

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



Volume 5

Issue 2

October 2009



Dawn Nester, Regional Manager
PH: (603) 433-0560 (desk)
Fax: (603) 433-0780

we-mail: Dawn.M.Nester@irs.gov

PH: (603) 978-8361 (cell)

he-mail: Histrylady@yahoo.com

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

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New England Region (FEW)
P. O. Box 444
Farmington, NH 03835-0444
<http://nerfew.org>

Regional Manager's Message

The changing of the seasons always seems to carry with it an undercurrent of excitement. Whether you're into watching the leaves change or an avid skier, it seems that this past Columbus Day weekend held something for everyone. Leaves were at their peak in many areas while the White Mountain area saw its first dusting of snow. The excitement for winter sports and activities is building.

So was the excitement for the upcoming Autumn Regional Training Program (RTP). We welcomed attendees, trainers, and guests for a day of learning and fun. The November newsletter will feature highlights from this exciting training event.

I encourage you to read the article in the "News You Can Use" segment about the induction of Allie Latimer into the National Women's Hall of Fame on October 11, 2009. Allie was FEW's first National President and was one of ten women so honored. Approximately 60 FEW members from around the country were in attendance, many coming by bus from various parts of the country. The FEW Executive Committee traveled from its meeting location in Philadelphia to Seneca Falls, NY, for the event. As National FEW disseminates information about this event, I will pass it along to you.

And the excitement just continues to build. IRS employees in Buffalo, NY, met with Becky Fasulo, Vice President for Membership and Chapter Organization, and others with a goal of establishing a chapter there! Keep these employees in your good thoughts and wish them well as they strive to

Regional Manager's Message
(cont.)

have the Buffalo FEW Chapter chartered in the foreseeable future!

Generate excitement about FEW where you are by sharing news of these events with your friends and co-workers.

Membership Report by Kelly Badzo

Here is the article from Kelly Badzo for Membership:

Chapter membership remained static between September and October.

Brookhaven Chapter = 67 members

Fort Monmouth Chapter = 10 members

Greater Boston Chapter = 33 members

Greater Merrimack Valley Chapter = 40 members

Remember that the National FEW membership contest is under way and keep reaching out to friends and co-workers to join you in the many benefits of FEW! Visit www.few.org for all the details.

Diversity Corner



Cathy Fletcher
Vice President for Diversity

President Obama Announces New Initiatives During National Disability Awareness Month
from Whitehouse.gov/the_press_office

The Office of Personnel Management (OPM) and Department of Labor's Office of Disability Employment Policy (ODEP) will collaborate to sponsor and organize a day long Federal Government-wide job fair for people with disabilities. The Fair will take place in early spring 2010. In addition to the Job Fair, OPM, ODEP, the Equal Employment Opportunity Commission (EEOC) and the Department of Defense's office on Computer and Electronic Accommodations Program (CAP) will provide workshops throughout the day on a variety of topics including the Schedule A hiring waiver and the right to the provision of reasonable accommodations including information on assistive and communications technology.

OPM will develop training on Schedule A for federal Human Resources specialists, hiring managers and selective placement coordinators that will be easily accessible and includes on line training.

EEOC and the Department of Justice's Civil Rights Division will hold four Town Hall meetings throughout the nation to share information about the ADA Amendments Act proposed regulations and to gather comments on them. All Town Hall meetings will consist of two

Diversity Corner (cont.)

sessions - one for disability advocates and one for the employer community. These sessions will be completed by November 20th. The four locations are Philadelphia, Chicago, San Francisco, and New Orleans.

The Department of Justice will release a video that will identify and respond to a number of common myths held by employers about workers with disabilities.

OPM will create and lead a task force comprised of representatives from key Federal Departments and Agencies that have developed and implemented model practices for recruiting, retaining and advancing employees with disabilities. The task force will report on the innovative practices agencies use to encourage the employment of individuals with disabilities. The report will identify and promote successful practices for conducting outreach, recruiting, hiring qualified candidates, successful accommodations, and providing opportunities for career advancement at all levels.

http://www.whitehouse.gov/the_press_office/President-Obama-Announces-New-Initiatives-during-National-Disability-Employment-Month/

Legislative Report



FEW.ORG



Cecelia Davis
Vice President for
Congressional Relations

It was great being able to participate in your Region's Autumn RTP in New York. The Meet-and-Greet at Applebee's was a lot of fun. I enjoyed meeting everyone and sharing a live demo of Capwiz.com/few with participants. I was also happy to make the acquaintance of Ms. Minna Elias, Chief of Staff to Representative Carolyn Maloney (D-NY). I wish I could

have stayed longer to hear more of Marion Stevens' "Are You a Leader?" presentation, but the airport awaited. Thank you for inviting me!

Training Report



Arlena Fitch-Gordon
Vice President for Training

This month, I have chosen a skill set from Mindtools.com that focuses on Leadership. Take the short quiz below to find out what your motivation to lead is. I hope you will learn something about yourself at the end of the quiz.

P.S. – I hope had a great Autumn RTP in New York! ~ Arlena

~ ~ ~

The Leadership Motivation Assessment from Mindtools.com

How motivated are you to lead?

The first and most basic prerequisite for leadership is the desire to lead. After all, becoming an effective leader takes hard work. If you're not prepared to work hard at developing your leadership skills or if, deep down, you're really not sure whether you want to lead or not, you'll struggle to become an effective leader. Are you motivated to lead? This assessment helps you find the answer.

How to Use the Tool

To use this tool, show the extent to which you agree with each of the following

Training Report (cont.)

statements on a scale running from 1 (Strongly Disagree) to 5 (Strongly Agree). For each question, click the button in the column that most applies. Add up your score and check your result using the scoring table underneath.

#	Question	Strongly Disagree (1)	2	3	4	Strongly Agree (5)
1	I am energized when people count on me for ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
2	As a practice, I ask people challenging questions when we are working on projects together.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
3	I take delight in complimenting people that I work with when progress is made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
4	I find it easy to be the cheer-leader for others, when times are good and when times are bad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
5	Team accomplishment is more important to me than my own personal accomplishments.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
6	People often take my ideas and run with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
7	When involved in group projects, building team cohesiveness is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
8	When involved in group projects, coaching others is an activity that I gravitate toward.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
9	I find pleasure in recognizing and celebrating the accomplishments of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
10	When involved in group projects, my team members' problems are my problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

Training Report (cont.)

11	Resolving interpersonal conflict is an activity that I enjoy.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12	When involved in group projects, I frequently find myself to be an “idea generator.”	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13	When involved in group projects, I am inclined to let my ideas be known.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14	I find pleasure in being a convincing person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
					Total =	

Score Interpretation

Score	Comment
14 – 27	This implies a low motivation to lead
28 - 55	This implies some uncertainty over your motivation to lead
56 - 70	This implies a strong motivation to lead.

Source: This set of questions was constructed for this self-assessment and for illustrative purposes only. No prior validation work has been conducted that enables us to address the construct validity of this assessment. This self-assessment was patterned after that of A. J. DuBrin in Leadership: Research Findings, Practice and Skills (2nd edition) (Boston: Houghton Mifflin Co., 1998). Pp. 10-11.

This test is one of five essential leadership assessments contained within Mind Tools’ [“How to Lead: Discover the Leader Within You”](#) course. This teaches the 48 essential skills needed to be an effective leader in today’s workplace. Click [here](#) to find out more about “How to Lead”

Compliance Report



Michelle Crockett
Vice President for Compliance

I continue to monitor items of interest to federal employees that affect compliance in the federal sector. This month, I am sharing an article from the Washington Post's Federal Diary, written by Steve Vogel for Joe Davidson.

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Discrimination Complaints Up Slightly by Steve Vogel, WashPost.com (Federal Diary), October 1, 2009

Complaints from the federal workforce alleging discrimination by the government increased slightly in the latest figures from the U.S. Equal Employment Opportunity Commission, ending a recent downward trend.

The EEOC's Annual Report on the Federal Workforce notes 16,752 complaints alleging employment discrimination filed against the federal government in Fiscal Year 2008 -- up 2.4 percent from the prior year. The complaints were filed against agencies alleging discrimination on the basis of race, color, sex, national origin, religion, age, disability and reprisal.

The increase runs counter to decreases over the previous three years, from 19,024 complaints filed in fiscal 2004. EEOC officials say the increase in 2008 is not cause for alarm, but should be monitored to make sure it does not continue.

"It's a modest increase, and the trend is down, but we want to make sure it's not ticking

upwards," Dexter Brooks, EEOC director of federal sector programs, said Wednesday.

Meanwhile, it is taking longer for the government to resolve discrimination cases, according to the report released last month. The average processing time for 11,157 complaint investigations completed in fiscal 2008 was 180 days, an increase of four days from the previous year.

Of 7,538 cases accepted for investigation and closed on the merits in 2008, about 19.5 percent were settled and another 2.5 percent resulted in findings of unlawful discrimination. Agencies paid out more than \$50 million to complainants, according to the report.

"Federal agencies must step up their efforts to improve complaint processing time, while also focusing on quality results," acting EEOC Chairman Stuart J. Ishimaru said in a statement, adding that the EEOC seeks "an inclusive, discrimination-free federal workplace."

The federal government is the nation's largest employer with nearly 2.7 million employees. The EEOC release notes that there have been "subtle changes in the composition of the federal workforce" over the past decade, with slightly higher numbers of women, Hispanics and Asians.

Nonetheless, the report found that "Hispanic or Latinos, whites, women and persons of two or more races remained below their overall availability in the national civilian labor force, as reported in the 2000 census." Groups that were overrepresented, based on the 2000 census, include "Black or African Americans, Asians, Native Hawaiian/Other Pacific Islanders, American Indian/Alaska Natives and men," the report says.

The number of people with serious disabilities continues to decline and remains below 1 percent of the total workforce, the report notes.

The report is available on the EEOC's Web site at <http://www.eeoc.gov/federal/fsp2008>.



<http://www.fewfoundation.org>

**FEW
Foundation
for Educa-
tion and
Training**

Linda Fresh,
Vice Presi-
dent

The FEW Foundation's webinar on "EXCEL Tips and Tricks" was very popular! We maxed out at 200 registrant locations! There could have been more than 200 participants, however, if people gathered in conference rooms and participated via audio phone-in as a lunch-and-learn session. Feedback was so positive that we have asked Nikki Follis to come back and present "PowerPoint Tips and Tricks" on December 11th. She accepted! Watch for the flyer with the registration link to come out very soon.

On November 5th, our own Dawn Nester, President, FEW Foundation, and Valerie Stringer, Council of Advisor member, will present "CFC and YOU." Dawn and Valerie will present overview information about the Combined Federal Campaign. This webinar is not just for members of the D.C. Metro Region or who participate in the Combined Federal Campaign of the National Capital Area. The flyer with the registration link is attached at the end of this newsletter. Join us and learn more about the only authorized workplace giving program allowed in the federal government."

Management Tips

Turn Styles by By Dave Mader, Jeff Myers and Steven Kelman, GovExec.com, October 1, 2009

The broad, sometimes little-defined concept of change - especially as it relates to improving government management - was a central theme of the 2008 presidential election. Now our new president is faced with having to make good on the promise of change during one of the most challenging economic environments the nation has seen since the Great Depression.

Although change is inevitably complex, the prescriptive measures are often most effective when they are simple and intuitive.

A recent study, "What It Takes to Change Government," by the consulting firm Booz Allen Hamilton found similarities in the methods used by public leaders who succeed. The study examined successes and failures of 12 federal agency leaders in the two most recent administrations.

Based on the experience of successful former agency chiefs such as David M. Walker of the Government Accountability Office, Charles Rossotti of the Internal Revenue Service and James Loy of the Coast Guard and compared with less successful ones, 10 key considerations emerged as a roadmap for political appointees and career executives alike.

1. Get a Running Start

Use the time between nomination and confirmation to meet with Congress and key stakeholders. Successful agency heads are twice as likely as less successful ones to use this period to interact with stakeholders and start to develop their strategy.

2. Fewer Goals, Greater Success

The successful leaders generally focus on three, or fewer, goals. Those who failed often had four or more. But it's not as simple as trimming back. Goals should be outcome-oriented, such as improved results for customers in an observable way. Unsuccessful leaders most typically set tactical, action-based goals, such as: We need a new computer network. We need a new payroll system. We need a new building. Moreover, the goals of successful leaders are intuitive, free of jargon and communicated consistently across audiences.

3. Collaborate With Employees

Resist the knee-jerk temptation to focus on political appointees. Nearly every successful leader emphasized a collaborative style of developing and implementing change, compared with those who did not attempt ambitious change. Also of interest, the successful cases typically had a smaller percentage of political appointees than federal agencies on average.

Management Tips (cont.)

The question is which management and leadership techniques deliver effective, meaningful change - and which do not. If there is a recipe for successful government reform, what are its core ingredients? Is there anything similar about the leaders who have been the most successful - or was it even skill, or just chance? Did those who failed make avoidable mistakes, or did they encounter an obstacle that no one could have overcome?

4. Manage Within

Don't focus only on the outside world. Successful leaders said they spent nearly half their time on efforts inside the agency, versus with Congress, media and interest groups. They spent internal time building capability, providing vision and guidance, and holding people accountable. Unsuccessful leaders spent just one-quarter of their time internally.

5. Use Performance Measures

Most successful agency leaders use performance measures to advance their agenda, while most unsuccessful leaders do not. Where they use measures, the failures most often evaluate only cost and production, while successes more often add measures of customer satisfaction and quality. A few successful leaders chose to rely on measures developed for their industry by outside organizations - something akin to Ford Motor Co. executives paying attention to JD Power and Associates' quality ratings rather than internal staff reports on the quality of the cars they make.

6. Be Ready to Reorganize

A sizable majority of successful leaders reorganize their agencies - not because they want to, but because they believe the organization's structure will hinder achievement of their goals. Unsuccessful leaders rarely attempt to reorganize their agencies.

Management Tips Continued

7. Focus on Customers

Don't focus on the White House. Many leaders assume the president's bully pulpit is a strong tool for changing strategy. In reality, most agencies and leaders make their case to their customers, employees and Congress without seeking active support from the White House.

8. Don't Be in Such a Hurry

Don't be so anxious to set strategy that you neglect to gather the data needed to inform your judgment and the right perspectives to vet the choices you make. A common feature of unsuccessful leaders is they set strategy quickly (and not always by choice), often without good data on customer needs, stakeholder expectations or employee ideas. A poor process, or no process, for setting strategy almost always ends in failure.

9. Don't Think Spending More Time Produces Better Results

Successful leaders actually reported spending about 10 percent less time on the job than unsuccessful ones, but they spend their time more effectively. They work proactively with Congress and stakeholders to set the agenda, and present and justify their strategy. Leaders who deal with Congress primarily and stakeholders reactively, such as defending budgets and preparing extensively for investigative hearings, require more time.

10. Don't Focus So Much on Change

Too much emphasis on reforms could mean you're neglecting to manage performance. Both successful and unsuccessful leaders focus on building employee support for change, such as appealing to their public service motivation. Where unsuccessful leaders fail, successful ones concentrate on improving the enterprise in general through performance measures, strategic planning, reorganization and a focus on just a few goals.

For more information on "What It Takes to Change Government," visit www.boozallen.com/what-it-takes-to-change-government.

Dave Mader is a vice president at Booz Allen Hamilton and a former IRS assistant deputy commissioner; Jeff Myers is a consultant with Booz Allen Hamilton; Steven Kelman is Weatherhead professor of public management at Harvard University and a former administrator of the Office of Federal Procurement Policy.

Regional Manager's NOTE: As you read this article, think about your role within FEW. Think about these concepts and how you can apply them to your Chapter, Region, or even a National FEW Committee that you are involved in. By being involved, you have already taken the first step toward becoming a leader. These steps can help you become a leader who has influence for positive change.

News You Can Use



Check the "News You Can Use" link on the Northeast Region's web site frequently as new articles are posted almost daily. Check it out at <http://www.nerfew.org>.

Northeast Region FEW Members Support Families of Fallen Soldiers by Emilia Cantu and Michele Miller

Emilia Cantu, Greater Boston Chapter, and Michele Miller, Greater Merrimack Valley Chapter, worked together to support Families of Fallen Soldiers, an annual fundraiser sponsored by the Big City Bar and Grill in Lawrence, Massachusetts.

The event was held on October 10th, with a motorcycle run, live bands, and complimentary food. Tickets were \$20 each. Emilia let family, friends, co-workers, and FEW members know the tickets were available and collected the proceeds, as well as participating in person during the event.

Michele wanted to participate in the event, too, but a weather-related postponement changed her plans. Instead, she created and donated a

gift basket to the event.



Basket donated by Michele Miller, Greater Merrimack Valley Chapter

This is an annual event. Emilia and Michele will let everyone know when the next event is scheduled and hope you can support it with them again in 2010!

Early FEW Chapters by Becky Fasulo, Vice President for Membership and Chapter Organization

Dawn Nester, Northeast Region Manager, recently asked me about the early FEW Chapters that were still in existence. Here is my response:

Central Cincinnati was the first chapter chartered. Fort Monmouth, #2, was the second chapter chartered. DC Charter was #12. Other early chapters that are still in existence include:

- #4 - North Alabama;
- #9 - Space Chapter;
- #14 - Rocky Mountain; and,
- #20 - Northern VA.

News You Can Use (cont.)

National Women's History Museum Update Article from NWHM eNewsletter, October 2009

On September 24, 2009, Rep. Carolyn Maloney (D-NY) hailed committee passage of her bill, H.R. 1700, which establishes a National Women's History Museum on the Mall in Washington, DC to honor the role that women have played in American History. It passed the House Committee on Transportation and Infrastructure by a voice vote.

"The story of what women have contributed to the American way of life is a story long overdue for the telling," Rep. Maloney stated.

"This museum will do just that, and I'm grateful for the leadership of Chairman Oberstar and Ranking Member Mica in moving H.R. 1700 through the Committee, and for the extraordinary support of District Representative Eleanor Holmes Norton. Now, it's on to the House floor!"

"Women are indispensable to the functioning of society, but absent from the Mall and other prominent monument sites in Washington. We are overdue in giving women their due," Rep. Norton said. Norton also said she is particularly proud of the women who have raised funds and have persisted with the effort to build a museum for women in the nation's capital.

"Women will finally have a front row seat on the National Mall. We are very appreciative of Representative Maloney's leadership on this. She's really been our champion and Chairwoman Norton, whose efforts moved the bill, has been extremely supportive," said Joan Wages, President & CEO of the National Women's History Museum.

The bill directs the General Services Administration (GSA) to sell part of the old Cotton Annex property on the Mall at 12th and Independence to the museum at fair-market rates. The museum would be built and

maintained with private funds.

Senator Susan Collins (ME) is working on introducing the companion bill in the Senate.

Regional Manager's Note: Federally Employed Women (FEW) is a partner with the NWHM. Patricia Wolfe, past National President, is our representative

Obama Prohibits Feds from Texting While Driving by Emily Long, GovExec.com, October 1, 2009

The Obama administration on Thursday issued an [executive order](#) banning federal employees from text messaging while driving on government business.

"This order sends a very clear signal to the American public that distracted driving is dangerous and unacceptable," said Transportation Secretary Ray LaHood in a statement. "It shows that the federal government is leading by example."

Released at the end of a two-day distracted driving summit in Washington, the order applies to federal employees operating government-owned vehicles or driving privately owned vehicles on government business. It also bans the use of government-supplied electronic equipment while driving. Federal contractors are encouraged to implement similar restrictions.

Agencies will be required to outline specific steps to implement the ban, including disciplinary actions for employees caught texting while driving. The order directs agencies to evaluate existing driving safety education and awareness programs and consider expanding these efforts in coordination with a stricter texting policy.

The General Services Administration and the Office of Personnel Management will assist the Transportation Department in guiding the order's implementation and enforcement in agencies.

Texting while driving is illegal in 18 states and the District of Columbia.

News You Can Use (cont.)

Time Change – November 1

Clocks go back one hour at 2:00am Sunday, November 1. The majority of the United States observes [daylight time](#), but there are some exceptions, including Hawaii and most of Arizona. **Source:** USA.gov

FEW Membership Contest by Becky Fasulo, Vice President for Membership and Chapter Organization

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 (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), and,
- Third prize will be 3 years FEW Membership (value \$150.00).

If the First Place winner is already a Lifetime Member, then their membership will be upgraded to Diamond Lifetime or the entire prize will be a Bank Gift Card. If the 2nd or 3rd 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. 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. All of the details are being posted on the website (www.few.org). Now all you have to do is recruit those members! Happy Recruiting!

A Message from the President of Federally Employed Women

Following the lead of First Lady Michelle Obama's national and community service initiative, "United We Serve and Organizing for America," FEW is reaching out to give back with a year-long initiative called, "FEW: A Helping Hand," where we adopt two schools in the New Orleans, Louisiana, area and provide students with resources they so greatly need such as books, supplies, and uniforms. *Our goal is to raise a minimum of \$5000 for each school* [emphasis added]. We kicked off our drive this past July at the 2009 National Training Program (NTP) and it will culminate at our 2010 NTP in New Orleans, Louisiana.

We know that Hurricane Katrina destroyed many of the schools and that there are daily struggles that so many families are confronted with and we know that it is especially important for us to reach out to one another and offer a helping hand. Because the need is still so great four years after the Hurricane Katrina, we have adopted McDonogh #35 College Preparatory Senior High School and Mary Bethune Elementary Literature/Technology School in the New Orleans Public School System.

New Orleans ' McDonogh #35 Senior High School serves grades 7-12 in the Orleans Parish School District. McDonogh #35 strives to develop students into a new generation of leaders who possess a love for truth, the critical intelligence to pursue it, and the courage to articulate it. Their mission statement is to encourage academic excellence for all students in challenging and interactive programs that are supported by teachers, staff, students, parents, community.

Mary Bethune Elementary Literature/Technology is a public school that serves grades PK-6 in the Orleans Parish School District and its mission is to develop lifelong learners by providing rigorous and relevant learning experiences through literature, math and technology.

Help us to help those in need, experience the spirit of New Orleans by giving back, all donations are tax deductible.

Donations may be made online at www.feea.org. Click on Give Now and Scroll Down to Gift Designation. Use the pull down box to designate your gift to FEW: A Helping Hand

Make checks payable to FEEA – FEW: A Helping Hand
Send to: 3333 S. Wadsworth Blvd., Suite 300, Lakewood, CO 80227
Cash or Credit Cards accepted

Thanks you so much for all your efforts in making this community service initiative a very successful one.

Sue Webster