



# **FEW ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTORS MEETING**



**Minutes and Reports  
OSMRE Boardroom, Denver, CO  
September 26, 2015**

**ROCKY MOUNTAIN REGION – FEW**

**REGIONAL BOARD OF DIRECTORS MEETING**

**September 26, 2015  
Denver, Colorado**

**As defined by Regional Bylaws, Article IV, Section A, VOTING MEMBERS eligible to vote at a Regional Board Meetings are: “All elected officers of the Region, elected chapter presidents, or their designated representatives, and Regional Representative(s), the Immediate Past Regional Manager, and the Standing Committees (Awards, Bylaws, Compliance, Diversity, Legislative, Membership and Public Relations).”**

**As defined by Regional Bylaws, Article IV, Section D, QUORUM: “A majority of the Regional Board constitutes a quorum to vote on the business of the Region. Business conducted by mail or phone requires the same quorum for voting issues. This majority must represent over 50 percent of the chapters.”**

**ELIGIBLE TO VOTE – ELECTED REGIONAL OFFICES (6):**

<b><u>NAME</u></b>	<b><u>POSITION</u></b>	<b><u>IN ATTENDANCE</u> <i>(or Proxy Received)</i></b>	<b><u>CHAPTER</u></b>
Sherry Henderson	Regional Manager	X	High Plains
Shannon Mahan	Asst. Regional Manager		Rocky Mountain
Debbie McGinnis	Regional Secretary	X	Downtown Denver
Peggy Andreasen	Regional Treasurer	X	Wasatch
Marsha Strackany	Immediate Past Reg. Mgr.	X	Columbine
Roberta Sweeney	Parliamentarian	X <i>(not eligible to vote)</i>	Wasatch

**ELIGIBLE TO VOTE – CHAPTER PRESIDENTS (6):**

Linda Kopman	Columbine Chapter	X	
Kerbi Jacobson	Denver Federal Center Chapter	X	
Debbie McGinnis	Downtown Denver Chapter	X <i>(only one vote)</i>	
Storrey Wells	High Plains Chapter	X Proxy Received for Daniell Freeman	
Shannon Mahan	Rocky Mountain Chapter	X Proxy Received for Mary Hammack	
Theresa Slade	Wasatch Chapter	X	

**ELIGIBLE TO VOTE – STANDING COMMITTEE CHAIRS (no Proxy – 5)**

Mary Hammack	Awards	X <i>(only one vote)</i>	Rocky Mountain
Junell Norris	Bylaws		Rocky Mountain
Sherry Henderson	Compliance	X <i>(only one vote)</i>	High Plains
Peggy Andreasen	Disability	X <i>(only one vote)</i>	Wasatch
Joanne Jones	Diversity		Columbine
VACANT	Legislative		
Gaye Freeman	Membership		High Plains
Kerbi Jacobson	Nominations & Election	X <i>(only one vote)</i>	Denver Federal Center
VACANT	Public Relations		Downtown Denver

**TOTAL ELIGIBLE: 16      TOTAL NEEDED: 9      TOTAL PRESENT: 4 + 5 + 0 = 9**  
**(must represent at least 4 chapters)**

**QUORUM PRESENT: YES**

**CERTIFIED: Debbie McGinnis, September 26, 2015**  
**POSITION: Regional Secretary**



**ROCKY MOUNTAIN REGION - FEW  
AGENDA - REGIONAL BOARD OF DIRECTORS  
1999 BROADWAY, DENVER, COLORADO  
September 26, 2015 at 9:00AM to 4:00PM**

- I. CALL TO ORDER – ROLL CALL and INTRODUCTIONS**
- II. ADOPTION OF QUORUM REPORT**
- III. APPROVAL OF AGENDA**
- IV. APPROVAL OF MINUTES – March 21, 2015 Board Meeting, Denver, CO**
- V. REPORTS OF ELECTED OFFICERS**
  - a. Regional Manager Sherry Henderson
  - b. Assistant Regional Manager Shannon Mahan
  - c. Secretary Debbie McGinnis
  - d. Treasurer Peggy Andreasen
  - e. Immediate Past Regional Manager Marsha Strackany
  - f. Parliamentarian Roberta Sweeney
- VI. REPORT OF APPOINTED OFFICER**
  - a. Regional Representative Marsha Strackany
- VII. REPORTS OF CHAPTER PRESIDENTS**
  - a. Guidance – Chapter Reports Sherry Henderson
  - b. Columbine Chapter Linda Kopman
  - c. Denver Federal Center Chapter Kerbi Jacobson
  - d. Downtown Denver Chapter Debbie McGinnis
  - e. High Plains Chapter Storrey Wells
  - f. Rocky Mountain Chapter Shannon Mahan
  - g. Wasatch Chapter Teresa Slade
- VIII. REPORTS OF STANDING COMMITTEES**
  - a. Awards Mary Hammack
  - b. Bylaws Mary Hammack
  - c. Compliance Sherry Henderson
  - d. Disability Peggy Andreasen
  - e. Diversity Joanne Jones
  - f. Legislative VACANT
  - g. Membership Gaye Freeman

- h. **Nominations & Election Chair**
- i. **Public Relations**

**Kerbi Jacobson**  
**VACANT**

**IX. UNFINISHED BUSINESS**

- a. **Proposed National Bylaws change**
- b. **Chapter Membership Status (Below minimum)**
- c. **Mentoring Program**
- d. **Bylaws Change Regarding Electronic Voting**

**Sherry Henderson**  
**Sherry Henderson**  
**Marsha Strackany**  
**Mary Hammack**

**X. NEW BUSINESS**

- a. **Proposed FY16 RM Regional Budget**
- b. **Declining Membership for the Region**
- c. **RTP 2016 Progress Report**
- d. **NTP 2015 Report**
- e. **Request from FEW National for Articles**
- f. **Next Board Meeting – March 2016**

**Peggy Andreasen**  
**Shannon Mahan**  
**High Plains Chapter**  
**Sherry Henderson**  
**RMBOD Members**

**XI. ACTION ITEMS FROM PREVIOUS MEETING**

- a. Shannon Mahan – Send fundraising ideas to Sherry by October 30.
- b. **Shannon Mahan** – Send information about the Public Relations role to Janet Price.
- c. **Sherry Henderson** – Work with Mentoring Committee.
- d. **Sherry Henderson** – Needs to talk with Shar Oates about MD715.
- e. **ALL Chapter Presidents** – Send name of a representative or contact from your Chapter to Janet Price for the Regional Newsletter.
- f. **Kerbi Jacobson** to acquire a list of the regional NTP attendees and notify Sherry Henderson.
- g. **ALL Chapter Presidents** send Marsha Strackany any specific concerns regarding FEW by October 16.
- h. **Marsha Strackany** will compile the survey including the information provided by the Chapter Presidents and send it out to the Region by October 30.
- i. **Shannon Mahan** will respond to Sherry regarding a membership plan for Rocky Mountain Chapter by October 9.
- j. **Theresa Slade** will send the letter to be sent to Wasatch Chapter members to Marsha Strackany for proofreading.
- k. **Marsha Strackany** will send to Theresa Slade and Mary Hammack an example of a letter that highlights the benefits of FEW membership.
- l. **Sherry Henderson** will follow-up regarding administrative access to the FEW website for Theresa Slade.
- m. **Sherry Henderson** will contact FEW National regarding the lack of notification of availability of the News & Views.
- n. **Linda Kopman** will email to Sherry Henderson and Theresa Slade an outline of what she would include in a new member packet by October 30.
- o. **Sherry Henderson and Theresa Slade** will put a new member welcome packet together by January 15.
- p. **Mary Hammack** will create language for the Bylaws regarding our consideration of Chapter newsletters for Regional Awards regarding proofreading at the regional level by someone with proofreading expertise.
- q. **ALL Chapter Presidents** are requested to try to acquire MD-715 information and review it by the Spring RMBOD meeting, March 12.
- r. **Kerbi Jacobson** will share her email blast to Prudential with Sherry Henderson and Sherry will

follow up with Prudential.

- s. **Sherry Henderson** will take the motion forward to the other Regional Managers at their next meeting regarding the qualifications for the role of FEW National President.
- t. **\*URGENT\* ALL Chapter Presidents** are to read the Bylaws Committee Report (included in the Agenda and Reports packet for the September 26 RMBOD meeting) and bring their Chapter's Bylaws in line with those recommendations. Return them to Sherry Henderson and cc Mary Hammack by October 2, COB.
- u. **Sherry Henderson** will send out the slides from the Chapter Leadership Training in July to the Chapter Presidents.
- v. **Theresa Slade** will contact Sherry about arranging a future visit to the Wasatch Chapter.
- w. **Daniell Freeman** will re-send the 2015 RTP Evaluations Report to Debbie McGinnis by September 28. **COMPLETED**
- x. **ALL Chapter Presidents** need to send their quarterly chapter reports to Sherry Henderson by the 8<sup>th</sup> of the month they are due.

## **XII. ANNOUNCEMENTS AND DUE DATES**

- a. Quarterly Reports Submission Schedule – **October 1, 2015, January 1, 2016, April 1, 2016, July 1, 2016**
- b. Review VA Diversity News with synopsis of the 2015 NTP and the VA's ongoing association with FEW. Link can be found in email from Michelle Crocket, dated September 24, 2015.
- c. Rocky Mountain Regional Training Program – High Plains Chapter – **m 2016**

## **I. CALL TO ORDER – ROLL CALL and INTRODUCTIONS**

The fall board meeting for the FEW Rocky Mountain Region was called to order at 9:15 a.m. by Regional Manager Sherry Henderson. Debbie McGinnis, Secretary, called the roll. There were nine Board members present and one member guests, Janet Price, Denver Federal Center Chapter. The new president for the Wasatch Chapter, Theresa Slade, was introduced and welcomed.

## **II. ADOPTION OF QUORUM REPORT**

There are sixteen possible votes for the Regional Board. The Bylaws state that a majority of the Regional Board constitutes a quorum. Therefore nine votes are needed for a majority and quorum; and at least four chapters must be represented. Nine votes were present and six chapters were represented. The quorum report was adopted.

## **III. APPROVAL OF THE AGENDA**

The Agenda was approved.

## **IV. APPROVAL OF MINUTES – March 21, 2015 Board Meeting, Denver, CO – Minutes were approved.**

## **V. REPORTS OF ELECTED OFFICERS**

### **a. Regional Manager**

**Sherry Henderson**

Report stood as submitted. Sherry noted that there was a membership drive on August 20, with Prudential. She feel that the idea of a presentation in combination with a partner is good idea. Chapters can pursue these drives with partners like this. The Regional goals in conjunction with the Chapter goals is going forward, MD715, and mentoring – these are the goals that she wants to focus on for the remainder of her position as Regional Manager.

### **b. Assistant Regional Manager**

**Shannon Mahan**

Report stood as submitted. Shannon was not able to attend the meeting. We reviewed her report and Sherry noted that we no longer use Lynne Hoppe's services.

### **c. Secretary**

**Debbie McGinnis**

Report stood as submitted. Debbie thanked everyone for their punctual submissions.

### **d. Treasurer**

**Peggy Andreasen**

Peggy noted a minor update on page 27 of the agenda: the label "bankcard" was changed to "gateway fee." The gateway fee of for the monthly charged on the credit card service. Peggy is noting all the details in the monthly mail-out of the account information she sends.

### **e. Immediate Past Regional Manager**

**Marsha Strackany**

Report stood as submitted. Marsha listed her proofreading activities because she does it for the Region as well as National. She has been acting for the Chair of the National Proofreading Committee when needed. She noted especially item #8 in her report which refers to a survey in our region to see how people feel about the NTP. A member from Wasatch sent an email to Marsha & Roberta, cc'ed few.org commenting about the expense of the NTP and that NTP's are never held in the west. Roberta noted again about the member from Wasatch regarding the cost of NTP. The Wasatch member also expressed overall concern to Roberta Sweeney and when Roberta responded the member told Roberta that FEW is no longer a grassroots organization but seems to be catering to the upper GS levels, e.g. 13/14. Sherry thinks the survey is a great idea and it will help her be clear about how the regional membership feels so that she can take it forward to National. Kerbi recommended getting a list of all the NTP attendees and suggested that this survey should go to ALL attendees, members and non-members. Marsha recommended that we set a deadline two weeks out (Oct. 16) for Chapter presidents to send specific feedback to her about concerns and issues. Then the survey will be compiled and sent out by the Regional Manager to the regional members and non-members that

were NTP attendees by October 30.

**f. Parliamentarian**

**Roberta Sweeney**

Report stood as submitted. Roberta explained her for the benefit of our new board member.

**VI. REPORT OF APPOINTED OFFICERS**

**a. Regional Representative**

**Marsha Strackany**

This report was combined with the report of the Immediate Past Regional Manager and stands as submitted. *(See report of Immediate Past Regional Manager (V.e).)*

**VII. REPORTS OF CHAPTER PRESIDENTS**

**g. Guidance – Chapter Reports**

**Sherry Henderson**

Sherry was excited to see that the format included the regional goals and plans we had already outlined. As time moves forward it should get easier to adjust, etc. She asked for any comments about the goals and chapter goals. Kerbi asked if the regional goals will change a great deal. Sherry said that she didn't think so unless National's changes a lot. Debbie commented that she didn't understand that the goals should be included and then note any Chapter activity or no chapter activity and next time she will try to make that adjustment.

**h. Columbine Chapter**

**Linda Kopman**

Linda discussed the format for the goals. She also noted that youth outreach when we are struggling to maintain minimum membership outreach isn't really as important for their Chapter. She also said that they discovered the opportunity you have for a great discussion among members about Chapter business when a planned speaker doesn't show up. Membership stands at 17 members currently.

**i. Denver Federal Center Chapter**

**Kerbi Jacobson**

Kerbi reported that all NTP attendees from their Chapter received agency funding except for one who had received a Chapter scholarship. The Chapter gained a new member at NTP which goes along with goal of increasing membership participation. The Chapter is planning to have presentations on the four FEW cornerstones. They have a lot of non-member attendance at meetings and they're trying to figure out why members aren't attending. Marsha noted that 700 non-members attended the 2015 NTP but only 200 members attended. Kerbi brought up the question as to how we can get agencies to pay for memberships. Roberta noted that Toastmaster's membership is paid for under the "training" umbrella as leadership development. But agencies won't pay for professional organization memberships.

*RECESSED for a break at 10:35 a.m.; reconvened at 10:45a.m.*

**j. Downtown Denver Chapter**

**Debbie McGinnis**

Report stood as submitted. Debbie noted that there are problems with members renewing at National level so that a couple of members were dropped from the Chapter Roster when they had renewed. So in reality the Chapter had 15 members currently with another one that has said she will be joining. Sherry noted that as soon as the word "waiver" is associated with a Chapter it sets in motion a process that is very time-consuming for everyone.

**k. High Plains Chapter**

**Storrey Wells**

Report stood as submitted. Proxy Daniell Freeman reviewed the report. She reported that chapter is concentrating on RTP and they have a location and date, March 11. She was asked to talk about their book scholarship program. It is just beginning but they hope to provide funds to students to help them purchase necessary texts for their studies.

**l. Rocky Mountain Chapter**

**Shannon Mahan**

Report stood as submitted. Proxy Mary Hammack noted that she and Shannon were the only two active members in their Chapter. Sherry would like to hear from Shannon about a membership plan by October 9. Combining Chapter has been discussed but that is not particularly desirable especially since the Rocky Mountain Chapter is the founding regional chapter. There was some discussion about having National President Michelle Crocket and/or Sherry Henderson come for a Chapter visit.

**m. Wasatch Chapter**

**Theresa Slade**

Teresa was sworn in as president of the Wasatch Chapter at the 2015 NTP and then at the Chapter afterwards. The Chapter is trying to get groundwork established to move forward. She’s been able to get into “new hire” classes. She reported that they had a speaker regarding mental illness in the workplace. Their current membership is 15. The Chapter voted on and passed a motion to reduce membership fees for past members. The Chapter goal is to double current membership numbers. She’s finding that it is easier to speak to lower grades employees and they’re more enthusiastic. Her focus is on establishing consistency and commitment. Sherry commended Teresa for her hard work. Marsha noted that it helps to highlight the FEW benefits when sending to Chapter members. When you become a member of FEW you don’t get anything from National and this was discussed. Marsha noticed the News & Views has a welcome section for new members in it but the News & Views availability isn’t even being sent out to membership.

**VIII. REPORTS OF STANDING COMMITTEES**

**a. Awards**

**Mary Hammack**

Report stood as submitted. Mary noted that the awards nominations request is ignored for two or three weeks before the deadline and this adds to the difficulty and stress of the Awards Committee. It was clarified that Chapter newsletters don’t have to go through the proofreading process by National for regional awards although they do for national awards. Sherry directed Mary to address the regional process in the regional bylaws. There was a discussion among board members about including concerns about proofreading every piece of paper through National and a suggestion to think about including that issue in the survey. But it was noted that perhaps that there should be a separate survey to the executive board. Kerbi noted that you have to submit copies of proofreading approval with the newsletters for national awards.

**b. Bylaws**

**Mary Hammack**

Mary reported that she found language on electronic meetings and voting in the National Bylaws and she presented revised Regional Bylaws that included that wording. She also made other small cosmetic changes to bring our Bylaws in line with National’s. She noted that might be able to increase attendance at the chapter level by using electronic tools such as telephone conferencing. She noted that she has been asked by Sherry to review each Chapter’s Bylaws to make sure they are in line with National’s.

**c. Compliance**

**Sherry Henderson**

Sherry shared information about MD-715. She advised members to look at an agency’s representation and then partner with EEO to determine how to increase representation in areas of deficit. In order to make a difference with diversity in the workplace we need to address the areas of deficit. We should all ask our EEO offices for the agency’s MD-715 for review. In March 2016 meeting, Sherry wants to know that each chapter has worked on trying to review the agency MD-715.

*RECESSED for our lunch at 12:05 p.m.; reconvened at 12:40 p.m.*

**d. Disability**

**Peggy Andreasen**

Report stood as submitted. Peggy noted that she no longer receives any information from the national level since diversity & disability were combined at national. So both Peggy & Joanne



Jones, the Diversity Chair, are getting the same information.

**e. Diversity**

**Joanne Jones**

Joanne was absent. No report received.

**f. Legislative**

**VACANT**

Sherry asked for a volunteer for this position. She mentioned that the Colorado legislative breakfast was interesting and it was great to see some of the initiatives spoken about there come into law. She wants to continue this on regional basis. She also asked about Capwiz and how many chapters are using it. Most Chapters indicated that they believe their members are using Capwiz.

**g. Membership**

**Gaye Freeman**

Gay was absent and there was no report submitted in time for the meeting. It was asked how many new members we recruited from the August event. It was one new member and two probable. Sherry feels that she has a good idea of chapters that are at or below minimum membership numbers. But she will ask Gaye to submit a report to be included. There was some discussion about making payment more expeditious and quick, through cc swiping on phones, hot spots, etc. It was generally felt that that would be a difficult proposal to implement.

**h. Public Relations**

**VACANT**

Carolyn Garrett has resigned. She felt she had not received the information and support she needed. Sherry asked for a volunteer. Janet Price indicated she would be glad to fill that role. National calls it Communications and Janet can find more information there.

**IX. UNFINISHED BUSINESS**

**a. Proposed National Bylaws change**

**Sherry Henderson**

Last year National put a motion in place that the office of National President has to be filled by a federally employed woman. That was contentious but the motion was passed and it stands. It is still a bone of contention. The motion cannot be rescinded. However, it has been proposed that we put another motion on the table that National President can be anyone who is a member which would negate the earlier motion. The question becomes does the Rocky Mountain Region want to take this challenge to National? Then our region will have to lobby to the entire FEW membership for a vote to pass the motion. Peggy Andreasen made MOTION 2015-1 that we discuss this on a regional level. "I move that a discussion concerning qualifications for the national president of FEW." The motion passed. DISCUSSION: There has even been a lawsuit on this issue. Any member who pays their dues should be able to participate on any level as they wish. Several Regional Managers were originally upset about this issue but they seem to have backed off now. The question was raised as to why our region is considering taking this on? Surprise was expressed that our region is the one to take this on. Roberta reported that she was part of an email discussion about this issue and the concerns with irregularities in voting. She does not believe that National FEW was not aware of this issue and the voting problems and she believed that the issue would come up at the NTP Board Meeting. There was no mention of it. We can decide to not do something as a Region or we can ask our Regional Manager to take it forward to the next Regional Manager meeting and determine the support that is present for such a motion. Roberta noted that our bylaws expressly say that we are to end sex discrimination. Playing devil's advocate, Sherry noted that as long as members want to support the advancement of women they would not feel that anyone but a federally employed woman should be the National President. But Sherry is operating from the basis of equal rights to all members. Roberta noted that Robert's Rules address rescinding motions or making a new motion. It was moved that the Board ask our Regional Manager take the idea of making a motion to offset the National motion regarding the qualifications for the FEW National President to only be a federally employed woman forward to the other Regional Managers in FEW. Motion passed.

- b. Chapter Membership Status (Below minimum) Sherry Henderson**  
Sherry note that this was discussed earlier under Chapter and Membership reports and no further discussion was needed.

- c. Mentoring Program Marsha Strackany**  
Marsha reported that there was not much to discuss. The National Mentoring person finally sent Marsha the thumb drive with the original information that had been lost in the fire along with all of her other belongings. She has told the National President that it isn't terribly feasible and President Crockett suggested that they stop and try to re-think the effort. So they're trying to re-group and find out where National wants to go with this and then come back to start again with the Regions. Kerbi shared that she heard at NTP that the FEW mentoring program is meant to support FEW positions rather than career and professional mentoring. Mentoring with FEW should be for FEW positions so that we can have something to build succession planning with. So this effort is still evolving.

*RECESSED for a break at 2:24 p.m.; reconvened at 2:30 p.m.*

- d. Regional Bylaws Change RE Electronic Voting Mary Hammack**  
All the recommended housekeeping changes to the Regional Bylaws were accepted by a consensus of the Board. Mary will review all of the Chapter Bylaws for the Region and Chapter Presidents are to send them to her.

## **X. NEW BUSINESS**

- a. Proposed FY16 RM Regional Budget Peggy Andreason**  
The proposed Regional Budget for FY16 was reviewed by line item and adjustments made. With those adjustments, Peggy recommended the budget to the Board and it was approved unanimously.
- b. Declining Membership for the Region Shannon Mahan**  
Although Shannon was unable to be present for this meeting, the general concern is that Chapters are so desperate for members that they are signing up family members just to keep Chapter membership at the minimum.
- c. RTP 2016 Progress Report High Plains Chapter**  
Daniell Freeman reported that the RTP 2016 has been scheduled for March 11, 2016 at the Doubletree on Quebec & MLK Blvd. in Denver. They are discussing themes about career growing and millennials. They are also considering Lean Sigma Six being included as part of the RTP. Another idea they are looking into is having an intern from a business school help out with getting the RTP done. Daniell is the Chair. They have asked Doubletree to match what the Arvada Center provided this year but are yet not sure whether that will happen. The dean of a business school is also being asked to come and talk about what you will need to succeed in business in the next five years. They plan to start monthly regional meetings in October, November & December and then begin meeting more frequently in the new year.
- d. NTP 2015 Report Sherry Henderson**  
Attendance was 900-950 (200 were members). The conference facility was the Hilton and the rooms were very reasonably priced. Kerbi noted that she felt she was "held hostage" after the Chapter Leadership Training to attend the NTP. Many people said they didn't receive the surveys for the training. It is not yet known where the 2016 NTP will be held.
- e. Request from FEW National for Articles RMBOD Members**  
Chapter Presidents were reminded that the National Nominations Committee has solicited articles from the Chapters about how FEW has enhanced people's careers. An email was sent out by Elvia Mercado on September 18 to all Chapter Presidents.
- f. Next Board Meeting – March 2016**

The day after the RTP, March 12, 2016, will be the date of the Spring Regional Board Meeting. The location will probably be at the Doubletree where the RTP will be held.

### **XIII. ACTION ITEMS FROM PREVIOUS MEETING**

- a. **Shannon Mahan** – Send fundraising ideas to Sherry by April 15.
- b. **Shannon Mahan** – Send information about the Public Relations role to Carolyn Garrett.
- c. **Sherry Henderson** – Work with Mentoring Committee.
- d. **Sherry Henderson** – Needs to talk with Shar Oates about MD715.
- e. **ALL Chapter Presidents** – Send name of a representative or contact from your Chapter to Carolyn Garrett for the Regional Newsletter.
- f. **Sherry Henderson, Roberta Sweeney and Peggy Andreasen** – Will make a plan for the Wasatch Chapter's leadership needs within the next two to three weeks. **COMPLETED**
- g. **Sherry Henderson** – Will send an email with all the National Bylaws changes that will be up for a vote in July. **COMPLETED**
- h. **Debbie McGinnis** – Will send out the RTP post-assessment. She will send the results to Daniell Freeman of the High Plains Chapter. **COMPLETED**
- i. **High Plains Chapter** – Tabulate the results from the RTP post-assessment and provide them to the RMBOD.
- j. **Debbie McGinnis** – Finalize the RTP Final Report and Financial Statement and provide them to the RMBOD. **COMPLETED**
- k. **Sherry Henderson** – Will emphasize to other Regional Managers that the S/Hero Award will expand to the Regional Level and eventually down to the Chapter Level. **COMPLETED**
- l. **Sherry Henderson** – Will send a letter to Lynne Hoppe by April 15. **COMPLETED**
- m. **Mary Hammack** – Will review the Regional Bylaws with the National Bylaws and determine if there needs to be an update about electronic voting. **COMPLETED**
- n. **Marsha Strackany** – Will send her original message regarding mentoring to Daniell Freeman at High Plains Chapter and add Marilyn Mills to the email mentoring list. **COMPLETED**
- o. **Shannon Mahan** – Will check on the parameters of what National will cover and the requirement of mandatory attendance for the Leadership Training associated with the NTP I July. She will send an email to the RMBOD with the results of her inquiries. **COMPLETED**

### **XIV. ANNOUNCEMENTS AND DUE DATES**

- a. Quarterly Reports Submission Schedule – **October 1, 2015, January 1, 2016, April 1, 2016, July 1, 2016**
- b. Review VA Diversity News with synopsis of the 2015 NTP and the VA's ongoing association with FEW. Link can be found in email from Michelle Crocket, dated September 24, 2015.
- c. Rocky Mountain Regional Training Program – High Plains Chapter – **March 11, 2016**
- d. Sherry received email from President Crocket informing her that Bernice Waller's husband was in a bad accident and is in the hospital and is asking for our prayers.

### **XIII. ACTION ITEMS FROM TODAY'S MEETING**

- a. **Shannon Mahan** – Send fundraising ideas to Sherry by October 30.
- b. **Shannon Mahan** – Send information about the Public Relations role to Janet Price.
- c. **Chapter Presidents** – Send name of a representative or contact from your Chapter to Janet Price for the Regional Newsletter.

- d. **High Plains Chapter** – Tabulate the results from the RTP post-assessment and provide them to the RMBOD. **COMPLETED**
- e. **Kerbi Jacobson** - Will acquire the list of registered NTP attendees and notify Sherry Henderson.
- f. **Chapter Presidents** - Send Marsha Strackany concerns that should be included in the survey by October 16.
- g. **Marsha Strackany** – Send out survey to members by October 30.
- h. **Shannon Mahan** – Respond to Sherry Henderson by October 9 regarding the membership plan.
- i. **Teresa Slade** – Send the letter she is composing to send to her members to Marsha Strackany first for proofreading.
- j. **Marsha Strackany** – Send to Mary Hammack and Teresa Slade an example of a letter that highlights the benefits of FEW membership.
- k. **Sherry Henderson** – Will follow up regarding access to the FEW website for Teresa Slade.
- l. **Sherry Henderson** – Speak to National regarding the “News & Views” concerning the “Welcome to New Members,” the notification that the “News & Views” is available, and also about membership cards.
- m. **Linda Kopman** – Email Sherry Henderson and Teresa Slade what the Columbine Chapter includes in their New Member packet by October 30.
- n. **Sherry Henderson and Teresa Slade** – Will put together a welcome packet for new members by January 15.
- o. **Mary Hammack** – Put language together for the Bylaws regarding Chapter newsletters for Regional awards being proofread at the Regional level by someone with proofreading experience.
- p. **Chapter Presidents** – Try to get MD-715 information and review it by the Spring Board meeting.
- q. **Kerbi Jacobson** – Will share her email blast to Prudential and Sherry Henderson will follow up regarding their response.
- r. **Sherry Henderson** – Will take the motion forward to other Regional Managers at their next meeting regarding the proposed National Bylaws change.
- s. **Chapter Presidents** – Read the Bylaws Committee Report and bring each Chapter’s Bylaws in line with the recommendations listed there. Return them to Sherry Henderson, cc’ing Mary Hammack by October 3, Friday COB.
- t. **Sherry Henderson** – Will share the slides from the Chapter Leadership Training with the Chapter Presidents.
- u. **Teresa Slade** – Contact Sherry Henderson about a possible future visit to the Wasatch Chapter in Utah.
- v. **Daniell Freeman** – Re-send the RTP evaluations report to Debbie McGinnis by September 28.
- w. **Chapter Presidents** – Quarterly reports need to be filed no later than the 8<sup>th</sup> of the month they are due.

**The meeting adjourned at 3:58 p.m.**



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
1999 BROADWAY, DENVER, COLORADO  
26 SEPTEMBER 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Regional Manager, Sherry D. Henderson

**Report of Regional Manager for the period 21 March 2015-26 September 2015**

**A. ACTIVITIES:**

1. I have continued to timely and appropriately communicated with National VP for Membership and Rocky Mountain Region Chapter Presidents via correspondences such as emails, telephone conversations, chapter visits. I have established rapport with National Officers and Regional Managers. I have participated in monthly Regional Manager Teleconferences with VP for Membership, Adrienne Callahan. I have communicated with DCG Management Company regarding membership questions, allocation of FEW national brochures and forwarded appropriate information to the Chapter Presidents.

2. No progress on States without a Chapter (Wyoming, Montana, North Dakota and South Dakota).

3. Submitted Bi-Monthly Reports to National VP for Membership.

4. Continue to attend ECHCS EEO Advisory Board Meetings which include all the mandated SEPs including the FEWP.

**4. March 2015-**

One of the key sponsors of the ECHCS Labor Management Forum Invest in Yourself Series-Interviewing Skills. Focus is on “ Making changes in your life requires a plan, commitment, and a willingness to invest one’s personal resources (time, money, effort).

Participated **Federal Women’s Month** Program - theme - “Weaving the Stories of Women’s Lives”.. Was a judge for the honored women of **Character, Courage and Commitment.**

#### **5. April 2015-**

Participated in the **National Compliance & Ethics Week:** events- **Do the right thing, act with Integrity, Lead by Example. April 27<sup>th</sup>-May 1<sup>st</sup>.**

#### **6. May 2015-**

Attended the Asian American Pacific Islander Heritage Program on May 15, 2015. The theme "Many Cultures, One Voice: Promote Equality and Inclusion." This theme emphasizes the diversity of the AAPI who come from over 30 ethnically distinct groups originating from the Asian and Pacific regions. It also demonstrates their unity in pursuing equal opportunity for all.

**7. June 2015-** Participated in expert Webinars  
**Your LGBT Patients: An Introduction.**  
**Transgender Patients: Organizational Best Practices.**

**8. July 2015-**Attended the 2015 NTP in New Orleans- The 46th National Training Program, Journey to Excellence confirmed that the investment in self-development and training is still vital.  
Continued informal mentor/mentee relation with CNA.  
Attended DFC Chapter Membership Drive “

#### **8. August 2015-**

Participated in the ECHSC recognition of Women’s Equality Day-August 26, 2015. The sharing of the history of equality for women was the focus.  
Membership Dive/Retirement Red Zone presentation sponsored by Prudential.

**9. September 2015** –2016 RTP Planning meeting. Participated as volunteer for the Women Veteran of Colorado 5<sup>th</sup> Annual Conference-September 12. 2015.

**AGENCY VISITS:** None

**COMMUNITY OUTREACH:** Attended Women Veteran Health Fair on Saturday 9-12-15.

## **UPCOMING NATIONAL AND REGIONAL ELECTIONS:**

Regional Board has 3 vacant positions

## **CONTACT WITH CHAPTERS AND MEMBERS IN THE REGION:**

Plan to visit the other two chapters within the next six months. The purpose of these visits will be to continue to increase visibility and networking. I have maintained constant contact with Regional officers and Chapter Presidents either via emails or telephone calls or teleconferences.

## **B.. GOALS:**

1. Continue timely communication with Rocky Mountain Region Chapter Presidents via e-mails, telephone calls, chapter visits. Assist Chapter Presidents as needed. Promote the sharing of "Best Practices" at the Rocky Mountain Region level.

2. Ensure all Chapters are submitting quarterly reports to National in a timely manner. The National website is much less of a challenge now. Submit all Bi-Monthly Regional Manager report to National in a timely manner

3. Continue to pursue a chapter in a state without a chapter to meet the National goal "A Chapter in Every State"

4. Will support High Plains chapter to accomplish a Successful March 2016 RTP.

5. Promote the respect of all members' ideas, opinions, and suggestions.

6. Follow through with contacts to pursue a plan for youth community outreach via FEW presentations High school during career day Programs. Pursue a plan for FEW to provide high school students opportunities for community hours via participation in FEW.

7. Formalize Mentoring Programs at each chapter level.

8. Continue FEW's presence in the community via job fairs, conferences and training that can potentially benefit FEW.

9. Implement the Rocky Mountain Regional Strategic goals. Develop and implement a Form to utilize to measure these goals.

10. Pursue leads to discuss a FEW chapter in Wyoming..  
CT to encourage Chapters to participate in the Cap Wiz Program.  
Increase Membership by 20%  
Identify at least 2 new partnerships each year.  
develop mentorship programs at each chapter level

Respectfully Submitted,

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Sherry D. Henderson, FEW Rocky Mountain Regional Manager





**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors  
FROM: Shannon Mahan, Rocky Mountain Regional Assistant Manager

**Report for the period April 2015 through September 2015**

**A. ACTIVITIES:**

1. I renewed the domain name and wordpress site for the Rocky Mountain regional website for a cost of \$112.40. I updated the website to honor our Shero Winner Debbie McGinnis. I included the new Wasatch Chapter President as an editor to the site so that she can update her chapter web page. The site is functional and can be edited by any chapter president or member of the regional board.
2. Made contact with Sally Mayberry the GSA regional public affairs officer. She distributes a quarterly Denver Federal Center newsletter and wants to include any FEW events. She advertised the NTP for us and will be happy to advertise the upcoming RTP as well.
3. Attended the 2015 NTP in New Orleans. This involved attending the regional meeting, and shadowing both Sherry Henderson (RM) and Marsha Strackany (past RM) for a day. I also attended two days of Chapter President's Leadership training.
4. Attended the March 2015 regional board meeting.
5. I downloaded the regional roster (August 2015) for further discussion at the regional board meeting. Deactivations are noted at the bottom of this report, as well as members whose membership expires at the end of this month. As of August 28, these are the chapter roster #'s: Columbine (14), Denver Federal Center (33), Downtown Denver (14), High Plains (12), Rocky Mountain (13), and Wasatch (15). **This is a total of 101 members for the Region. It is also notable that four of the six chapters are below 15 members and have been below 15 members for some time.** Although this trend is worrying, it is not just particular to the Rocky Mountain region. During the July 2015 NTP board meeting I noted that 5 chapters were deactivated (entire chapters!) and another 3-4 were on probation for low membership. I will be keeping my eye on this trend and thinking about how to reverse it.

**B. GOALS:**

1. To conduct a successful regional fall fundraiser if needed.
2. Help ensure that preparations for the spring RTP are on track. Happy to speak, organize, or whip up enthusiasm.
3. To assist Sherry Henderson, Regional Manager, with day to day communications or other duties as assigned.
4. Assist Sherry Henderson, Regional Manager, with organization of new Regional Chapters (i.e. North Dakota, Wyoming, Montana) and otherwise support National FEW goals when possible.
5. To support any chapter that wishes to submit newsletter articles at the National level. I also keep the dream alive of getting around to writing, get approved, and distributing a regional newsletter. The dream has never turned into reality. Yet.

Respectfully Submitted, *Shannon Mahan*

Chapter Name	MemID	Last Name	First Name	Paid Thru	Join Date	Work Phone
Columbine	200567	Bohley	Janet	2/29/2016	2/12/2015	
Columbine	200844	Brooks	Justine	6/30/2016	6/4/2015	(719) 333-3528
Columbine	200192	Case	Polly		6/4/2014	
Columbine	157983	Coleman	Theresa	3/31/2016	3/1/2006	(719) 524-7177
Columbine	012717	Gravelle	Robert	9/30/2016	9/3/2012	
Columbine	014235	Jones	Joanne	5/31/2016	5/1/2015	
Columbine	034977	Kopman-Gravelle	Linda	3/31/2017	2/1/1988	(719) 488-3926
Columbine	004853	Parker	Esther		12/1/1976	
Columbine	156442	Peterson	Jeraldine		11/1/2004	(719) 999-5185
Columbine	159803	Stevens-Ford	Ianthe		5/1/2008	(719) 526-4452
Columbine	049216	Strackany	Marsha	3/31/2016	7/1/1993	(719) 495-4149
Columbine	014233	Strackany	Renny	10/31/2015	8/27/2013	(719) 333-3471
Columbine	010636	Upton	Connie	4/30/2016	4/11/2011	(719) 333-3503
Columbine	009730	Walter	Pamela	6/30/2016	6/11/2010	(701) 968-4457
Denver Federal Center	200761	Adams	Monique	5/31/2016	5/1/2015	303-236-2402
Denver Federal Center	200530	Artz	Lisa	1/31/2016	1/20/2015	303-405-4637
Denver Federal Center	009367	Bauer	Eva	10/31/2015	10/4/2011	(303) 445-3400
Denver Federal Center	200453	Coate	Sandi	11/30/2015	11/5/2014	720-962-7115
Denver Federal Center	157690	Corcoran	Edward	3/31/2016	2/1/2006	(720) 810-7470
Denver Federal Center	200237	Dennison	Darlene	6/30/2016	6/30/2014	

Denver Federal Center	200838	Fischer	Melanie	6/30/2016	6/3/2015	303-236-9881
Denver Federal Center	028532	Franc	Patt		2/1/1985	(303) 838-6200
Denver Federal Center	200955	Gastelum	Dionna	7/31/2016	7/15/2015	303-202-4010
Denver Federal Center	007269	Gibson	Pauline		12/18/2008	(303) 231-5412
Denver Federal Center	200534	Grannis	Eleanor	1/31/2016	1/21/2015	3032315520
Denver Federal Center	158038	Hahn	Lorilynn		7/1/2006	(720) 544-2830
Denver Federal Center	200302	Hall-Beck	Renel	8/31/2015	8/6/2014	6057376831
Denver Federal Center	013366	Heller	Eva	2/29/2016	2/15/2013	
Denver Federal Center	009122	Hilts	Jennifer	3/31/2016	3/16/2010	(303) 695-1199
Denver Federal Center	157680	Howley	Cheryl		2/1/2006	(303) 231-3982
Denver Federal Center	014658	Impinna	Frank	2/29/2016	2/5/2014	
Denver Federal Center	010191	Jacobson	Kerbi	12/31/2015	12/2/2010	(303) 231-5473
Denver Federal Center	007881	Johncox	Karon	4/30/2016	4/8/2009	(303) 462-9070
Denver Federal Center	200596	Kallio	Rebecca	2/29/2016	2/24/2015	303-445-2464
Denver Federal Center	014141	Kestner	Anne	8/31/2016	7/26/2013	(303) 231-5489
Denver Federal Center	013749	Martinez	Beth	3/31/2016	3/17/2015	(303) 445-3075
Denver Federal Center	155412	McCoy	Shelly	3/31/2017	10/1/2003	(303) 231-5804
Denver Federal Center	158386	Mills	Bethany		3/1/2007	(303) 312-6502
Denver Federal Center	200837	Mohrman	Jana	6/30/2016	6/3/2015	303-236-9883
Denver Federal Center	157688	Montoya	Rebecca	6/30/2017	2/1/2006	(303) 445-3693
Denver Federal Center	008486	Mui	Sandy	2/29/2016	2/22/2012	(720) 273-1510
Denver Federal Center	010437	Peterson	Jane	4/30/2016	4/19/2011	(303) 236-3404
Denver Federal Center	011992	Price	Janet	4/30/2016	4/6/2012	(303) 231-3736
Denver Federal Center	013355	Rathbun	Tammy	2/29/2016	2/20/2013	(970) 295-5357

Denver Federal Center	012256	Rushford	Carrolle		11/1/1978	(303) 989-3796
Denver Federal Center	201021	Terry	Melanie	8/31/2016	8/14/2015	303-717-7866
Denver Federal Center	007252	Vanderslice	Ann	12/31/2015	12/12/2008	(303) 922-4304
Downtown Denver	157692	Benavides	Dawn	3/31/2016	1/1/2006	303-293-5059
Downtown Denver	002786	Brady	Christina	8/31/2015	6/8/2011	(303) 293-5005
Downtown Denver	010515	Forssatt	Mali	1/31/2016	1/17/2014	(650) 430-0163
Downtown Denver	159899	Garrett	Carolyn	3/31/2016	5/1/2008	undefined
Downtown Denver	200269	Girard	Lynne	7/31/2015	7/14/2014	303-603-4635
Downtown Denver	014069	Jass	Karen	7/31/2016	7/1/2013	(303) 293-5037
Downtown Denver	200517	Laity	Janye	1/31/2016	1/9/2015	720-810-6069
Downtown Denver	156693	Martinez	Delva	3/31/2016	3/1/2005	(303) 293-5071
Downtown Denver	049322	McGinnis	Deborah	3/31/2016	4/1/1996	(303) 293-5073
Downtown Denver	200367	McGinnis	Leorah	9/30/2015	9/4/2014	
Downtown Denver	007613	Niccolucci	Virginia	3/31/2016	3/10/2009	406.444.8622
Downtown Denver	158982	Verrett	Marie		3/1/2007	undefined
Downtown Denver	011982	Wilson	Sheryl	4/30/2016	4/19/2012	(303) 313-5846
Downtown Denver	154743	Wise	Irene		6/1/2003	(303) 844-0379
High Plains	200447	FOSTON	Shauntique	11/30/2015	11/1/2014	303-398-2861
High Plains	013064	Freeman	Daniell	12/31/2015	12/1/2012	
High Plains	157706	Freeman	Gaye	3/31/2016	2/1/2006	(303) 399-8020 x4177
High Plains	157707	Gallegos	Deana		2/1/2006	(303) 399-8020 x5400
High Plains	157709	Henderson	Sherry	3/31/2016	2/1/2006	(303) 399-8020 x3095
High Plains	157717	Mills	Marilyn	3/31/2016	2/1/2006	(303) 399-8020 x4082
High Plains	013060	Oates	Shara	8/31/2015	12/1/2012	(303) 399-8020 x2652
High Plains	200656	Scott	Mecca	3/31/2016	3/20/2015	9173260738
High Plains	009989	Walker	Donna	3/31/2016	3/19/2015	(303) 393-2877
High Plains	010696	Wells	Storrey	7/31/2016	7/9/2015	(303) 359-3925 (303) 399-8020
High Plains	157723	Williams	Ann	3/31/2016	2/1/2006	x2776
High Plains	200758	Williams	Melanie	4/30/2016	4/30/2015	3033998020
Rocky Mountain	005602	Bennett	Patricia		9/1/1975	
Rocky Mountain	043024	Derowitsch	Tamara		3/1/1992	
Rocky Mountain	035467	Else	Nina		5/1/1988	
Rocky Mountain	035468	Else	Ronald		5/1/1988	(303) 236-9566
Rocky Mountain	036353	Haberkorn	Nancy		8/1/1988	

Rocky Mountain	028530	Hammack	Mary		2/1/1985	(303) 772-6789
Rocky Mountain	155597	Komloske	Brenda	3/31/2016	3/1/2004	(303) 423-0592
Rocky Mountain	049500	Mahan	Shannon		5/1/1996	(303) 236-7928
Rocky Mountain	008575	Norris	Junell	9/30/2015	9/21/2009	(303)985-6903
Rocky Mountain	153150	Rippetoe	Joe		11/1/2001	(301) 519-3133
Rocky Mountain	152242	Rippetoe	Rita		3/21/2000	(202) 514-4222
Rocky Mountain	201000	Ruddy	Shara	7/31/2016	7/30/2015	303-236-5548
Rocky Mountain	200790	Vierra	Summer	5/31/2016	5/17/2015	303-202-9644
Wasatch	152434	Andreasen	Peggy	3/31/2016	5/1/2000	801-731-8918
Wasatch	029407	Booth	Marva		6/1/1985	(208) 887-7663
Wasatch	000181	Elbert	Denise	10/31/2015	10/8/2013	(801) 775-2156
Wasatch	014369	Grunewald	Aubree	10/31/2015	10/22/2013	(801) 710-7818
Wasatch	200489	Jordan	Donna	12/31/2015	12/12/2014	(435) 259-2115
Wasatch	151444	Lee	Mary		6/1/1998	(907) 552-2067
Wasatch	011343	Lewis	Nancy	12/31/2015	11/22/2011	(801) 620-3876
Wasatch	159422	McKay	Kristina	3/31/2016	2/1/2008	
Wasatch	036803	Rusho	Carole		11/1/1988	
Wasatch	200658	Russell	Bonnie	3/31/2016	3/20/2015	
Wasatch	151996	Sedlar	Micheline		12/1/1999	
Wasatch	014747	Slade	Theresa	3/31/2016	3/6/2014	
Wasatch	007762	Sweeney	Roberta		9/1/1977	(801) 524-5494
Wasatch	200479	Ward	Amy	12/31/2015	12/7/2014	801-620-6110
Wasatch	007884	Willard	Desica	12/31/2015	12/11/2012	(801) 580-9816

Chapter Name	Chapter Number	Region	Member ID	First Name	Last Name	Work Phone	Email	Paid Thru
<b>August deactivations</b>								
Downtown Denver	426	Rocky Mountain	007103	Cynthia	Lain	(720) 889-2307	cynthia.lain@va.gov	6/30/2015
<b>May deactivations</b>								
Columbine	137	Rocky Mountain	157984	Hilde	Howard	(719) 596-7841	hhnen0@comcast.net	3/31/2015
Columbine	137	Rocky Mountain	152985	Robert	Howard	(719) 554-2135	robert.howard@smdc-cs-army.mil	3/31/2015
Columbine	137	Rocky Mountain	049216	Marsha	Strackany	(719) 495-4149	mhs130@aol.com	3/31/2015
Downtown Denver	426	Rocky Mountain	156693	Delva	Martinez	(303) 293-5071	delva_martinez@yahoo.com	3/31/2015
High Plains	342	Rocky Mountain	013062	Marcia	BJORNELL		apbjljbab@yahoo.com	3/31/2015
High Plains	342	Rocky Mountain	013066	Nora	Wells		bradleewells@aol.com	3/31/2015
Rocky Mountain	14	Rocky Mountain	013421	Carolyn	Fite		royalpaints@aol.com	3/31/2015
Rocky Mountain	14	Rocky Mountain	159442	Penny	Granville	(303) 497-6108	penny_4u_thoughts@yahoo.com	3/31/2015
Wasatch	132	Rocky Mountain	156578	L. Tracy	Erickson	(240)613-1242	tracy.erickson@irs.gov	3/31/2015
<b>March deactivations</b>								
Columbine	137	Rocky Mountain	014587	Patricia	Randle	(719) 526-0441	patricia.randle@us.army.mil	1/31/2015
Denver Federal Center	434	Rocky Mountain	013184	Anistacia	Barber		anistacia@postmodernco.com	1/31/2015
Denver Federal Center	434	Rocky Mountain	010145	Mariko	Yoshimura	(720) 250-6710	miwokbunny3@hotmail.com	1/31/2015

Denver Federal Center	434	Rocky Mountain	002288	Stacey	Clarke	(720) 934-7310	clarke.stacey@yahoo.com	1/31/2015
Downtown Denver	426	Rocky Mountain	014639	Diana	Huffman	(303) 844-3544	diana.huffman@ed.gov	1/31/2015
Rocky Mountain	14	Rocky Mountain	013192	Holly	Palm	(303) 497-6000	holly.palm@noaa.gov	1/31/2015
Wasatch	132	Rocky Mountain	014637	JeriAnn	Frost		jeriann.frost@irs.gov	1/31/2015
<b>February deactivations</b>								
Denver Federal Center	434	Rocky Mountain	012368	Staci	Link	(303) 445-2808	slink@usbr.gov	12/31/2014
Rocky Mountain	14	Rocky Mountain	014473	Cherie	Adams	(303) 497-4379	Cherie.Adams@NOAA.gov	12/31/2014
Wasatch	132	Rocky Mountain	011343	Nancy	Lewis	(801) 620-3876	Falaxy1@live.com	12/31/2014

**\*\* All member deactivations were ANNUAL memberships (lifetime members are almost never deactivated).**



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
Denver, CO  
September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors  
FROM: Regional Secretary, Debbie McGinnis

**Report of the Regional Secretary  
for the period April 2015 through September 2015**

**A. ACTIVITIES:**

1. Wrote and posted the minutes for the Board Meeting on March 21, 2015 (see attached).
2. Sent the RTP Post-Assessment statistics to the High Plains Chapter for analysis and narrative.
3. Completed the RTP Final Report and Financial Statement and submitted it to the RMBOD.
4. Completed the Agenda for today's meeting with the input of Board Members.
5. Collected and collated required reports for this Board meeting.
6. Organized the meeting venue for this Board meeting and ordered lunches for attendees.

**B. GOALS:**

1. Continue to strive to fill my role as Regional Secretary in an efficient and productive manner that benefits the Board and the Region.
2. Endeavor to transcribe the minutes of this Board meeting in an accurate manner and send them out in a timely fashion.

Respectfully Submitted,

***Debbie McGinnis***



# Rocky Mountain Region

Treasurer's Report  
26 September 2015

**Savings Account Balance:** **\$25.00**

**Checking Account Balance 01 March 2015** **\$12,158.05**

**Deposits:**

03/02/15 External Deposit Bankcard	\$80.00
03/03/15 External Deposit Bankcard	\$240.00
03/04/15 External Deposit Bankcard	\$200.00
03/05/15 External Deposit Bankcard	\$80.00
03/06/15 External Deposit Bankcard	\$80.00
03/09/15 External Deposit Bankcard	\$160.00
03/12/15 External Deposit Bankcard	\$320.00
03/16/15 External Deposit Bankcard	\$160.00
03/16/15 External Deposit Bankcard	\$50.00
03/17/15 External Deposit Bankcard	\$80.00
03/18/15 Deposit	\$300.00
03/19/15 External Deposit Bankcard	\$160.00
03/20/15 External Deposit Bankcard	\$480.00
03/27/15 External Deposit Bankcard	\$160.00
04/03/15 External Deposit Bankcard	\$160.00
04/09/15 Deposit (RTP funds)	\$1,590.00
04/15/15 Deposit (DDC for RTP)	\$179.75
05/08/15 Deposit	
(Rky Mtn dues \$140/DDC RTP 30.96)	\$170.96
07/08/15 Deposit	
(HP \$150, DDC \$150, DFC \$300 dues)	\$600.00
08/05/15 Deposit (Wasatch dues)	\$150.00

**Total Deposits** **\$5,400.71**

**Expenses:**

03/02/15 Bankcard Fee	\$2.40
03/02/15 Bankcard Fee	\$36.64
03/03/15 Bankcard Fee	\$7.20
03/04/15 Bankcard Fee	\$6.00
03/04/15 Gateway Fee	\$10.60
03/05/15 Bankcard Fee	\$2.40
03/06/15 Bankcard Fee	\$2.40
03/09/15 Bankcard Fee	\$4.80
03/12/15 Bankcard Fee	\$9.60
03/16/15 Bankcard Fee	\$4.80
03/16/15 Bankcard Fee	\$1.50
03/17/15 Bankcard Fee	\$2.40
03/19/15 Bankcard Fee	\$4.80
03/20/15 Bankcard Fee	\$14.40

Sheet1

03/23/15 Bankcard Withdrawal	\$160.00
03/26/15 Ck 453 (P.A Spring Bd Mtng)	\$373.67
03/26/15 Ck 454 (Check order)	\$13.00
03/27/15 Bankcard Fee	\$4.80
04/01/15 Ck 452 (M.S. Spring Bd Mtng)	\$207.58
04/02/15 Bankcard Fee	\$34.26
04/03/15 Bankcard Fee	\$4.80
04/03/15 Gateway Fee	\$12.20
04/14/15 Ck 451 (RTP spker gifts)	\$125.00
04/17/15 Ck 456 (Arvada Center)	\$3,423.37
04/17/15 Ck 450 (RTP awards)	\$188.00
05/04/15 Bankcard Fee	\$3.11
05/04/15 Ck 457 (R.S Spring Bd Mtng)	\$433.68
05/05/15 Gateway Fee	\$10.10
06/03/15 Bankcard Fee	\$10.00
06/12/15 Ck 459 (Authentic Universe RTP)	\$250.00
07/03/15 Gateway Fee	\$10.00
08/06/15 Gateway Fee	\$10.00

<b>Total Expenses:</b>	<b>\$5,383.51</b>
<b>Ending Checking Account Balance</b>	<b>\$12,175.25</b>
<b>Total Funds Available as of 08/31/2015</b>	<b>\$12,200.25</b>

Respectfully Submitted  
*Isl Peggy Andreasen*



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Immediate Past Regional Manager and Regional Rep.

Marsha Strackany

**Report for the period April 3015 through September 2015**

**A. ACTIVITIES:**

1. Assisted Regional Manager with all questions directed to me.
2. Answered all inquiries regarding the National Mentoring Program.
3. Assisted Rocky Mountain Region's members that had questions regarding FEW and proofread documents being sent out by members before sending to the Publications Committee..
4. Participated in discussions regarding the March 2015 Regional Training Program (RTP) and was a participant in all Teleconference calls regarding the said RTP.
5. Attended the National Training Program as the Regional Rep. and filled in for Columbine Chapter President at the Chapter President's Leadership Forum for two days. National requested somebody from all Chapters to attend this.
6. Continued to proofread all articles, flyers, newsletters, Legislative information, E-blasts, special observance information and anything else in print to be released for National as a Committee Member
7. Was appointed the National PPRC Interim Chair in the absence of Judy Rush several times. Received recognition at the PPRC Meeting in New Orleans for proofreading most documents and taking over when needed.

8. Started a survey just for Rocky Mountain Region's members regarding our feelings about the National Training Program (locations, costs, etc.). Will send out upon approval of Regional Manager.

9. When time was available have starting calling agencies in States Without a Chapter.

## **B. GOALS:**

1. Continue to contact federal workers in the States in the Rocky Mountain that haven't formed Chapters; however, our National President stated numerous times that this isn't her vision; it was the former National President's vision. She did say it was still a task worth pursuing. Her vision is "In the Spirit of Excellence". I feel it is important because the more Chapters in our Region, the more votes we have on the National Board. This remains to be a difficult task.

2. Continue assisting Regional Manager and Assistant Regional Manager, as needed, with all challenges in our Region

3. Attend all job fairs, when given information on dates, locations, etc. and hand out brochures on FEW. Attended local base celebrations for Women's History Month, Black History Month and all others when notified and give out brochures on FEW.

C. CONCLUSIONS: I will always remain loyal to FEW; however, I feel as many others do in our Region, that we need to focus on our number one priority which is recruiting new members and keeping present members. We also need to focus on obtaining new Chapters in our Region, as mentioned above. We also need to let National know how we feel about NTPs, Bylaws change that eliminated our retirees, men and non-government workers from being eligible to run for National President. We have lost members in our Chapters due to this decision which is sad when they pay their dues and should have equal rights. I have expressed concerns to our National President. We also need solutions if we aren't happy with issues or anything else, and not just complain (this is what Michelle Crockett recently said and I agree). If we all come up with solutions, it benefits all.

Respectfully Submitted,

Marsha Strackany



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
Denver, CO  
September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Roberta Sweeney, Parliamentarian.

**Report of the Parliamentarian for March 2015 through September 2015**

**A. ACTIVITIES:**

1. None requested.
- 2.
- 3.
- 4.

**B. GOALS:**

1. Be informed.
- 2.
- 3.

**C. CONCLUSIONS:**

Respectfully Submitted,  
ROBERTA SWEENEY



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Linda Kopman, President

**Report of the Columbine Chapter for the period April 2015 through September 2015**

**A. ACTIVITIES:**

1. April -Linda Broker, Executive Director of the Rocky Mountain Women's Film Institute presented some short films at our "Night of Shorts."
2. May – Brainstormed ideas for locations, topics, and themes for the 2017 Regional Training Program in Colorado Springs.
3. June - Members discussed adverse work situations in their lives and how they dealt with them. Members identified discrimination in hiring and favoritism as being most difficult to defeat.
4. July – August – No meetings
5. September – "50 Shades of Scam" presented by Donna Johannsen, cyber security specialist, alerted us to computer security scams, what to identify and protect your home and office.

**B. GOALS:**

1. Continue to provide great monthly programs.
2. Encourage greater attendance at meetings—invite/bring guests.
3. Organize fundraising events that expand beyond our members' generosity.

**C. ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:**

1. Membership is currently 16. We gained one member in June.
2. Training
  - A. Presented two training sessions at chapter in April and September (Night of Shorts; 50 Shades of Scam)
  - B. Five members attended the RTP in March
  - C. Two members attended the NTP in July
3. Legislative
  - A. Discussed FEW legislative issues at each meeting.
  - B. FEW legislative issues are part of monthly newsletter as well as information on CAPWIZ.
4. Compliance – Programs planned for this year include compliance topics.
5. Diversity - Programs planned for this year include diversity topics.
6. Youth Outreach – No activities planned.
7. Mentoring program – Chapter has informal chapter mentoring and orientation programs.
8. Fundraising – Chapter has supported Regional fundraisers

**D. CONCLUSIONS:** Increasing membership continues to be a challenge and is key to successful chapter meetings and discussions.

Respectfully Submitted,

//signed//

**LINDA KOPMAN**



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Debbie McGinnis, Chapter President

**Report of the Downtown Denver Chapter for the period April 2015 through September 2015**

**A. ACTIVITIES:**

1. The Downtown Denver Chapter has had three meetings during this reporting period:
  - a. April 21, 2015 – We celebrated Women's History Month with a slide presentation entitled "Weaving the Stories of Women's Lives." Five members attended.
  - b. June 26, 2015 – We held our Annual Chapter Meeting where an adapted program on EEO compliance was presented. Eight members attended
  - c. August 18, 201 – We had a recap of the 2015 NTP from Chapter member Tina Brady who was able to attend the program in New Orleans.
2. The Downtown Denver Chapter participated in a FEW Membership Recruitment event hosted by Prudential Financial on August 20, 2015. The event was entitled "The Retirement Red Zone" and included dinner for attendees. Debbie McGinnis brought two potential members, Trisha Helsom and Janet Cheney. Trisha has joined our Chapter as a member and Janet has indicated that she will join soon.
3. The Chapter President was asked to participate as a representative for FEW generally and the Downtown Denver Chapter specifically during the 5<sup>th</sup> Annual Women Veterans of Colorado Conference held on September 12, 2015. This was done in conjunction and at the invitation of the EEO Manager for the Office of Surface Mining Reclamation & Enforcement who was there representing the agency and thought that it would be a great opportunity to publicize FEW.

**B. GOALS:**

1. Continue to reach out to the employees of the IRS, the U.S. Mint and other downtown



federal agencies.

2. Continue to create programs that will attract attendance.
3. Monitor Rosters more closely to be certain the Chapter is at least at the minimum level of membership.

**C. ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:**

1. Increase membership by 20% each year – The Downtown Denver Chapter has lost two members and gained one. This means that our membership level has dropped to 15. One of our problems seems to be with renewing members who send checks into National. Those members never seem to get registered properly on the Roster which always causes some problems.
2. Training
  - A. Three training presentations at chapter level, as noted above.
  - B. One Chapter member attended the 2015 NTP.
3. Legislative
  - A. No legislative activities occurred at the chapter level during this reporting period.
  - B. Review State or National current issues – this did not occur during this reporting period
4. Compliance - There was a compliance program presented in June 2015 for the Chapter during the annual meeting.
5. Diversity - Several Chapter members have attended programs in the Office of Surface Mining Reclamation & Enforcement (OSMRE). Two specific programs were:
  - A. Women’s History Month Program – Video presentation of “The Quiltmakers of Gee’s Bend”
  - B. Women’s Equality Day Observance - Guest Speaker author Silvia Pettem spoke about Mary Rippon, the first woman professor at the University of Colorado in Boulder in 1878.
6. Youth Outreach – No youth outreach has occurred during this reporting period
7. Mentoring program – No mentoring activities have occurred during this reporting period.
8. Fundraising – There has been no fundraising activity during this reporting period.

**D. CONCLUSIONS:** The Downtown Denver Chapter has tried to provide programs that are interesting to members. While we have had some success we need to endeavor to continue that effort. We also need to strive to find ways to grow our activities to relate to the Regional Strategy Plan.

Respectfully Submitted,

*Debbie McGinnis*



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
Denver, CO  
September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Kerbi Jacobson, President Denver Federal Center Chapter

**Report of the Denver Federal Center Chapter for the period April 2015 through September 2015**

**A. ACTIVITIES:**

1. April 2015 – Teamed up with Toastmasters International. This was not as well received as we had hoped. We only had three members attend. We also completed our quarterly report on time this month.
2. May 2015 – Hosted a membership drive. Gained two new members during this event. We also were able to network with current members whom we hadn't met yet. Because of this networking event, one member was motivated to attend the NTP. DFC Treasurer remitted Regional Dues to regional treasure on time.

We published our second quarter newsletter. We covered all four of the FEW focus areas, including training where we reported on the 2015 RTP, in our newsletter, and highlighted DFC member Lisa Artz. Lisa has an amazing story both professionally and personally.

3. June 2015 – Hosted Jeri Peterson who presented on “Building a Diverse Workforce”. We had 14 attendees which included 7 members.
4. July 2015 – We had six members (3 chapter members and 3 DFC Board members) attend the NTP in New Orleans. We also completed our quarterly report on time this month.
5. August 2015 – Presented two programs this month. DFC member Eleanor Grannis demonstrated exercises you can do in your office to beat workplace stress. Our second program was “Using the Power of Emotional Intelligence in your career. We had 20 attendees of which only four were members. DFC reviewed their bylaws and remitted to the Regional Bylaws chair before deadline.

We kicked off our marketing for the 8<sup>th</sup> Annual Feds Chippin' In Golf tournament. We followed with our theme of taking care of those that have supported us in the past. We offered a special golfing rate to individuals who have participated in our other tournaments. It's so important to remind everyone that we appreciate them. We moved our tournament

from September to June 2016. We are so fortunate to have such a strong support system. We have already filled \$2,200 worth of sponsorships.

6. September 2015 – Hosted Jen Hilts who presented “Federal Long Term Care Insurance”. As always Jen was a huge hit and we are so fortunate to have her. I would encourage all the Chapters to reach out to Jen for presentations.

We have prepared our FY16 budget and will be sending it out in October.

## **B. GOALS:**

1. Increase Member involvement in chapter activities
  - We met this goal. Two of our members are program presenters this year and our newest member is already planning a chapter fundraiser in 2016.
2. Maintain membership
  - DFC membership has increased from 31 members on the September 2014 roster, to 33 members as of the August 2015 roster.
3. Increase funding for scholarships
  - Our proposed FY16 budget has \$2,500 allocated for Leadership Development training, Member training and Non-Few related training. Our goal was to allow our members to tell us what kind of training they need and be able to offer funding even if it wasn't a FEW sanctioned training/event.

## **C. ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:**

### **1. Increase membership by 20% each year**

During this period, the DFC chapter increased its membership by 10%. We are however currently equal in membership to what we started out with in January 2015.

### **2. Training**

#### **A. 2 (two) training presentations at chapter level**

DFC has held five (5) trainings during this period. These included:

- Becoming the Leader You Want to Be (Partnership with Toast Masters International) **Focus Area: Training**
- The Value of a Diversified Team. **Focus Area: Diversity**
- Managing Workplace Stress. **Focus Area: Training**
- Using the Power of Emotional Intelligence in Your Career. **Focus Area: Training**
- Federal Long Term Care Insurance. **Focus Area: Training**

DFC is on track to present on all four FEW focus areas by the end of the year.

#### **B. 50% members of each chapter attend RTP**

- DFC had one member attend the 2015 RTP.

#### **C. 10% members of each chapter attend NTP**

- DFC had 20% of its members attend the NTP. This includes the member who signed up at the NTP.

### **3. Legislative**

- DFC promoted three actions alerts; Paycheck Fairness Act (April), 2016 Budget Resolution (March) and the ERA (April).

### **4. Compliance**

A. Each compliance Chairperson coordinates or presents a compliance presentation- perhaps national's compliance standard presentation.

- Shared an article in the May 2015 DFC Newsletter highlighting the Presidential Memorandum – Modernizing Federal Leave Policies for Childbirth, Adoption, and Foster Care to Recruit and Retain Talent and Improve Productivity
- I personally participated in the DOL Nursing Mothers Roundtable event.

B. One Agency visit each year  
No activity

### **5. Diversity**

A. Members attend/or present at least two (2) Diversity programs. Consider Ad hoc memberships or partnerships with SEPs and/or FWPs in the workplace

- Hosted Jeri Peterson in July for our Diversity Program

### **6. Youth Outreach**

A. Each chapter identify at least one High School Partnership in the community

B. 2 (two) members of each chapter attend HS Senior Career Day

C. 2 (two) Senior HS student earn community hours-for example teach FEW members Technology or chapter individualized skills

Nothing to report

### **7. Mentoring program**

A. Work with National Membership Chair to develop formal chapter mentoring programs, esp. for officers

B. Develop formal chapter membership orientation programs

Nothing to report

### **8. Fundraising**

A. Each chapter support 1 (one) Regional fundraiser

- There was no regional fundraiser during this period.

## **D. CONCLUSIONS:**

The DFC Chapter continues to build its relationship with its members by asking and listening to what they need from us. Our plan for the upcoming year will be to have more networking events, and new training opportunities.

We're keeping our goals listed in Section B the same as we move forward into 2016. We are looking forward to our 10 year anniversary and another successful golf tournament.

Respectfully Submitted,

Kerbi Jacobson



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
Denver, CO  
September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Storrey Wells, High Plains Chapter President

**Report of the High Plains Chapter for the period March 2015 through September 2015**

**A. ACTIVITIES:**

1. Compliance - Review of VA ECHCS MD 715
2. Diversity - LGBTQI event
3. Diversity – Asian/ Pacific Heritage celebration
4. Legislative – Capwiz discussion

**B. GOALS:**

1. Increase membership by 20% in alliance with regional goals
2. Increase fundraising efforts by end of year 2015
3. Utilize book scholarship program.

**C. MEMBERSHIP:** Our roster includes 16-17 members.

**D. FUNDRAISERS:** 1 in April

**E. ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:** We at High Plains chapter are always seeking to align themselves with regional goals. We had at least 4 members in attendance at RTP, and 1 at NTP. We have met our compliance

**requirement. Our Partnering with HS/ college program, mentoring, and youth outreach all combine with our going to several high school career day programs to discuss with students their future and their own ability to shape it, as well as volunteering with youth programs.**

- F. CONCLUSIONS:** In the coming program year High Plains Chapter will continue to focus on providing quality training in diversity, legislature, and compliance. High Plains Chapter will continue to attend programs that support F.E.W's mission, vision, and values to end sex and gender discrimination, encourage diversity in the workplace and assist in the advancement of women in the workplace. High Plains chapter will be hosting the 2016 RTP, and we have 2 possible themes "In Pursuit of a Successful Career" and "Embrace the Millennial Generation". We feel these subjects will be useful to helping F.E. W. become the organization of choice for leadership, equity, and the advancement of women.

Respectfully Submitted,  
Storrey Wells  
President, High Plains Chapter



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Shannon Mahan, Rocky Mountain Chapter President

**Report of the Rocky Mountain Chapter for the period April 2015 through September 2015**

**A. ACTIVITIES:**

1. We celebrated our chapter's 44<sup>nd</sup> anniversary on April 3! National President Michelle Crockett sent chapter officers hearty congratulations as did the National VP for Membership, Adrienne Callahan; and Sherry Henderson, our regional manager. All three ladies were very complimentary and wished us continued success in the coming years.
2. We have had intermittent success with the newsletter. Right now we are looking for a newsletter editor.
3. Two members from the chapter attended the 2015 NTP In July. This was a very productive conference and I especially enjoyed the meetings for the regional members and the board meeting. I really felt that we gelled as a region and the chapter president's training provided much needed moral and emotional support.
4. Our chapter continues to lose members. Our roster in September was 13 members (for comparison 2 years ago we had 20 members)! This makes it hard to plan meetings or activities.
5. We held general membership meetings in July at the NTP and shared experience and shared wisdom from the classes and events.
6. I submitted the chapter's 2<sup>nd</sup> quarter report (July) and the chapter's 3<sup>rd</sup> quarter report for 2015 (October) on time.

**B. GOALS:**



1. We would like to have an 80% chapter attendance to the 2016 RTP.
2. Continue to have bi-monthly lunchtime (every two months) meetings at the NAA/NIST campus to draw in new members.

**C. MEMBERSHIP:** Our roster includes 13 members, of which 9 are life-time and 10 are retired. We have 2 active members that we can count on to help the chapter!

**D. FUNDRAISERS:** There is no other fundraiser planned until January 2017.

**E. CONCLUSIONS:** If I hadn't had a front row seat to the National FEW board's meeting in July (during the NTP) I would be deeply depressed at this point. But I saw that membership was declining across the organization, FEW members were only 20% of the NTP attendance, and that many board members struggled to fulfill their obligations. So I see this as a natural low and feel invigorated to continue pressing along. Let's make FEW's 47<sup>th</sup> year one of the best by vowing to encourage, enhance, and mentor our federal sisters.

Respectfully Submitted,

*Shannon Mahan*



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
Denver, CO  
September 26, 2015

TO: FEW Rocky Mountain Regional Board of Directors

FROM: FEW Rocky Mountain Region Awards Committee  
Mary Hammack, Chair  
Submission Date: September 24, 2015

SUBJECT: Rocky Mountain Regional Awards Committee Report  
for the Period March 2015 through September 2015

Nine Regional Awards categories:

1. Best Chapter Newsletter
2. Best Chapter Program
3. Best Chapter Fundraising
4. Best Chapter Membership
5. Best Chapter Legislative
6. Overall Outstanding Chapter Achievement
7. Outstanding Individual Member Achievement
8. Unsung S/Hero in Federal Service Award
9. Regional Lifetime Achievement Award

There has been no awards committee activity during this reporting period. Although the Awards Committee did actively prepare for the 2015 Regional Awards Ceremony during the September 2014 through March 2015 reporting period. The regional awards are typically awarded at the annual Rocky Mountain Regional Training Program. The Regional Awards Nominations Memorandum and the Unsung S/Hero in Federal Service Award Announcement, were transmitted via electronic mail the first week of January 2015, to the Rocky Mountain Region FEW Board Members and Chapter Presidents. The Unsung S/Hero Announcement was also forwarded to Ann Vanderslice for further transmission within the Rocky Mountain Region. The 2015 Unsung S/Hero Award nomination announcement was extended, due in part, to the lack of participation. The extension did bring forth a number of nominations. The committee also only received nominations for some of the above-stated categories and they were as follows:

**Best Chapter Newsletter:**  
Rocky Mountain Chapter

**Outstanding Individual Member Achievement:**  
Wasatch Chapter – Peggy Andreasen

**Best Chapter Legislative:**  
Rocky Mountain Chapter

**Regional Lifetime Achievement Award:**  
Rocky Mountain Chapter – Mary Hammack

The Awards committee normally meets via telephone conferences to discuss their independent evaluations on the nominations received for any one particular award. Each committee member is asked to apply a numeric score to each nomination prior to the scheduled conference calls. The high cumulative total numerical score from each member, within each category, establishes the award-winning recipient. The results of the committee's effort were as follows:

The Unsung S/Hero in Federal Service Award, is an acknowledgement by a non-government financial group, the "Ann Vanderslice Retirement Planning Strategies," who annually provides and presents this prestigious award. This year we received five nominations for this award. The Committee's cumulative numerical high score revealed to the Retirement Planning Strategies Financial Group the following recipient as the 2015 Unsung S/Hero Award.

**2015 Unsung S/Hero in Federal Service Award went to:** Deborah McGinnis,  
Downtown Denver Chapter  
Submitted by Wasatch Chapter

The Unsung S/Hero awardee, normally has their registration fees paid in advance by the Region, but in this case the recipient's agency had paid the registration far in advance. Therefore, the Region did agree to cover this recipient's registration fees for the upcoming 2016 RTP.

With respect to the other regional awards it was the Awards Committee's opinion—that there seemed to be a lack of enthusiasm in the submissions of nominations for Regional awards. We have no doubt that each and every Chapter had a lot of great activities. We saw them periodically advertised through many received e-mails. There were only two chapters that submitted nominations. The two chapters met their criteria requirements for the below-stated categories. An award was presented to the following chapter(s):

<b>Best Chapter Newsletter Award:</b>	Rocky Mountain Chapter
<b>Best Chapter Legislative Award:</b>	Rocky Mountain Chapter
<b>Overall Individual Member Achievement Award:</b>	Peggy Andreasen – Wasatch Chapter
<b>Regional Lifetime Achievement Award:</b>	Mary Hammack – Rocky Mountain Chapter

As a matter of information, although I personally have not seen any information regarding upcoming additional requirements from FEW National that the Rocky Mountain Regional Awards Committee will have to consider on future Chapter nominations award submittals. I can only assume we should see something soon.

Respectfully Submitted  
by the Awards Committee Chair:

Mary Hammack  
Rocky Mountain Chapter



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: FEW Rocky Mountain Bylaws Committee Report  
Mary Hammack, Bylaws Chair  
Submittal Date: September 24, 2015

**Report of the Bylaws Committee for the period March 2015 through September 2015**

**A. ACTIVITIES:**

1. A request, by the Regional Manager, was made to review the Region's bylaws to assure that the Region is current with National's latest revised bylaws. It was also requested to see if the National bylaws contain information on electronic meetings and electronic voting. If such information does exist, then the Region should consider updating the bylaws to include electronic meetings/voting information.
2. During the 2015 National Training Program (NTP) and after attending the Chapter Presidents Leadership Forum, the Regional Manager, made an additional request, to review each of the Regional Chapters bylaws, to make sure they contain the same or similar language that is contained within the National's current revised bylaws.

**B. GOALS:**

1. As the Bylaws Chair, my main goal was to review the Regional bylaws for any information regarding electronic meetings and electronic voting. My findings and recommendations are as follows:

The Region's bylaws were last review in March 2012 and approved by National in April 2012. My review of the bylaws, I found that they did not contain information on electronic meetings or electronic voting. I performed a cursory review of the National bylaws and found that they do contain information on electronic meetings and electronic voting. Since this information already exists in the National bylaws, I drafted the following language and inserted into the Region's bylaws.

The “electronic meetings” information is highlighted and inserted under Article IV. – REGIONAL BOARD, as a new Section E. Electronic Meetings. **“The Regional Board, elected chapter presidents, or their designated representatives, and Regional Representative(s), the Immediate Past Regional Manager and the Standing Committees (Awards, Bylaws, Compliance, Diversity, Legislative, Membership and Public Relations) are authorized to meet by telephone conference or through other electronic communications media so long as all the participating members can hear each other and can interact simultaneously.”**

The “electronic voting” information is also highlighted and inserted under Article VIII – NOMINATING and ELECTIONS, Section C. Elections, as a new item number 11. **“The Nominating and Election Chair shall use a vendor for electronic voting; the vendor shall be responsible for receipt of ballots from voting members, validating and tallying ballots received; and provide voting report to the Nominating and Election chair.”**

This should bring the Region in-line with National’s latest revised bylaws. The inserted electronic meetings and electronic voting language is exactly as they appear in the most current 2014 FEW National Bylaws.

A cursory review was made to the remainder of the Region’s bylaws and any changes or corrections are also highlighted , these changes are considered to be housekeeping in nature, to clarify areas more clearly, correct grammar or add an omitted word, but the changes did not change the intent of a sentence or paragraph. Also the bylaws document was revamped in appearance so the Articles within the document are capitalized or uppercase in their entirety. The sub-headings were given the use of uppercase and lowercase lettering. The intended layout of this document was to be aesthetically uniform.

2. With respect to the Chapters bylaws, this was a very arduous task but this, too, has been completed. Although, I understand that this task had deadline dates. The first deadline was August 15, 2015, in which each Chapter would review and revise their respective bylaws, if necessary, then forwarded them to the Regional bylaws chair for review. The second deadline is September 29, 2015, wherein the Regional Manager will forward all the bylaws to the National Bylaws Chair.

The following are my findings and recommendations to the Region’s Chapters bylaws.

For the most part, the Chapters bylaws contained the latest revised National bylaws information. My stated findings will call out individual Chapters but by no means are my findings meant to be anything more then constructive. Each chapter can take the findings into consideration or not. Each chapter’s bylaws were reviewed for general content of the National’s bylaws information, for electronic meetings and electronic voting, and I added the review of the “Dues and Assessment” paragraph which incorrectly addresses this Region. The sentence in question within the Dues and Assessment paragraph begins, “The

*Western Region* determines the regional assessment and the Chapter determines an amount for chapter dues.” The use of the word, “Western” is incorrect and should be removed and change to read “The **Rocky Mountain Region ...** .”, to more accurately state the correct Region.

Columbine Chapter – Word omissions, No electronic meetings/voting verbiage and the word, *Western* removed and change it to *Rocky Mountain*.

Denver Federal Center Chapter – Remove the word, *Western* and change it to read *Rocky Mountain*.

Downtown Denver Chapter – No electronic meetings/voting verbiage and remove the word, *Western* and change it to read *Rocky Mountain*.

High Plains Chapter – No electronic voting verbiage and remove the word, *Western* and change it to read *Rocky Mountain*.

Rocky Mountain Chapter – Will be doing a complete review and revision of their bylaws.

Wasatch Chapter - No electronic meetings/voting verbiage and Article IV., Chapter Board, Section 3. Meetings – it’s too concise—words omitted.

The stated changes for each Chapter are considered to be housekeeping in nature, to clarify areas more clearly, correct grammar or add an omitted word(s), but the changes do not or should not change the intent of a sentence or paragraph.

I would recommend that each Chapter make a cursory review of their bylaws and forward them to the Bylaws Chair and the Regional Manager as soon as possible, so the bylaws can be transmitted to the National Bylaws Chair for review and approval. Even though we may be a few days beyond the September 29, 2015, deadline for FEW National—we can still be very close on meeting the due date.

## **B. CONCLUSION:**

Recommend – The Electronic Meetings and Electronic Voting language be added to the Regional Bylaws. This would be considered an amendment, but because this language already existed in the National bylaws and the Region is merely updating its bylaws to be in-line with the National bylaws—a vote by the Regional Board is sufficient as long as the Regional Board and its Chapter presidents notify their respective membership. Another option to this issue is if the Regional Board would rather not update and amend the Regional Bylaws to the above-stated language, the Region can instead defer to the FEW National bylaws.

Respectfully Submitted,

Mary Hammack, Bylaws Chair  
FEW Rocky Mountain Region



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
DENVER, COLORADO  
1999 BROADWAY, DENVER, COLORADO  
SEPTEMBER 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Sherry D. Henderson, Rocky Mountain Compliance Chair  
*Report of Compliance Chair for the period  
March 21 2015 thru September 26, 2015*

**A. ACCOMPLISHMENTS:**

1. Continued to participate in ECHCS EEOC monthly Advisory Board Meetings- Includes all mandated Special Emphasis Programs (SEP), including Federal Women Program. ( The purpose is for FEW to have a standing position at the EEOC table. This position allow FEW to work hand in hand with each Special Emphasis program, FWP Manager, AFGE's Women's Coordinator, Women's Veterans Coordinator at ECHCS. We are able to co-sponsor programs, increase awareness of FEW, increase membership.  
FEW has continued to receive compliance data to measure how the ECHCS data reflects the Regional goals.
2. Will share the compliance overview from FEW.Org with RBOD
3. Will share the ECHCS 715 report( as it related to national employment based on Race/gender) with RBOD. The focus will be on diversity. The plan will be to develop agency specific plans to promote the needs to increase the representation for the underrepresented sections. For example, increase female in the police department.

**4. GOALS**

- b. Reinforce the National Compliance Plan with the Rocky Mountain Region
- c. Communicate with the Compliance Chairs at the chapter levels to assist with the development of compliance plans at the chapter levels.

*Respectfully Submitted on September 26, 2015*  
*Sherry D. Henderson*  
*Rocky Mountain Regional Compliance Chair*



# **Rocky Mountain Regional Board of Director's Meeting**

**Denver Colorado  
September 23 2015**

**TO:** Rocky Mountain Regional Board of Directors

**FROM:** Disability Chair  
Peggy Andreasen

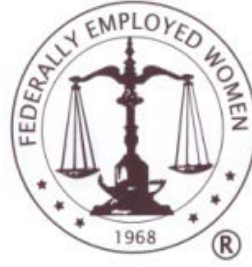
Report for the period of April 2015 to September 2015

I participated in conference calls conducted by Jearaldine (Jeri) Peterson who is the FEW National Vice President for Diversity. These conference calls consisted of Diversity/Disability training and sharing of information.

There has not been any monthly conference calls for approximately four months. I have sent Ms. Peterson an email asking the status of the monthly calls. I will continue to follow up on this.

Respectfully submitted

*/s/ Peggy Andreasen*



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING**  
**Denver, CO**  
**September 19, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Joanne Jones, Diversity Chair

**Report for the period April, 2015 through September 2015**

**A. ACTIVITIES:** There is nothing to report during the above timeframe due to the fact that National Diversity Chair has had no teleconferences and has not forwarded anything to report on

**B. GOALS**

1. Follow through with assignments given by National Diversity Chair, Jeri Peterson.
2. Continue distributing, in a timely manner, all correspondence that National Diversity Chair asks to be distributed.
3. Send all Board Members any items I may see in the paper and/or other sources on Diversity even if I receive nothing from National.

Respectfully Submitted  
Joanne Jones



TO: FEW Rocky Mountain Regional Board of Directors

FROM: Gaye Freeman, Membership Committee Chair

The Chapter Roster for the Rocky Mountain Region as of August 2015, stands as follows

Rocky Mountain Chapter:	14
High Plains Chapter:	12
Downtown Denver Chapter:	14
Denver Federal Chapter:	33
Columbine Chapter:	14
Wasatch Chapter:	15



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING  
Denver, CO  
September 26, 2015**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Nomination & Elections Chair – Kerbi Jacobson

**Report of the Nomination & Elections Committee for the period April 2015 through  
September 2015**

**A. ACTIVITIES:**

1. No Activities to report

**B. GOALS:**

1. Review the position descriptions and put a document together that Chapters can use to start soliciting nominations.
2. Provide examples of different candidate competencies to use for elections.
3. Promote competition. Have at least two candidates for each position

**C. CONCLUSIONS:**

I'm excited for our upcoming elections. I hope to see some new faces when the votes are tallied. That would be a great sign that the Region and Chapters are seeing more member involvement.

Respectfully Submitted,  
Kerbi Jacobson



MOTION FORM for 2014/2015

MOTION: SBM-2014-1<sup>2015</sup>

Date: 9.26.2015

MAKER OF MOTION: Peggy Andersen

OFFICE Treasurer

~~I move that~~

I move that there be  
~~and I make~~ a motion for an open  
discussion concerning qualifications  
for the position of the National  
President of FEW

Signed, MAKER OF MOTION:

Peggy Andersen

Signed, SECONDED BY:

Masha Strachan



MOTION FORM for 2014/2015

MOTION: SBM-2014-<sup>2015-</sup>2

Date: Sept. 26, 2015

MAKER OF MOTION: Debbie McGinnis

OFFICE: Secretary

I move that

we ask our Regional Manager takes  
the ~~occasion~~ of the idea of making a  
motion to offset the <sup>national</sup> motion regarding  
the qualification for the FEW National  
President, <sup>only</sup> be a federally employed  
woman forward to the other RMs in  
FEW.

Signed, MAKER OF MOTION:

Debbie McGinnis

Signed, SECONDED BY:

Samuel Green

**Federally Employed Women  
Rocky Mountain Region**

**BUDGET FOR FY2015 (Oct. 1, 2014 - Sept. 30, 2015) -**

**Savings & Checking Accounts**

**Total Beginning Balance 10/01/2014**

<b>Checking:</b>	13,050.90	13,050.90
<b>Savings:</b>	25.00	25.00
<b>TOTAL:</b>	<b>13,075.90</b>	<b>13,075.90</b>

**INCOME**

<b>Item No.</b>		<b>BUDGET</b>	<b>ACTUAL</b>	<b>DIFFERENCE</b>	
<b>1</b>	<b>Regular Membership Dues @ \$10</b>				
	Columbine	18	180.00	160.00	-20.00
	Denver Federal Center Chapter	15	150.00	300.00	150.00
	Downtown Denver	17	170.00	150.00	-20.00
	High Plains	16	160.00	150.00	-10.00
	Rocky Mountain	19	190.00	140.00	-50.00
	Wasatch	22	220.00	150.00	-70.00
	<b>SUBTOTAL</b>		<b>1,070.00</b>	<b>1,050.00</b>	<b>-20.00</b>
<b>2</b>	<b>Fundraising &amp; Miscellaneous Income</b>				
	NTP 2015 item		500.00	0.00	500.00
	<b>SUBTOTAL</b>		<b>500.00</b>	0.00	<b>500.00</b>
<b>3</b>	<b>FY15 Regional Training Program Revenues</b>		<b>12,980.00</b>	6,270.00	<b>-6,710.00</b>
<b>4</b>	<b>National Assistance for Regional Activities</b>		<b>0.00</b>	0.00	0.00
	<b>TOTAL INCOME</b>		<b>14,550.00</b>	<b>7,320.00</b>	<b>-7,230.00</b>

**EXPENSES**

<b>Item No</b>		<b>BUDGET</b>	<b>ACTUAL</b>	<b>DIFFERENCE</b>	
<b>1</b>	<b>Regional Manager</b>				
	Semi-Annual NBOD		500.00	0.00	500.00
	NTP		1,000.00	0.00	1,000.00
	Fall 2015 Regional Board Meeting		0.00	0.00	0.00
	Spring 2015 Regional Board Meeting		0.00	0.00	0.00
	Administrative		50.00	0.00	50.00
	Chapter Visits		300.00	0.00	300.00
	<b>SUBTOTAL</b>		<b>1,850.00</b>	<b>0.00</b>	<b>1,850.00</b>
<b>2</b>	<b>Assistant Regional Manager</b>				
	Fall 2015 Regional Board Meeting		0.00	0.00	0.00
	Spring 2015 Regional Board Meeting		0.00	0.00	0.00
	2015 NTP		0.00	0.00	0.00

Item No.			BUDGET	ACTUAL	DIFFERENCE
	Administrative		50.00	0.00	50.00
	<b>SUBTOTAL</b>		<b>50.00</b>	<b>0.00</b>	<b>50.00</b>
<b>3</b>	<b>Secretary</b>				
	Fall 2015 Regional Board Meeting		0.00	0.00	0.00
	Spring 2015 Regional Board Meeting		0.00	0.00	0.00
	Administrative		25.00	0.00	25.00
	<b>SUBTOTAL</b>		<b>25.00</b>	<b>0.00</b>	<b>25.00</b>
<b>4</b>	<b>Treasurer</b>				
	Fall 2015 Regional Board Meeting		300.00	549.89	-249.89
	Spring 2015 Regional Board Meeting		300.00	373.67	-73.67
	Administrative (checks)		25.00	13.00	12.00
	<b>SUBTOTAL</b>		<b>625.00</b>	<b>936.56</b>	<b>-311.56</b>
<b>5</b>	<b>Nominations Chair</b>				
	Fall 2015 Regional Board Meeting		500.00	892.43	-392.43
	Spring 2015 Regional Board Meeting		0.00	0.00	0.00
	Administrative/Elections		0.00	0.00	0.00
	<b>SUBTOTAL</b>		<b>500.00</b>	<b>892.43</b>	<b>-392.43</b>
<b>6</b>	<b>Immediate Past Regional Mgr</b>				
	Fall 2015 Regional Board Meeting		300.00	218.00	82.00
	Spring 2015 Regional Board Meeting		300.00	207.58	92.42
	<b>SUBTOTAL</b>		<b>600.00</b>	<b>425.58</b>	<b>174.42</b>
<b>7</b>	<b>Legislative Chair</b>				
	Fall 2015 Regional Board Meeting		300.00	0.00	300.00
	Spring 2015 Regional Board Meeting		0.00	0.00	0.00
	<b>SUBTOTAL</b>		<b>300.00</b>	<b>0.00</b>	<b>300.00</b>
<b>8</b>	<b>Awards Chair</b>				
	Fall 2015 Regional Board Meeting		300.00	0.00	300.00
	Spring 2015 Regional Board Meeting		150.00	0.00	150.00
	Miscellaneous for awards		500.00	188.00	312.00
	<b>SUBTOTAL</b>		<b>950.00</b>	<b>188.00</b>	<b>762.00</b>
<b>9</b>	<b>Membership Chair</b>				
	Fall 2015 Regional Board Meeting		0.00	0.00	0.00
	Spring 2015 RBM membership contest		175.00	0.00	175.00
	<b>SUBTOTAL</b>		<b>175.00</b>	<b>0.00</b>	<b>175.00</b>
<b>10</b>	<b>Bylaws Chair</b>				
	Fall 2015 Regional Board Meeting		0.00	0.00	0.00
	Spring 2015 Regional Board Meeting		0.00	0.00	0.00
	Administrative		150.00	0.00	150.00
	<b>SUBTOTAL</b>		<b>150.00</b>	<b>0.00</b>	<b>150.00</b>
<b>11</b>	<b>Parliamentarian</b>				



Item No.			BUDGET	ACTUAL	DIFFERENCE
	Fall 2015 Regional Board Meeting		0.00	0.00	0.00
	Spring 2015 Regional Board Meeting		500.00	433.68	66.32
	<b><i>SUBTOTAL</i></b>		<b><i>500.00</i></b>	<b><i>433.68</i></b>	<b><i>66.32</i></b>
<b>12</b>	<b>Public Relations Committee</b>				
	Administrative		100.00	0.00	100.00
	<b><i>SUBTOTAL</i></b>		<b><i>100.00</i></b>	<b><i>0.00</i></b>	<b><i>100.00</i></b>
<b>13</b>	<b>Committee Chairs</b>		500.00	0.00	500.00
	<b><i>SUBTOTAL</i></b>		<b><i>500.00</i></b>	<b><i>0.00</i></b>	<b><i>500.00</i></b>
<b>14</b>	<b>Regional Training Program</b>				
	Credit Card Processing Fees		400.00	181.39	218.61
	Website Registration		125.00	0.00	125.00
	Speaker Gifts		200.00	125.00	75.00
	Meeting Facilities/Luncheon		4,500.00	3,423.37	1,076.63
	Speaker Fees		1,000.00	250.00	750.00
	Interpreter for the Deaf		1,000.00	0.00	1,000.00
	Water		50.00	0.00	50.00
	Survey (Post RTP Website)		100.00	0.00	100.00
	Awards Ceremony Reception (?)		400.00	0.00	400.00
	<b><i>SUBTOTAL</i></b>		<b><i>7,775.00</i></b>	<b><i>3,979.76</i></b>	<b><i>3,795.24</i></b>
<b>15</b>	Total Chapter RTP Shares (75% of \$6,100)		3,903.75	1,875.71	2,028.04
	<b><i>SUBTOTAL</i></b>		<b><i>3,903.75</i></b>	<b><i>1,875.71</i></b>	<b><i>2,028.04</i></b>
<b>16</b>	<b>Miscellaneous</b>				
	Inventory/Supplies for Regional NTP Booth		150.00	0.00	150.00
	Various Administrative/Discretionary		150.00	0.00	150.00
	Ongoing website support		100.00	112.00	-12.00
	<b><i>SUBTOTAL</i></b>		<b><i>400.00</i></b>	<b><i>112.00</i></b>	<b><i>288.00</i></b>
	<b>TOTAL EXPENSES</b>		<b>18,403.75</b>	<b>8,843.72</b>	<b>-10,235.35</b>
	<b>SUMMARY</b>		<b>BUDGET</b>	<b>ACTUAL</b>	<b>DIFFERENCE</b>
	Beginning Balance		13,075.90	13,075.90	
	Total Projected Income		14,550.00	7,320.00	7,230.00
	Total Projected Expenses		18,403.75	8,843.72	9,560.03
	<b>Balance-Sept. 30, 2015</b>		<b>9,222.15</b>	<b>11,552.18</b>	<b>2,330.03</b>

Federally Employed Women						
Rocky Mountain Region						
BUDGET FOR FY2016 (Oct. 1, 2015 - Sept. 30, 2016) - Proposed						
<b>Savings &amp; Checking Accounts</b>						
Total Beginning Balance 09/30/2015						
Checking:				12,165.25		
Savings:				25.00		
<b>TOTAL:</b>				<b>12,190.25</b>		
<b>INCOME</b>						
<b>Item No.</b>				<b>BUDGET</b>	<b>ACTUAL</b>	<b>DIFFERENCE</b>
<b>1</b>	<b>Regular Membership Dues @ \$10</b>					
	Columbine		15	150.00		
	Denver Federal Center Chapter		30	300.00		
	Downtown Denver		15	150.00		
	High Plains		15	150.00		
	Rocky Mountain		15	150.00		
	Wasatch		15	150.00		
	<b>SUBTOTAL</b>			<b>1,050.00</b>		
<b>2</b>	<b>Fundraising &amp; Miscellaneous Income</b>					
	NTP 2016 item			500.00		
	<b>SUBTOTAL</b>			<b>500.00</b>		
<b>3</b>	<b>FY16 Regional Training Program Revenues</b>			<b>6,270.00</b>		
<b>4</b>	<b>National Assistance for Regional Activities</b>			<b>0.00</b>		
	<b>TOTAL INCOME</b>			<b>7,820.00</b>		
<b>EXPENSES</b>						
<b>Item No</b>				<b>BUDGET</b>	<b>ACTUAL</b>	<b>DIFFERENCE</b>
<b>1</b>	<b>Regional Manager</b>					
	Semi-Annual NBOD			500.00		
	2016 NTP			1000.00		
	Fall 2016 Regional Board Meeting			0.00		
	Spring 2016 Regional Board Meeting			0.00		
	Administrative			50.00		
	Chapter Visits			300.00		
	<b>SUBTOTAL</b>			<b>1850.00</b>		
<b>2</b>	<b>Assistant Regional Manager</b>					
	Fall 2016 Regional Board Meeting			0.00		
	Spring 2016 Regional Board Meeting			0.00		
	2016 NTP			0.00		

Item No.			BUDGET	ACTUAL	DIFFERENCE
	Administrative		50.00		
	<b>SUBTOTAL</b>		<b>50.00</b>		
<b>3</b>	<b>Secretary</b>				
	Fall 2016 Regional Board Meeting		0.00		
	Spring 2016 Regional Board Meeting		0.00		
	Administrative		25.00		
	<b>SUBTOTAL</b>		<b>25.00</b>		
<b>4</b>	<b>Treasurer</b>				
	Fall 2016 Regional Board Meeting		300.00		
	Spring 2016 Regional Board Meeting		300.00		
	Administrative		25.00		
	<b>SUBTOTAL</b>		<b>625.00</b>		
<b>5</b>	<b>Nominations Chair</b>				
	Fall 2016 Regional Board Meeting		500.00		
	Spring 2016 Regional Board Meeting		0.00		
	Administrative/Elections		0.00		
	<b>SUBTOTAL</b>		<b>500.00</b>		
<b>6</b>	<b>Immediate Past Regional Mgr</b>				
	Fall 2016 Regional Board Meeting		300.00		
	Spring 2016 Regional Board Meeting		300.00		
	<b>SUBTOTAL</b>		<b>600.00</b>		
<b>7</b>	<b>Legislative Chair</b>				
	Fall 2016 Regional Board Meeting		300.00		
	Spring 2016 Regional Board Meeting		0.00		
	<b>SUBTOTAL</b>		<b>300.00</b>		
<b>8</b>	<b>Awards Chair</b>				
	Fall 2016 Regional Board Meeting		300.00		
	Spring 2016 Regional Board Meeting		150.00		
	Miscellaneous for awards		500.00		
	<b>SUBTOTAL</b>		<b>950.00</b>		
<b>9</b>	<b>Membership Chair</b>				
	Fall 2016 Regional Board Meeting		0.00		
	Spring 2016 RBM membership contest		175.00		
	<b>SUBTOTAL</b>		<b>175.00</b>		
<b>10</b>	<b>Bylaws Chair</b>				
	Fall 2016 Regional Board Meeting		0.00		
	Spring 2016 Regional Board Meeting		0.00		
	Administrative		150.00		
	<b>SUBTOTAL</b>		<b>150.00</b>		
<b>11</b>	<b>Parliamentarian</b>				

Item No.			BUDGET	ACTUAL	DIFFERENCE
	Fall 2016 Regional Board Meeting		0.00		
	Spring 2016 Regional Board Meeting		500.00		
	<b>SUBTOTAL</b>		<b>500.00</b>		
<b>12</b>	<b>Public Relations Committee</b>				
	Administrative		100.00		
	<b>SUBTOTAL</b>		<b>100.00</b>		
<b>13</b>	<b>Committee Chairs</b>		500.00		
	<b>SUBTOTAL</b>		<b>500.00</b>		
<b>14</b>	<b>Regional Training Program</b>				
	Credit Card Processing Fees		200.00		
	Website Registration		125.00		
	Speaker Gifts		200.00		
	Meeting Facilities/Luncheon		4,000.00		
	Speaker Fees		500.00		
	Interpreter for the Deaf		1,000.00		
	Water		50.00		
	Survey (Post RTP Website)		100.00		
	Awards Ceremony Reception (?)				
	<b>SUBTOTAL</b>		<b>6,175.00</b>		
<b>15</b>	Total Chapter RTP Shares (75% of \$1875.00)		1,875.00		
	<b>SUBTOTAL</b>		<b>1,875.00</b>		
<b>16</b>	<b>Miscellaneous</b>				
	Inventory/Supplies for Regional NTP Booth		150.00		
	Various Administrative/Discretionary		150.00		
	Ongoing website support		100.00		
	<b>SUBTOTAL</b>		<b>400.00</b>		
	<b>TOTAL EXPENSES</b>		<b>14,775.00</b>		
	<b>SUMMARY</b>		<b>BUDGET</b>	<b>ACTUAL</b>	<b>DIFFERENCE</b>
	Beginning Balance		12,190.25		
	Total Projected Income		7,820.00		
	Total Projected Expenses		14,775.00		
	<b>Projected Balance-Sept. 30, 2015</b>		<b>5,235.25</b>		