch-Gordon, Vice President for Training, has been approved by the National President to participate in our Spring 2009 RTP. A tentative date of May 1st has been set, possibly at the Lowell campus of UMass; however, we are also looking at the University of Phoenix in Burlington, MA, as a possible location. We want to be able to offer computer-based hands-on training at this RTP, if at all possible.

Stay tuned to this column for all the details as they become confirmed.

Greater Merrimack Valley Chapter Update by Tina Gray, President

- ⇒ We hosted a Lunch-N-Learn with a guest speaker from the Massachusetts League of Women Voters.
 - There were 13 members and 17 guests, giving us a total of 30 in attendance.
- ⇒ We are working to coordinate with the night shift to hold meetings during their evening lunch period.
- ⇒ We are preparing a flyer to put in the new Hire's Welcome package.
- ⇒ We are planning to do a Voter Registration Drive in conjunction with the Federal Women's Program Manager.
- ⇒ We had an officer's installation ceremony at a luncheon meeting. Please see the photo below.
- ⇒ Several of our members have offered to serve on the National Board's Awards and Training committees. Thanks, members!



L to R: Joyce Murphy, Secretary; Karen Laing, Treasurer; Linda Fielding, VP (Lowell); Lisa Lombardi, VP (Metheun); Lisa Gaughan (standing in for Executive Vice President Jayne Cousins); Tina Gray, President; and Dawn Nester, Regional Manager, Northeast Region



"This meeting will now come to order..."

Legislative Report



FEW.ORG



Cecelia Davis
Vice President for
Congressional Relations

Janet Kopenhaver and I are seeking your input for our legislative survey. Your responses will be used to help us develop FEW's Legislative Agenda for presentation to the 111th Congress. Dawn Nester notified me that she posted the survey on your regional web site. Go to <http://www.nerfew.org> to download the survey. Please complete the survey and fax or e-mail it to Janet following the instructions on the cover letter. Thank you for providing your feedback on this important survey.



Diversity Corner



Cathy Fletcher
Vice President for Diversity

October is Breast Cancer Awareness Month. I found the National Breast Cancer Awareness

Month web site and want to share their dispelling myths for this month. See below.

Dispelling Myths from the National Breast Cancer Awareness Month web site, www.nbcam.org

Participation in a breast cancer clinical trial allows the patient to receive expert medical care by leading physicians in the field of cancer research, and gain access to new drugs or treatments not available on the market. Participants will be closely monitored and evaluated for any side effects. In many cases, medical treatment, including administration of medication and follow-up testing and other care, is often provided at no cost to participants.

People that are unfamiliar with cancer clinical trials tend to believe that a placebo (or non-active drug) is sometimes administered in the control group. However, this is a myth - in all cancer trials, the new treatment being tested is always evaluated against the current "standard of care," or best treatment currently available - so all cancer patients in a clinical trial are assured of receiving an active drug.

The subject of clinical trials is an important topic for discussion between breast cancer patients and their doctors. Patients should be aware of all available treatment options and of all available treatment options and can work with their health care team to make an informed treatment decision.

Dates to Remember in November 2008:

1-30	National Native American/Alaskan Native Heritage Month
2	Daylight Savings Time ends
4	Election Day! - Go VOTE!
11	Veteran's Day
27	Thanksgiving

Compliance Report



Michelle Crockett
Vice President for Compliance

Information about the FEW resolution to develop a stronger relationship with Federal Women's Program Managers in order to strengthen the FWP in our agencies has been posted to the National FEW web site under Forms and Documents in the non-Members Only area. Please read this information and check the site for updates as this committee has been charged with making monthly reports to the membership about this important resolution. If you are involved with the Federal Women's Program on a full-time or part-time basis in your agency, please let Tammie Kierstead, Special Assistant to the President for the Federal Women's Program, know. She can be reached at tammie.kierstead@med.va.gov.

Training Report



Arlena Fitch-Gordon
Vice President for Training

In keeping with the trend of the last few articles, here are some questions to consider as you self-develop your knowledge, skills,

and abilities. Even if you aren't a manager yet, these are areas you can work on to be the best employee you can be as you climb the ladder of success, no matter where that ladder takes you. Not everyone defines success as ending in a manager's role, but we are all leaders and demonstrate managerial/leadership characteristics in whatever role we hold at work – or at home. From the <http://www.1000ventures.com> web site:

The Five Questions Every Manager Should Periodically Ask About Themselves

- ⇒ Who I am?
- ⇒ What are my strengths?
- ⇒ How do I work?
- ⇒ Where do I belong?
- ⇒ What is my contribution?

There is only one way to answer the first three questions: to collect and analyze the feedback. Whenever you make a key decision, or whenever you do a key action, write down what you expect to happen. Then few months later feed back from results to expectations.

"Every time I do it, I am surprised. And so is everybody who has ever done this," said Peter Drucker.

Measure Your Management Potential

- ⇒ Assess yourself of the four points below to identify area in which you should improve:
- ⇒ What have I done well in the past year?
- ⇒ What qualities and abilities have I shown myself to possess?
- ⇒ Am I always learning in order to get the fullest benefit from my own strengths, while helping others to do likewise?
- ⇒ Why would I recommend somebody's son or daughter to work under me?

Developing people is achieved by careful, planned and motivational delegation of responsibility and duty. Trust and know your colleagues. "Organizations are no longer built on force. They are built on trust." Rather than relying on your powers, provide a spur, use the powers within people.

Training Report (cont.)

You also have a "relationship responsibility" for those with whom you work. It is an absolute necessity and it is a duty. Personality conflicts arise mostly because "one person does not know what the other person does", or how that is done, or its contribution, or the expected results.

Make sure everybody understands what your business is really about and what is their role and the role of their colleagues in it.



<http://www.fewfoundation.org>

FEW Foundation for Education and Training

by Patricia
Wolfe,
President

Now is the time many people beginning thinking about holiday shopping. If you are one of the early bird shoppers, please consider doing your shopping through ForYourCause.com and letting a portion of your purchases support the FEW Foundation for Education and Training. Go to our web site for all the details (www.fewfoundation.org).

The Board of Trustees is pleased to announce that the Great Lakes Region has named a scholarship winner for their Regional Training Program. Carolyn Malone will be granted a scholarship to the Great Lakes Region RTP through the FEW Foundation for Education and Training. Congratulations, Carolyn.

The other FEW regions are developing nomination procedures for RTP scholarships as their RTPs are being planned. Contact your Regional Manager for details.

National Training Programs

Future NTPs will be held:

2009 – Orlando, FL, at the Orlando World Center Marriott

2010 – New Orleans, LA, at the New Orleans Marriott

2011 – Philadelphia, PA, at the Marriott

2012 – Detroit, MI, at the Marriott at the Renaissance Center

Keep these dates in mind when talking with your manager about training needs.

Focus on New York excerpted from New York City's Commission on Women web site by Dawn Nester, Regional Manager

The New York state web site does not offer statistical information about women in their state similar to the other states I've researched. This article will feature the information that is available.

NYC Ladders for Leaders

NYC Ladders for Leaders is an innovative program that offers high school and college students the opportunity to participate in summer internships with some of the most dynamic corporations and businesses in New York City. Participants receive pre-employment training before starting their seven-week summer internships, and also attend regular workshops throughout the summer that focus on work readiness, college orientation, health, and leadership development. NYC Ladders for Leaders is a partnership between DYCD and the Commission on Women's Issues.

Child Care

The goal of the NYC Commission on Women's Issues Child Care Committee is to analyze issues of child care in New York City, serve as a catalyst for needed change and provide a broader understanding of the needs of families as they relate to child care.

Focus on New York (cont.)

Child care, as defined by the Commission, are the programs and arrangements chosen by parents for the care and development of their children. Child care includes care provided in centers, in family day care homes, through informal arrangements with a relative or friend in the home, as well as in before and after school programs. Child care may be part-day or full day and may be funded through public or private resources.

The Commission has created an online NYC Family Guide, through which users can browse different categories that identify specific needs. Aiming to be a comprehensive guide for families raising children in New York City, the Commission hopes that the links included will direct users to sources that will inform and adequately equip parents and care givers to make appropriate decisions regarding the care of their children.

Economic Development

The NYC Commission on Women's Issues Economic Development Committee aims to raise awareness about the importance of women entrepreneurs to the City of New York and to provide women entrepreneurs with easy access to the myriad of business services, resources and related information available to them.

In June, 2004, the Commission was joined by the NYC Department of Small Business Services ([SBS](#)) to launch the NYC Small Business Awards, a program honoring those small businesses that have demonstrated leadership in making New York City a better place for women. In March 2005, awardees received grant awards totaling over \$140,000. In December 2005, the NYC Small Business Awards was re-launched. The [NYC Small Business Awards 2006](#) will recognize those businesses demonstrating success for women in New York City with grant awards totalling \$160,000.

Health

The NYC Commission on Women's Issues Health Committee was created to provide Mayor Michael R. Bloomberg with suggestions on health-related policy that could improve the health and wellness of women in New York City. The Committee works to develop projects designed to reduce morbidity and mortality from heart disease, cancer, diabetes and stroke among women.

One such program, the "Step Out New York City" ([So NYC](#)) program, was launched on March 24, 2004, as part of the "Take Care New York City," initiative sponsored by the Department of Health and Mental Hygiene, ([DoHMH](#)) and the Health and Hospitals Corporation ([HHC](#)). This program is designed to encourage New Yorkers to increase their physical activities and keep track of their efforts on the committee's website. The Commission is planning and developing additional programs, which will be announced in the months to come.

Women in Government Liaison

The Women's Liaisons Committee is composed of senior representatives from other agencies and departments within city government. Representatives bring to the Committee knowledge and perspectives unique to their individual fields, and serve as a source from which the Commission can better understand issues affecting women throughout the city. The Committee also serves as a venue through which the Commission can best ensure that City agencies provide special attention to meeting the goals of the Commission within City government.

Regional Manager's Note: I was able to successfully add Federally Employed Women to the Women's Commission's list of Resources for Women.

Management Tip - Management

(<http://www.management.about.com>)

Keep the flame alive. When people join your organization they are all fired up and ready to do great things. Over time we all too often wear down that enthusiasm. Instead, do what you can to fan the flames of their enthusiasm and you will be amazed at their output.

News You Can Use



This segment has moved to the Northeast Region web site. Check the “News You Can Use” link frequently as new articles are posted almost daily. Information about health care, retirement, the Thrift Savings Plan, and more is posted on this page of the web site. Check it out at <http://www.nerfew.org> and click on the “News You Can Use” link.

New from around FEW will still be posted in this segment of the newsletter.

Membership Application by Dawn Nester, Regional Manager

As you know, the FEW membership procedures are being transitioned to an on-line process. However, a paper application will still be accepted and is currently in the process of being revised. Once it has been approved by the National FEW Publications and Policy Review Committee (PPRC), it will be posted on the national FEW web site for downloading and I will add it back into our newsletter.