



FEW ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTORS MEETING



**Minutes and Reports
OSMRE Boardroom, Denver, CO
March 12, 2016**

ROCKY MOUNTAIN REGION – FEW

REGIONAL BOARD OF DIRECTORS MEETING

March 12, 2016
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):

<u>NAME</u>	<u>POSITION</u>	<u>IN ATTENDANCE</u> <i>(or Proxy Received)</i>	<u>CHAPTER</u>
Sherry Henderson	Regional Manager	X	High Plains
Shannon Mahan	Asst. Regional Manager	X	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	<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	<i>(only one vote)</i>	
Storrey Wells	High Plains Chapter	X Proxy received for Ann Williams	
Shannon Mahan	Rocky Mountain Chapter	<i>(only one vote)</i>	
Theresa Slade	Wasatch Chapter	X	

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

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

TOTAL ELIGIBLE: 16 TOTAL NEEDED: 9 TOTAL PRESENT: 5 + 4 + 3 = 12
(must represent at least 4 chapters)

QUORUM PRESENT: YES

CERTIFIED: Debbie McGinnis, March 12, 2016
POSITION: Regional Secretary



**ROCKY MOUNTAIN REGION - FEW
AGENDA - REGIONAL BOARD OF DIRECTORS
Doubletree Hotel, 3203 Quebec Street, Denver, CO
March 12, 2016 at 9:00AM to 4:00PM**

I. CALL TO ORDER – ROLL CALL and INTRODUCTIONS

II. ADOPTION OF QUORUM REPORT

a. APPROVAL OF AGENDA

III. APPROVAL OF MINUTES – September 26, 2015 Board Meeting, Denver, CO

IV. REPORTS OF ELECTED & APPOINTED 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/
Regional Representative | Marsha Strackany |
| f. Parliamentarian | Roberta Sweeney |

V. 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 |

VI. 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 | Kerbi Jacobson |
| i. Public Relations | Janet Price |

VII. UNFINISHED BUSINESS

- | | |
|--|------------------|
| a. Proposed National Bylaws change | Sherry Henderson |
| b. Chapter Membership Status (Below minimum) | Sherry Henderson |
| c. Mentoring Program | Marsha Strackany |
| d. Bylaws Change Regarding Electronic Voting | Mary Hammack |

VIII. NEW BUSINESS

- | | |
|---|--------------------------------|
| a. Elections for New Term | Kerbi Jacobson |
| b. Bylaws for Regional Awards for Chapter Newsletters | Mary Hammack |
| c. Report of February National Board meeting | Sherry Henderson |
| d. Declining Membership and Dissolution of the Rocky Mountain Chapter | Mary Hammack and Shannon Mahan |
| e. RTP 2016 Report | Daniell Freeman |
| f. Next Board Meeting – September 2016 | |
| g. Narrative for Awards on Website | |

IX. 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. **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. **She never received anything.**
- g. **Marsha Strackany** – Send out survey to members by October 30. **She was unable to complete without input but will assign a new due date if Board Members want to still have a regional survey.**
- h. **Shannon Mahan** – Respond to Sherry Henderson by October 9 regarding the membership plan. **COMPLETED**
- 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. **COMPLETED**
- 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** – Send 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. **COMPLETED**
- 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. **COMPLETED**
- w. **Chapter Presidents** – Quarterly reports need to be filed no later than the 8th of the month they are due.

X. ANNOUNCEMENTS AND DUE DATES

- a. Quarterly Reports Submission Schedule – **October 1, 2015, January 1, 2016, April 1, 2016, July 1, 2016**
- b. 47th National Training Program “In the Spirit of Excellence,” Hilton Anatole, Dallas, Texas – **July 11-14, 2016**

THE GUEST HOUSE

This being human is a guest house.

Every morning a new arrival.

A joy, a depression, a meanness,
some momentary awareness comes
as an unexpected visitor.

Welcome and entertain them all!
Even if they are a crowd of sorrows,
who violently sweep your house
empty of its furniture,
still, treat each guest honorably.
He may be clearing you out
for some new delight.

The dark thought, the shame, the malice.
meet them at the door laughing and invite them in.

Be grateful for whatever comes.
because each has been sent
as a guide from beyond.

-- Jelaluddin Rumi, translation by Coleman Bark

I. CALL TO ORDER – ROLL CALL and INTRODUCTIONS

The spring board meeting for the FEW Rocky Mountain Region held at the Doubletree Hotel, 3203 Quebec Street, Denver, CO, and was called to order at 9:15 a.m. by Regional Manager Sherry Henderson. Debbie McGinnis, Secretary, called the roll. There were twelve Board members present.

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. Twelve votes were present and six chapters were represented. The quorum report was adopted.

III. APPROVAL OF THE AGENDA

The Agenda was approved was approved with amendments.

IV. APPROVAL OF MINUTES – September 26, 2015 Board Meeting, Denver, CO – Minutes were approved.

V. REPORTS OF ELECTED OFFICERS & APPOINTED OFFICERS

- a. **Regional Manager** **Sherry Henderson**
Report stood as submitted.
- b. **Assistant Regional Manager** **Shannon Mahan**
Report stood as submitted.
- c. **Secretary** **Debbie McGinnis**
Report stood as submitted.
- d. **Treasurer** **Peggy Andreasen**
Report stood as submitted. Peggy reminded everyone to submit expenses and cash checks promptly to facilitate accurate bookkeeping.
- e. **Immediate Past Regional Manager/Regional Representative** **Marsha Strackany**
Report stood as submitted.
- f. **Parliamentarian** **Roberta Sweeney**
Report stood as submitted.

VI. REPORTS OF CHAPTER PRESIDENTS

- a. **Guidance – Chapter Reports** **Sherry Henderson**
Sherry didn't feel she needed to provide further guidance for Chapter reports and she noted that the goal is to RETAIN members now rather than increasing membership.
- b. **Columbine Chapter** **Linda Kopman**
Linda reviewed her report which stood as submitted.
- c. **Denver Federal Center Chapter** **Kerbi Jacobson**
Kerbi reported that the Denver Federal Center Chapter celebrated their 10th anniversary. Members want more social activities. They now have a full board again. There was a discussion about trying to move meeting times around to get more attendance.
- d. **Downtown Denver Chapter** **Debbie McGinnis**
Report stood as submitted. Debbie noted that a new location needed to be found for upcoming board meetings as she will be retiring at the end of April and there are no other OSMRE employees on the Board to make arrangements. Kerbi volunteered to help set up the next meeting at the Federal Center.
- e. **High Plains Chapter** **Storrey Wells**
Report stood as submitted. Proxy Ann Williams noted that they had recruited new members so

they should have a current roster of 16 or 18 members now. They lost their vice president. Sherry noted that they had six members attend the Legislative breakfast.

f. Rocky Mountain Chapter

Shannon Mahan

RMC is struggling, twelve members or thirteen including a lifetime member. Shannon's opinion is that the Chapter has failed and it needs to be merged or dissolved. She is not going to be president again. She's not able to progress. Mary Hammack feels same but it is so hard to keep going. Mary would like to see whoever merges with the chapter to keep the name and chapter number (14). Mary has talked to members and many want to support the chapter but don't want to participate. Shannon thinks that many members like the idea of FE. Mary and Nancy Haberkorn want to preserve the RMC legacy. Sherry noted that it seems that a waiver for another year will not be a solution. Kerbi noted that this is something we're seeing from the top down from National. She feels that it is NOT a failure but indicative of the current state of affairs across the organization. Linda noted that part of the problem is that when RMC began it was the only show in town. Now the four metro-area chapters and they are pulling members from RMC. According to the Bylaws, section 6, items b & c: A chapter may dissolve by vote of members. The treasury for the RMC would have to go to the Region. But the Region can make a line item to give some of those funds back to the merging chapter. The process is waiver, then dissolution once National signs off on it. If the RMC members won't dissolve the chapter or if they don't respond then Shannon would consider that as an implied agreement to dissolution or merger. If the ballot isn't returned by a certain date then a non-response indicates that members are willing to merge. Debbie said that she was willing to take it before the membership of the DDC. Roberta suggested having a chapter name that reflects the geographic area. Mary noted that RMC was in the Denver area and she feels RMC is generally the metro area. With the Board's concurrence Shannon will send out a certified letter to RMC members for a vote about merging. The Board doesn't need to see the letter. [Chapter business so no board action necessary]. Debbie will put out a request for DDC members to merge with new name & chapter number. Debbie wanted it for the record that Mary and Shannon would still be supporting members of the merging chapter.

g. Wasatch Chapter

Theresa Slade

Teresa noted that Sherry came for a Chapter visit in February. Membership is at 13 officially. But she has two non-renewals that she is contacting. She has had consistent meetings and attendance has been good. She discussed their plans to increase membership. FEW has been approved to go to new employee orientation and present about our organization and sign folks up right then. Theresa is having difficulty getting approval to put up information and flyers, etc. Gaye noted that National doesn't get new members on the roster for at least six weeks.

RECESSED for a break at 10:40 a.m. for 20 minutes; RECONVENED 11:02 a.m.

VII. REPORTS OF STANDING COMMITTEES

a. Awards

Mary Hammack

Report stood as submitted. Mary was commended for doing a great job with the Awards this year. We only awarded six rather than available eight due to lack of nominations. Fundraising & Legislative Awards were the missing ones. When Mary purchased the awards she found out that the price of the awards will be going up \$2 per award. The total cost for awards this year was \$282.

b. Bylaws

Mary Hammack

Newsletters now have to have the National President's approval. Mary added it to the Bylaws but it was really already covered in our Bylaws, Article 7, section D - Awards. Section A was incorporated since changes by National can be incorporated without RMBOD action. Section

D, 1, b Mary believes should be removed because it is in the NPPM, not in the National Bylaws and it is incorporated in section a. Sherry noted that if we move forward with something regional with the logo that at least Marsha has seen it. Shannon asked if the Regional Manager could ask the National Board if we can have someone in the Region that can provide Proofreading in a more timely fashion. Sherry replied that the question has been asked at National and they are not amenable to that. We will keep Article VII and add wording to Section A. Article IV, Section E, about electronic meetings is completed.

- c. Compliance** **Sherry Henderson**
Sherry noted that she would like to continue as Compliance Chair when she is no longer the Regional Manager. She also wants to work with Wasatch regarding compliance issues. Theresa noted that in the reports she could find there were six triggers: low numbers in white women; Hispanic, less than expected; Asian males; black females promotion rates; high volume of discrimination rates; less than expected rates in SES; generally women are not being promoted at the same rate as men. Sherry thinks this is important because we need to be aware what the picture looks like for women at different organizations in the federal government. She stresses that we all need to try to find this information for our organizations.
- d. Disability** **Peggy Andreasen**
Nothing to report. Peggy has not received anything from Geri Peterson, and her email requests have been unanswered.
- e. Diversity** **Joanne Jones**
Marsha reported for Joanne that the situation was the same for Diversity as for Disability and Joanne hasn't heard from Geri Peterson either. Sherry recommended that Peggy and Joanne monitor the web and try to provide information via that avenue.
- f. Legislative** **VACANT**
- g. Membership** **Gaye Freeman**
Gaye noted that her report was sent in late and so was not included in the meeting packet. There are currently 112 members in the region. Kerbi asked if anyone has reached out to Gaye for help with membership problems and Gaye said no. Kerbi asked if the Committee Chair could reach out more but Gaye indicated that her term is nearly over so it will fall upon a new chair to do that. Gaye discussed what she says when she tries to recruit new members. She feels like most folks want to know "what it will do for me?" Kerbi noted that it would be helpful to know how many members are being solicited and what chapters are they joining. Marsha asked if Gaye had an informational document for recruitment and Gaye said yes and she uses it. It is hoped that the next administration will be able to work more closely with the Chapter Presidents and Membership Committee Chair to address recruitment and retention of members.
- h. Nominations & Elections Chair** **Kerbi Jacobson**
Kerbi thanked Linda Kopman for having everything in such good order. She has received one nomination: herself for Nominations & Election Chair. It was noted that this could not happen unless Kerbi intends to step down as the Nominations & Elections Chair. However, Roberta noted that Kerbi could run as N&E Chair without stepping by doing so as a write-in. Kerbi plans to start contacting the members of the region to see if she can solicit more nominations.
- i. Public Relations** **Janet Price**
Janet passed round her report and reviewed it verbally. She noted that she is having difficulty getting in touch with National Communications Chair. Sherry suggested letting a little more time pass and trying again. Marsha will try to follow up with the Chair, too.

VIII. UNFINISHED BUSINESS

- a. Proposed National Bylaws change** **Sherry Henderson**

This is finished. The discussion of the Regional Managers that were in favor of changing the requirements about being female and not retired in order to be eligible to run for national president have resigned and the remaining ones weren't interested in having such a discussion. Sherry decided that it would not be in the Region's best interest to take on that fight and there is no more that she can do to yield a better solution. Kerbi noted that the Nominations email from National was backtracking from their recent stand. Roberta suggested that Sherry contact the Bylaws Chair for clarification on this issue and cc President, Vice President, and Nominations Chair.

- b. Chapter Membership Status (Below minimum) Sherry Henderson**
Sherry noted that we could no longer operate without putting waivers in place and we have addressed the merger issue.
- c. Mentoring Program Marsha Strackany**
Marsha reported nothing is really happening at the National level and everyone is working more on a regional level. The National President asked Marsha to contact someone from NOAA. And Marsha found someone on the internet for webinars and a program for a fee which she had reported at the last National Board meeting in Dallas. But she hasn't had any response and she has decided to wait until there is a new President in July when she will bring it up again. Sherry asked if the program was something we would want to go ahead and do it on the regional level but Marsha said not right now.
- d. Regional Bylaws Change RE Electronic Voting Mary Hammack**
This was already covered under the Bylaws report.

IX. NEW BUSINESS

- a. Elections for New Term Kerbi Jacobson**
This was covered under her earlier report on Nominations.
- b. Bylaws for Regional Awards for Chapter Newsletters Mary Hammack**
This was discussed earlier and doesn't need to be pursued further.
- c. Report of February National Board meeting Sherry Henderson**
The Dallas Hilton Anatole in the middle of nowhere so National is working on shuttle transportation for everyone to have opportunities to sightsee, etc., for the NTP which will be held there in July. Scholarships – National is looking at creating a rule about the number of times a person may apply for a scholarship to the NTP: only three times in a lifetime. There is a new representative for Grantham University. Even though FEW is 501c4 if you want to be considered for tax exemption (501c3) you can try to channel things through the FEW foundation in order to get that exemption.
- d. Declining Membership and Dissolution of the Rocky Mountain Chapter Shannon Mahan and Mary Hammack**
This was discussed earlier and resolved under the report for the Rocky Mountain Chapter.
- e. RTP 2016 Report High Plains Chapter**
Daniell Freeman reported good attendance of 60-70 attendees. Feedback was good. Positive responses about Dr. Wright but many wished she could have spoken longer. There were questions about why there were financial speakers but it was felt financial topics were particularly important for newer, younger employees. Folks enjoyed vendors, especially jewelry. Debbie asked how much was contributed by sponsors. Daniell will include that information in the final report to Debbie and cc Sherry. We had at least \$800 in known sponsorships. It was recommended to keep First Command, Jenn Hilts, on our sponsor list. How much did we pay Dr. Wright? We did not pay one cent for her. We did have interpreters from the VA so we didn't need to pay anyone for that.

f. Next Board Meeting – September 2016

It was suggested that Kerbi would set up the location of the next meeting in Building 25 on the Federal Center for September 24.

g. RTP 2017

Linda Kopman

Columbine will be hosting the 2017 RTP. They are narrowing down the venue on March 24. They would be happy to take suggestions for the program. There are lots of resources available on USAFA campus which they hope to take advantage of. And they are hoping for lots of participation from the other chapters. Sherry made a suggestion that going forward all the information about RTP be shared. Kerbi suggested making sure that there is “quiet” access to both the event room and the vendors/sponsors so as not to disturb the speakers.

h. Narratives for Awards on Website

Mary Hammack

The winning narratives in the past have been listed on the website. Mary will give them to Shannon to post them. Mary suggested that those narratives be put out after the day of the RTP. Kerbi suggested that the criteria be posted earlier and then the narrative winners can be posted after that. Marsha noted that she would like to know how National handles the display of their narratives.

i. Auditor

Sherry Henderson

An auditor will be appointed for the Treasury after Sherry explores some options. Kerbi has a CPA in her Chapter that might be able to do that.

RECESSED for lunch at 12:30 p.m.; RECONVENED at 1:15 p.m.

XI. ACTION ITEMS FROM PREVIOUS MEETING

- a. **Shannon Mahan** – Send fundraising ideas to Sherry by October 30. **INCOMPLETE This is to be put on the next RMBOD meeting agenda under New Business for discussion.**
- b. **Shannon Mahan** – Send information about the Public Relations role to Janet Price. **Shannon doesn’t have any information in particular. There is a description in the Bylaws which was read by Kerbi. This is considered COMPLETED.**
- c. **Chapter Presidents** – Send name of a representative or contact from your Chapter to Janet Price for the Regional Newsletter. **DDC – Debbie; DFCC – Janet; CC – Linda; HPC – Ann will forward that question to Storrey Wells. COMPLETED**
- 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. **Incomplete due to no response from National.**
- f. **Chapter Presidents** - Send Marsha Strackany concerns that should be included in the survey by October 16. **She never received anything so the issue is dead.**
- g. **Marsha Strackany** – Send out survey to members by October 30. **She was unable to complete without input so the issue is dead.**
- h. **Shannon Mahan** – Respond to Sherry Henderson by October 9 regarding the membership plan. **COMPLETED**
- i. **Teresa Slade** – Send the letter she is composing to send to her members to Marsha Strackany first for proofreading. **INCOMPLETE**
- j. **Marsha Strackany** – Send to Mary Hammack and Teresa Slade an example of a letter that highlights the benefits of FEW membership. **COMPLETED**
- k. **Sherry Henderson** – Will follow up regarding access to the FEW website for Teresa Slade. **COMPLETED**
- 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. **National is now sending out membership cards and the “News & Views” is being posted electronically on the website.**

- m. **Linda Kopman** – Send email Sherry Henderson and Teresa Slade what the Columbine Chapter includes in their New Member packet by October 30. – **Theresa sent welcome letter but it was incomplete. She thinks she owes you the whole package. She will send scan to Sherry.**
- n. **Sherry Henderson and Teresa Slade** – Will put together a welcome packet for new members by January 15. **See item “m” above.**
- 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. **COMPLETED**
- p. **Chapter Presidents** – Try to get MD-715 information and review it by the Spring Board meeting. **Extended to September RMBOD meeting.**
- q. **Kerbi Jacobson** – Will share her email blast to Prudential and Sherry Henderson will follow up regarding their response. **COMPLETED**
- r. **Sherry Henderson** – Will take the motion forward to other Regional Managers at their next meeting regarding the proposed National Bylaws change. **COMPLETED**
- 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. **COMPLETED**
- t. **Sherry Henderson** – Will share the slides from the Chapter Leadership Training with the Chapter Presidents. **COMPLETED**
- u. **Teresa Slade** – Contact Sherry Henderson about a possible future visit to the Wasatch Chapter in Utah. **COMPLETED**
- v. **Daniell Freeman** – Re-send the RTP evaluations report to Debbie McGinnis by September 28. **COMPLETED**
- w. **Chapter Presidents** – Quarterly reports need to be filed no later than the 8th of the month they are due. **COMPLETED**

XII. ACTION ITEMS FROM TODAY’S MEETING

- a. **Kerbi Jacobson** will reserve space at the Federal Center for the RMBOD Meeting on September 24, 2016.
- b. **Shannon Mahan** will send out a certified letter to RMC members for a vote about merging.
- c. **Debbie McGinnis** will put out a request for DDC members to merge with new name & chapter number. **COMPLETED**
- d. **Kerbi Jacobson** will try to solicit more nominations from members of the Rocky Mountain Region for the upcoming elections.
- e. **Sherry Henderson** will contact the National Bylaws Chair for clarification regarding qualifications for holding positions with FEW. She will cc the National FEW President, National FEW Membership Vice President and the National and Regional Nominations Chair on this issue.
- f. **Daniell Freeman** will include information about the amount we received in sponsorships in the final RTP report. She will send that to both Debbie McGinnis and cc Sherry Henderson.
- g. **Mary Hammack** will provide Shannon Mahan with the winning narratives for the FEW Regional Awards.
- h. **Shannon Mahan** will post the winning narratives for the FEW Regional Awards on the regional website.
- i. **Sherry Henderson** will appoint an auditor for the Regional Treasury.

XIII. ANNOUNCEMENTS AND DUE DATES

- a. **Quarterly Reports Submission Schedule – April 1, 2016, July 1, 2016, October 1, 2016, January 1, 2017.**
- b. **47th National Training Program “In the Spirit of Excellence,” Hilton Anatole, Dallas, Texas – July 11-14, 2016**

Congratulations and thanks were given to Sherry for her leadership over her term. Sherry thanked the RMBOD members for their support.

MEETING ADJOURNED AT 2:23 P.M.



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
3203 QUEBEC ST., DENVER, COLORADO
11 MARCH 2016**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Regional Manager, Sherry D. Henderson

Report of Regional Manager for the period 27 September 2015 –11 March 2016

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 participation in monthly Regional Manager Teleconferences with National VP for Membership, Adrienne Callahan. I have communicated with DCG Management Company regarding membership questions, allocation of national FEW brochures and forwarded appropriate information to the Chapter Presidents.

2. No progress on States without a Chapter (Wyoming, Montana, North Dakota and South Dakota. Membership Retention is the Regional priority which is in line FEW's National priority.

3. Submitted timely 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 FWP .

SEPTEMBER 2015

Attended Diversity and Compliance presentation sponsored by Denver Federal Center Chapter.. Presided over a successful Bi- Annual Regional Meeting 26 September 2015. The meeting strongly emphasized the importance of team spirit and mutual respect for each other. The meeting also focused on further revisions to align Regional and Chapter goals and Mentoring programs at the Chapter and Regional level to support the National session planning. The meeting also emphasized the importance of updated chapter bylaw to be aligned with National bylaws. Participated in the Disability Day Planning for ECHCS Medical Center-Denver, Colorado. Participated in planning for Hispanic Heritage month. Served as a FEW representative for the Woman Veterans of Colorado 5th Annual Conference. The theme was “Celebrating Colorado’s Women Warriors: Realizing Your Full Potential. Attended the Monthly “Personal Growth and Development-Invest In Yourself Series. Ongoing monthly FEW representative for the Diversity Advisory Board- which includes all the mandated SEP managers including the FEWP manager. Coordinated a presentation sponsored by Prudential.

OCTOBER 2015-

Attended Disability Day at ECHCS Medical Center-Denver, Colorado. The theme was “Fulfilling the Promise of the ADA: Attended the Hispanic Heritage month Celebration at ECHCS Medical Center-Denver, Co. The theme was “Honoring our Heritage. Building our Future.” Supported Breast Cancer Month Awareness by participating in the 1K “Race for the Cure walk” as a Few Representative. Ongoing monthly FEW representative for the Diversity Advisory Board- which includes all the mandated SEP managers including the FEWP manager. Attended the “Take Back Your Life” and “2015 Legislative Issues” presentations sponsored by Denver Federal Chapter.

NOVEMBER 2015-

Supported the Federal CFC Project. Attended the Personal Growth and Development Series presentation “USA Jobs Training”. Monthly FEW representative for the Diversity Advisory Board- which includes all the mandated SEP managers including the FEWP manager. Attended “Reasonable Accommodations and Compliance” presentation sponsored by Denver Federal Center Chapter. Became Co-Chair for ECHCS Labor Management Forum.

DECEMBER 2015-

Ongoing monthly FEW representative for the Diversity Advisory Board- which includes all the mandated SEP managers including the FEWP manager.

JANUARY 2016-

Prepared for NBOD meeting in Dallas, TX. Planned for Rocky Mountain Regional Training Program (RTP) which will be held in March 11, 2015 at the Doubletree, Denver, Colorado. The 2016 RTP will be sponsored by the High Plains Chapter. The theme is “2016 Transformational Mind Tools: A five Year Plan” The RTP will address FEW's four focus areas. Participated in City of Denver Martin Luther King annual Celebration (Marade). Chaired the ECHCS Labor Management Forum. Participated in planning for the African American Heritage Month Celebration.

FEBRUARY 2016

Attended the National Board of Directors meeting in Dallas, TX at the Hilton Anatole Hotel
Submitted 2015 Regional and Personal Accomplishment . Intensely planned for the 2016 Rocky Mountain Regional Training Program. Served as Marketing chairperson. Developed Standard Operating Procedure (SOP) template for the Rocky Mountain Regional Manager position(s).

MARCH 2016

Chaired the ECHCS Labor Management Forum. Participated in the 2016 African American Heritage Celebration. The theme was “2016 – Hallowed Grounds: Sites of African American Memories.
Planning for 2016 Women’s History Month Celebration. The theme is “Working to Form a More Perfect Union: Honoring Women in Public Service and Government.”

AGENCY VISITS:

None.

COMMUNITY OUTREACH: Continue to nurture local partnership with Prudential, Kaiser, GEHA, BCBS, NARFE. New relationships with Bellco Credit Union. Spearheaded 19 Youth scholarships for the Rocky Mountain Regional Training program. This was financially sponsored by HPC (10), DTD (2) Columbine (1) RMC (1) Friends of FEW 5 Scholarships.

UPCOMING NATIONAL AND REGIONAL ELECTIONS:

Regional officers elections will be held in the May 2016. Nomination request for new officers have been shared with Rocky Mountain Region Members..

GOAL: CONTACT WITH CHAPTERS AND MEMBERS IN THE REGION:

1. Continue to visit chapters to participate in their monthly meetings. Plan to visit all chapter within the next four months. The purpose of participating in these meeting is to continue to increase visibility and networking. I have continued to maintain constant contact with regional officers and Chapter Presidents either via emails or telephone calls or teleconferences.
2. Pursue leads to discuss a FEW chapter in Wyoming.
3. Ensure all Chapters are submitting quarterly reports to National in a timely manner.
4. Submit all Bi-Monthly Regional Manager report to National in a timely manner.
5. Continue to encourage Chapters to participate in the Cap Wiz Program.
6. Retain minimal membership for each chapter. Will discuss mergers for chapters below membership minimal..
7. Identify at least 2 new FEW partnerships each year.
8. Continue to work with Immediate Past President to develop mentorship programs at regional and chapter levels.

Respectfully submitted,

Sherry D. Henderson, FEW Rocky Mountain Regional Manager



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Aurora, CO
March 12, 2016

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

Report for the period October 2015 through March 2016

A. ACTIVITIES:

1. I have maintained the Rocky Mountain regional website throughout the year and especially for the RTP preparation. This mostly involved putting in updated information about the regional organization and brochures. I also posted award notifications and award templates as well as any other RTP information as needed. DonationPay was the chosen company to provide security for the registrations and I worked closely with them (<http://rockymountainfew.org/>) for registration information. The site is functional and can be edited by any chapter president or member of the regional board.
2. Updated the Rocky Mountain Regional Brochure for 2016 to reflect the new changes.
3. I downloaded the regional roster (February 2016) for further discussion at this regional board meeting. As of February 29, these are the chapter roster #'s: Columbine (18), Denver Federal Center (36), Downtown Denver (16), High Plains (17), Rocky Mountain (12), and Wasatch (12). This is a total of 111 members for the Region but it shows two chapters under-strength (Rocky Mountain and Wasatch). There were two chapter wavers submitted to the National Few Board meeting but they were for the Rocky Mountain and Downtown Denver Chapters.
4. I have made the personal decision to not pursue any other leadership positions within the region or chapter during the coming years. This decision was not arrived at lightly or quickly. There are other volunteer opportunities I wish to explore in the geology world and I no longer feel that FEW fulfills professional or personal roles within my life. I have very much enjoyed getting to know everyone on this board and I have made many friends. I have come to know and admire many people within the FEW organization and the decision to not see them regularly was most wrenching. But the dirt is calling to me and it needs to be organized and befriended, too. So I leave with no regrets.

B. GOALS:

1. To fulfill any obligations I may have as the Assistant Regional Manager until June 2016 and to reflect on the path that took me here. I have been the Assistant Regional Manger from 2012-2016. I served as the regional secretary from 2009-2012. I served as the Rocky Mountain Chapter President from 2008-2016. I served briefly as the VP of the Rocky Mountain Chapter in 2007 when the current VP resigned. This is roughly a decade of service.
2. To assistant Sherry Henderson, Regional Manager, with day to day communications or other duties as assigned.
3. 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.
4. To support any chapter that wishes to submit award nominations at the National level.

Respectfully Submitted, *Shannon Mahan*

(See .pdf RM regional roster)



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

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

Report of the Regional Secretary
for the period October 2015 through March 2016

A. ACTIVITIES:

1. Wrote and posted the minutes for the Board Meeting on September 26, 2015 (see attached).
2. Completed the Agenda for today's meeting with the input of Board Members.
3. Collected and collated required reports for this Board meeting.
4. Organized the meeting venue for this Board meeting and ordered lunches for attendees.
5. Made a conference call line available for the RTP planning meetings and the Award Committee meetings.

B. GOALS:

1. Provide support and information to the incoming Secretary as needed.
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 Regional Board of Director Meeting
Treasurer's Report
Denver Colorado
12 March 2016

Savings Account Balance:	\$25.00
Checking Account Balance 09/01/2015	\$12,175.25

Deposit

02/01/16 External Deposit Bankcard	\$400.00	
02/05/16 External Deposit Bankcard	\$120.00	
02/08/16 External Deposit Bankcard	\$400.00	
02/12/16 External Deposit Bankcard	\$280.00	
02/16/16 External Deposit Bankcard	\$160.00	
02/18/16 External Deposit Bankcard	\$80.00	
02/23/16 External Deposit Bankcard	\$80.00	
02/26/16 External Deposit Bankcard	\$80.00	
02/29/16 External Deposit Bankcard	\$80.00	
02/29/16 External Deposit Bankcard	\$149.00	
Total Deposits		\$1,829.00

Expenses

09/03/15 Bankcard Fee	\$10.00
10/02/15 Ck 463 (DDC RTP profit)	\$312.62
10/05/15 Ck 465 (Rky Mtn RTP profit)	\$312.62
10/06/15 Bankcard Fee	\$10.00
10/20/16 Ck 466 (Wasatch RTP profit)	\$312.62
10/21/15 C 467 (R.S. Fall Board Meeting)	\$428.08
10/22/15 Ck 468 (P.A Fall Board Meeting)	\$247.24
11/01/15 Bankcard Fee	\$10.00
11/06/15 Ck 461 (Columbine RTP profit)	\$312.62
11/10/15 Ck 464 (High Plains RTP profit)	\$312.62
11/25/15 Ck 462 (DFC RTP profit)	\$312.62
12/04/15 Bankcard Fee	\$10.00
12/23/15 Ck 469 (S.H NTP expenses)	\$337.99
01/05/16 Bankcard Fee	\$10.00
01/28/16 Ck 460 (Web domain)	\$112.00
02/01/16 External Withdrawal Bankcard	\$12.00
02/02/16 External Withdrawal Bankcard	\$4.65
02/05/16 External Withdrawal Gateway	\$10.30
02/05/16 External Withdrawal Bankcard	\$3.60
02/08/16 External Withdrawal Bankcard	\$12.00
02/12/16 External Withdrawal Bankcard	\$8.40
02/16/16 External Withdrawal Bankcard	\$4.80
02/18/16 External Withdrawal Bankcard	\$2.40

Sheet1

02/23/16 External Withdrawal Bankcard	\$2.40
02/26/16 External Withdrawal Bankcard	\$2.40
02/29/16 External Withdrawal Bankcard	\$2.40
02/29/16 External Withdrawal Bankcard	\$4.47

Total Expenses	\$3,120.85
Ending Checking Account Balance	\$10,883.40
Total Funds Available as of 02/29/2016	\$10,908.40

Respectfully Submitted

Isi Peggy Andreassen



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Doubletree Hotel
3203 Quebec
Denver, CO
12 March, 2016 Date

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Marsha Strackany, Regional Rep and Immediate Past Regional Manager

Report for the period October, 2015, through March, 2016

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. 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.
5. Once again, was appointed the National PPRC Interim Chair in the absence of Judy Rush several times. Received recognition at the PPRC Meeting Mid-year Board Meeting in Dallas, Texas, for proofreading most documents and taking over when needed.
6. Performed duties associated with the Awards Committee for the Regional Training Program on March 11, 2016.
7. Participated in Teleconferences associated with the March 11, 2016, Regional Training Program. Sent numerous samples of letters associated with Regional Training Programs to the Regional Manager.

8. Chaired the Regional Scholarship Committee which involved recreating criteria for the Regional Scholarship and National Scholarship from Education and Assistance Fund. Participated in the selection of two individuals to receive these two scholarships.

9. Assisted Wasatch Chapter President with template for Regional Training Program Evaluation Sheet.

B. GOALS:

1. Continue to support the Regional Manager and all other board members when asked for assistance.

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

3. 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.

4. Work in harmony with all Chapters in the Region and strive to keep all six Chapters in our Region viable.

Respectfully Submitted,

Marsha Strackany



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Roberta Sweeney
Regional Parliamentarian

Report of the Parliamentarian for the period October 2015 through February 2016

A. ACTIVITIES:

1. Answered some questions about parliamentary procedures
- 2.
- 3.
- 4.

B. GOALS:

1. To be responsive to any requests about parliamentary procedures
- 2.
- 3.

C. CONCLUSIONS: This position is important and its use depends upon the activities of the Region.

Respectfully Submitted,
ROBERTA SWEENEY



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Linda Kopman, President

Report of the Columbine Chapter for the period October 2015 through March 2016

A. ACTIVITIES:

1. October – Shannon Mahan presented "You've come a long way baby...advertisements during the 20th century in America and how women were depicted."
2. November – Jane Fluekiger, top Field Service Account Consultant for Blue Cross Blue Shield presented the changes in health benefits coverage and costs, impact on Medicare, as well as answer all our questions to help us make the best decisions during open season.
3. December – Silent auction fund raiser and holiday party.
4. January – Candy Entingh, with Damsel in Defense, discussed how to protect yourself. She also brought some of the products you can use for protection.
5. February – Business meeting to discuss this year's RTP and get started on planning for next year's RTP. Also shown was the video on "A Conversation With Police On Race."
6. March – Pat Meyer, member of the Colorado Task Force on Human Trafficking, discussed human trafficking gave us a report on human trafficking in Colorado and specifically in Colorado Springs.

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. **Increase membership** – Lost two members, but gained two members. Current membership is 17.
2. **Training**
 - a. Eleven members are attending RTP (64%)
 - b. Two members attended the NTP
3. **Legislative** –
 - a. FEW legislative issues are part of monthly newsletter as well as information on CAPWIZ
 - b. No attendance at legislative events this period.
4. **Compliance** -- “Compliance and Diversity in the Workplace” presentation in February. Our newsletters cover issues on compliance.
5. **Diversity** --
 - a. "You've come a long way baby...advertisements during the 20th century in America and how women were depicted" presented in October.
 - b. “A Conversation With Police On Race” presented in February
6. **Youth Outreach** -- No activities planned.
7. **Mentoring program** -- Have informal chapter membership orientation.
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
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Debbie McGinnis, Chapter President

Report of the Downtown Denver Chapter for the period October 2015 through March 2016

A. ACTIVITIES:

1. The Downtown Denver Chapter has had three meetings during this reporting period:
 - a. October 20, 2015 – We had a program entitled, “Are You Being Scammed? Educate Yourself,” presented by Ms. Maro Casparian, Denver District Attorney’s Office. Four members attended.
 - b. December 18, 2015 – We had a Holiday Happy Hour to discuss Chapter business. Six members attended.
 - c. February 23, 2016 – The Chapter paid for any interested member to attend the 27th Annual Colorado Women’s Legislative Breakfast. Five members attended.

2. The Downtown Denver Chapter is experiencing difficulties as a functioning FEW Chapter. While we gained one new member, we had two members who did not renew so our number of members is now 14. We have the same five or six people doing all the work. Elections are supposed to be happening this spring but we can’t get anyone to run for office and the ones who have been doing all the work are completely burned out. We are considering dissolving the chapter unless another solution is made apparent soon. The current Chapter President is retiring and will rarely be available for meetings. The current Chapter Vice President is struggling with a serious medical condition and is uncertain when she will be available to participate. The current Chapter Secretary has accepted a new position and doesn’t have the time to participate now.

3. The Chapter President was asked to participate as a representative for FEW generally and the Downtown Denver Chapter specifically during the 5th 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. ????
2. ????

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 14.
2. Training
 - A. Two training presentations at chapter level, as noted above.
3. Legislative
 - A. Participation in the 27th Annual Colorado Women’s Legislative Breakfast by five members, as well as being a supporting partner for the event.
4. Compliance – No compliance activities during this period.
5. Diversity - Several Chapter members have attended programs in the Office of Surface Mining Reclamation & Enforcement (OSMRE). Two specific programs were:
 - A. Black History Month Program – Webcast presentation by Margaret Mills, NPS Lead Ranger at Mary McLeod Bethune Council House on February 25th.
 - B. Martin Luther King, Jr., Day Observance – Viewing of the movie, “Selma,” over two lunch and learn sessions.
6. Youth Outreach – The Downtown Denver Chapter has reached out to the Mile High Youth Corps to offer scholarships to the FEW Regional Training Program and recruited two attendees.
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. The Chapter is struggling and is considering dissolution.

Respectfully Submitted,

Debbie McGinnis



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Kerbi Jacobson – President, Denver Federal Center Chapter

Report of the Denver Federal Center (DFC) Chapter for the period October 2015 through March 2016

A. ACTIVITIES:

1. October 21, 2015 Legislative Program: Income Inequality presented by the Colorado League of Women Voters. Evie Hudak presented on the ballot issues and also the state of income inequality in Colorado.
2. October 29, 2015 Training Program: Take Back Your Life presented by McGhee Productivity Solutions. McGhee presented useful tools you can use to prioritize work projects, and work/life balance. We need to start utilizing easily accessible tools to balance our lives and meet our deadlines.
3. November, January, February Social Event: We host a networking breakfast the first Friday of each month. This has been a great opportunity to meet members who don't come to our lunch and learn programs. We have also found that non-members come to these breakfasts to learn who we are and what FEW is all about. We have gained two new members from these breakfasts.
4. November 18, 2015 Compliance Program: Reasonable Accommodation presented by DFC Chapter Lisa Artz. Lisa's presentation covered the responsibilities of both the Employee and the Agency.
5. December 9, 2015 Social Event: Hosted our annual Membership Holiday Luncheon.
6. Kicked off our 10 Year Anniversary Membership Sale
7. January 9, 2016 Social Event: A night of comedy with DFC-FEW. Went and saw Janeane Garofalo at Comedy Works Downtown.
8. January 20, 2016 Training Program: TSP and Roth IRA presentation by Jen Hilts of First Command. As always Jen brought the fun to financial planning. She covered federal benefits and hit on some estate planning too.

9. February 20, 2016 Social Event: Happy 10 Year Anniversary DFC-FEW! Hosted a painting party for all DFC members at Painting with a Twist in Belmar. We were fortunate enough to have two charter members attend which made the event so much more special.
10. February 23, 2016 Legislative Event: Co-Sponsored the 2016 CWLB. The Chapter covered the registration cost for any member to attend this event.
11. Published and distributed two PPRC approved newsletters during this time.

B. GOALS:

1. Increase Member involvement in chapter activities
 - Achieved. We have filled all our Chair positions, including Legislative/Compliance and Fundraising/Diversity. Fundraising and Diversity had been vacant for 2 years.
 - As stated above, we are having success with our monthly networking breakfasts at IHOP. This is a perfect platform for members to share ideas about the future of the chapter.
2. Maintain membership
 - DFC membership has increased from 33 members on the February 2015 roster, to 36 members as of the February 2016 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.

ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:

1. Increase membership by 20% each year

During this period, the DFC chapter increased its membership by 8%.

2. Training

A. 2 (two) training presentations at chapter level

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

- Income Inequality and 2015 Ballot Issues **Focus Area: Legislative**
- Take Back Your Life **Focus Area: Training**
- Reasonable Accommodation **Focus Area: Compliance**
- Roth TSP **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 seven members attend the 2016 RTP.

C. 10% members of each chapter attend NTP

3. Legislative

- DFC was a Co-Sponsor of the 2016 CWLB and paid for eight members to attend the breakfast. We hosted the Colorado League of Women Voters in October

4. Compliance

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

- Hosted a Reasonable Accommodation presentation in November

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

- Nothing to report

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

- The Chapter paid for 4 members to attend the RTP who couldn't get agency funding.

C. CONCLUSIONS:

During this reporting period our chapter celebrated its 10 year anniversary. We were fortunate enough to have charter member join us at our anniversary party.

We have appreciated the Regional Managers outreach to our chapter and our members by her attending multiple social events and monthly programs.

Respectfully Submitted,

Kerbi Jacobson



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: High Plains Chapter President, Storrey Wells

Report of the High Plains Chapter for the period September 2014 through March 2015

A. ACTIVITIES:

1. Diversity: Hispanic Heritage Month, program at VA hospital.
2. Diversity: Women's History Month, Colorado Black Roundtable
3. Legislative/ Training: LGBTQI event
4. Compliance: Attendees to "Reasonable Accommodations and Compliance Discussion held by Denver Fed Chapter
5. Legislative/ Training: "State Legislative Tea", "Women's League Event"
6. Training/ Youth Outreach, reviewing college entrance essays for high school students.
7. Diversity: Black History Month program. African American Community Awards program.
8. Legislative: Caucus Training, Tuesday caucus

B. GOALS:

1. Increase membership by 20%. We currently stand at 15 members

2. Fundraising campaigns will begin in April.

3. Utilize book scholarship program.

C. ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:

1. Membership

Increased membership by 20% each year. If no, state your plan.

Yes

2. Partnerships/Sponsorships

Develop/maintained relationships with 2 partnerships/sponsorships. If no, state your Plan

3. Training

A. 2 (two) chapter training presentations

B. 3 members attended/will attend RTP

C. 2 members attended/Will attend NTP

If no, state your plan

Yes.

4. Legislative

A. 3 (three) members attended a legislative Events, for example Day at the Capitol, State Legislative Tea, Women League event or chapter legislative presentation(s)

B. Reviewed State or National current issues and address an issue each meeting via form letter to local congressman or national CapWiz. Please list the issues.

If no, state your plan

We have several members who attended legislative events.

5. Compliance

A. Compliance Chairperson coordinates or presented a compliance presentation- perhaps national's compliance presentation.

B. Review agency annual 715 report.

C. One Agency visit each year

If no, state your plan

We will review MD 715 in May 2016

6. Diversity

A. Develop/Maintain relationship W/FWP, EEOC managers.

example, SEPs. Consider Ad hoc memberships or partnerships with SEPs and/or FWPs in the workplace.

If no, state your plan

Yes

7. Youth Outreach

A. Develop/Maintain partnership w/at least one HS or , college in the community

B. 2 (two) members HS Senior or college Career Day

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

If no, state your plan.

Yes for A, B. Awarded scholarships to current college enrolled ladies for RTP 2016.

8. Mentoring program

A. Developed/Strengthened chapter mentoring program

For example worked with National Membership Chair to develop formal chapter mentoring programs, esp. for officers

B. Developed formal chapter membership orientation program

In no, state your plan

Our Chapter plan is still in development. We are currently sponsoring a Women's program to help women find employment. We provide clothing for interviews, resume reviews and interview skills.

9. Fundraising

A. Supported 1 (one) Regional fundraiser

D. CONCLUSIONS:

In the coming program year High Plains Chapter will continue to focus on providing quality training in diversity, legislature, and compliance. We look forward to expanding our community outreach missions, and our chapter mentoring program. 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.

Respectfully Submitted,

Storrey Wells, High Plains Chapter, President



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors
FROM: Shannon Mahan, Rocky Mountain Chapter President

Report of the Rocky Mountain Chapter for the period October 2015 through March 2016

A. ACTIVITIES:

1. The Rocky Mountain Chapter will be 45 years old in April. It's too bad that we have also introduced a motion into this meeting asking for a merger with another chapter or, if that is not possible, dissolution of the chapter due to low membership, no candidates for any of the elected positions, and a general lack of enthusiasm for recruitment and retention. I submitted a request for waiver status to regional Manager, Sherry Henderson, to present at the FEW National Board meeting in February. It is attached at the end of this report.
2. I submitted a chapter and regional accomplishment reports to the National FEW office in January. I submitted the group tax form in March. I participated in the September 2015 annual membership survey.
3. I submitted the chapter's 4th quarter report (January) for 2015 and the chapter's 1st quarter report for 2016 (April) on time.

B. GOALS:

1. We would like to have a 50% chapter attendance to the 2016 RTP.
2. To merge chapters or to shut the chapter in an orderly and expedite fashion.

C. MEMBERSHIP: Our roster includes 12 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 are no fundraisers planned-ever.

E. CONCLUSIONS: It has been a difficult year and an even more difficult discussion about how to proceed with the chapter as it is clearly failing. I have attached a draft letter

to this e-mail outlining how I propose to contact the remaining members of the chapter and ask for their approval for either a merger or dissolution.

Respectfully Submitted, *Shannon Mahan*

Request for Waiver Status

This form must be completed in full and signed by both the Chapter President and the Regional Manager. Failure to complete and submit this form will result in denial of waiver status. The Vice President for Chapter and Membership Organization must receive complete documentation at least 30 days prior to the convening of the meeting in which it will be considered by the National Executive Committee or the National Board of Directors.

Date: February 17, 2016

Chapter#: 14 **Chapter Name:** Rocky Mountain **Region:** Rocky Mountain

Current Membership Strength: 13 **Current Treasury Balance:** \$5,400

Date of Last Meeting: 1/5/16 **# Attending:** 2 **# of meetings (last 12 months):** 3

Number of Quarterly Reports submitted during the last 12 months: 4 (fully compliant)

Members are committed to increasing membership above the minimum requirement [] Yes [] No

Chapter members are participating in regional and national activities? [] Yes [] No
If Yes, describe (include regional positions held, attendance at NTP or RTP, etc):

1. Chapter is helping with RM RTP providing registration and printing of the program service
2. Two Chapter members attended 2015 NTP and three members attended the 2015 RTP
3. Chapter Treasurer/Secretary is also regional bylaws chair and award chair; Chapter President is also regional VP.

Describe any extenuating circumstances, which have resulted in current membership problems (e.g., downsizing, base closure, etc.)

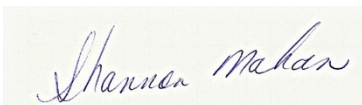
Schism with members from Boulder, CO NOAA/NIST offices. All five NOAA members decided that since FEW supported policies that they did not (such as only full-time working employees may apply for national offices, training in the DC area, RTP on days they could not attend) they preferred to leave. The chapter has always had lots of retired members (10) but very few working members. The loss of the five working members from FEW took the chapter status back down to 12 members.

Provide details of steps taken to date to address membership problems:

At the spring RM Board meeting (March 2016) there will be a discussion of the merger of two chapters (Downtown Denver and Rocky Mountain). The Rocky Mountain Chapter would love to merge with Downtown. The only question is whether the Rocky Mountain Chapter gets to retain its #14 status and or/name. The Rocky Mountain Chapter has been unable to attract new members because all three active members live quite a distance from Boulder and getting through the NOAA/NIST campus security measures is tedious at best.

(Signed) Chapter President

(signed) Regional Manager



DRAFT LETTER TO RMC Members:

3/6/2016 Dear Chapter Members:

In April 2016, the chapter will be 45 years old. During that time, many women (and a few good men) have moved through the portals of the chapter, encouraging one another, volunteering for a worthy cause, and moving into leadership positions. I have had the unique privilege to be the chapter president from 2008 to 2016. As a lifetime FEW member, I was excited about the organization and the opportunities for leadership. Training was always my special interest and I really enjoyed every NTP and RTP I went to. I have been to 4 NTP's and 12 RTP's.

Membership in the chapter has ebbed and flowed. The chapter has always been stable until about five years ago. We tried moving the chapter from Lakewood to Boulder (and the NOAA/NIST campus). I fear that the move was a failure. We ultimately lost all of our Boulder members to retirement and discontent.

I have looked deep into my heart and Mary Hammack has also looked honestly into hers. And we are ready to merge or fold up the chapter for four reasons: there are no candidates for any officer positions in the upcoming elections, there are no members that regularly attend meetings, the chapter has been under 15 members for a year, and Mary and I have other volunteer work that is more rewarding than listening to the crickets at FEW chapter functions. We thought of merging chapters with the Downtown Denver Chapter; that is certainly our first option that we will discuss at the regional board meeting.

According to our chapter bylaws (Article 13); the chapter can be merged or dissolved only upon the vote (or personal e-mail) of not fewer than two-thirds of the members in good standing. After paying, or making provisions to pay, all liabilities of the chapter, any remaining funds shall be forwarded to the treasurer of the Rocky Mountain Region. If the ultimate decision is to dissolve the Chapter, each Chapter member also has the option to move their membership to another Chapter of their choice.

We currently have 12 members in good standing, 4 of which have voted to dissolve the chapter. A two-thirds vote would be 8 members. I would appreciate your vote by earliest return e-mail as to whether you approve: i). merger with another chapter; ii). dissolution of the chapter or iii). No action other than whatever the National FEW board decides. I also welcome any comments you may have that are pertinent to these actions.

Mary and I really regret this e-mail. I have given almost a decade to the chapter as either the VP or the President and Mary has held every chapter officer position for an even longer period of time. Mary and I have variously written newsletters and awards, held executive meetings, and participated actively at the chapter and regional level. But I don't feel any joy or excitement anymore and wish to step down from any and all leadership positions. Mary has told me she feels the same.

All the best, Shannon

Chapter Name	MemID	Last Name	First Name	Paid Thru	Join Date	Home Phone	Address A	City	Type	Is Retired
Rocky Mountain	005602	Bennett	Patricia		9/1/1975	(719) 254-2441	19519 CR 17	Rocky Ford	Lifetime	Y
Rocky Mountain	043024	Derowitsch	Tamara		3/1/1992	(303) 980-6718	9288 West Arizona Ave	Lakewood	Lifetime	Y
Rocky Mountain	035467	Else	Nina		5/1/1988	(303) 987-0281	3292 South Holland Wy	Lakewood	Lifetime	Y
Rocky Mountain	035468	Else	Ronald		5/1/1988	(303) 987-0281	3292 South Holland Wy	Lakewood	Lifetime	Y
Rocky Mountain	036353	Haberkorn	Nancy		8/1/1988	(303) 969-9703	6031 West Pacific Circle	Lakewood	Lifetime	Y
Rocky Mountain	028530	Hammack	Mary		2/1/1985	(303) 772-6789	5811 Galatia Road 8805 Grandview Avenue	Longmont Arvada	Lifetime Annual	Y N
Rocky Mountain	155597	Komloske	Brenda	3/31/2016	3/1/2004	(303) 674-5763	P. O. Box 2693	Evergreen	Lifetime	N
Rocky Mountain	049500	Mahan	Shannon		5/1/1996	(303) 467-3133	19149 Roman Way	Montgomery Village	Lifetime	N
Rocky Mountain	153150	Rippetoe	Joe		11/1/2001	(301) 519-3133	19149 Roman Way	Montgomery Village	Lifetime	N
Rocky Mountain	152242	Rippetoe	Rita		3/21/2000		19149 Roman Way	Village	Lifetime	N
Rocky Mountain	201000	Ruddy	Shara	7/31/2016	7/30/2015		812 Iris Avenue	Boulder	Annual	N
Rocky Mountain	200790	Vierra	Summer	5/31/2016	5/17/2015		1022 Iris Avenue	Boulder	Annual	N
DEACTIVATION-November 2015										
Rocky Mountain			008575	ANNUA	Junell	Norris	(303) 984-1661		9/30/2015	
DEACTIVATIONS-May 2015										
Rocky Mountain			013421	ANNUA	Carolyn	Fite	(303) 732-4634		3/31/2015	
Rocky Mountain			159442	ANNUA	Penny	Granville	(303) 732-4634		3/31/2015	
DEACTIVATIONS-March 2015										
Rocky Mountain			013192	ANNUA	Holly	Palm	(303) 828-5178		1/31/2015	
DEACTIVATIONS-Feb. 2015										
Rocky Mountain			014473	ANNUA	Cherie	Adams	(303) 330-1840		12/31/2014	

ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING

Denver, CO

March 08, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Theresa Slade, Wasatch Chapter President

Report of the Wasatch Chapter for the period 10/2015through 03/2016

ACTIVITIES:

1. Service Project at the VAMC Fisher House. Treat bags, and a hot chocolate bar were donated.
2. Regular Monthly Meetings.
3. Matthew Hoskins from Kinnect Financial gave presentation about Preparing for retirement
4. Approval from the Veteran's Benefit Administration National Call Center to give FEW presentations to all new training classes

GOALS:

1. Increase New Membership by 50%
2. Increase Renewals by 80%
3. To have five chapter members attend NTP
4. To have all the leadership and committee positions filled
5. Establish High School and College Level Partnerships
6. Establish Chapter Mentor/Protégé guidelines
7. \$1000 in Fundraising
8. Women League of Voters in two agencies

ACCOMPLISHMENTS RELATING TO REGIONAL STRATEGY PLAN:

CONCLUSIONS:

Recruiting new members and retaining members continues to be a struggle. It is important to offer members, at the local level, a tangible benefit with membership. Wasatch Chapter has been laying the ground work for those tangible benefits. A partnership with Matthew Hoskins is being established, and plans are being made to host a seminar discussing Government Retirements. New member Cristina Steed was recruited to represent FEW on the IRS Mentor/Protégé board. Contact has also been made with the League of Women Voters of Utah, and future events are being planned.

Respectfully Submitted,

Theresa Slade



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING

Denver, CO

March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: FEW Rocky Mountain Region Awards Committee
Mary Hammack, Chair
Submission Date: March 9, 2016

SUBJECT: Rocky Mountain Regional Awards Committee Report
for the Period September 2015 through March 2016

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

On January 5, 2016, the Regional Awards Nominations Memorandum and the Unsung S/Hero in Federal Service Award Announcement were transmitted via electronic mail to ALL Rocky Mountain Region FEW Board Members and Chapter Presidents with a deadline date of February 5, 2016. The Unsung S/Hero Announcement was also sent to Ann Vanderslice for further transmission within the Rocky Mountain Region. This year the committee received one single nomination for the Unsung S/Hero Award. We also received six (6) nominations from six of the above-stated categories—all nominations met their respective criteria requirements. Nominations were received for only six categories, they are as follows:

Best Chapter Newsletter:
Denver Federal Center Chapter

Best Chapter Program:
Denver Federal Center Chapter

Best Chapter Membership:
Denver Federal Center Chapter

Overall Outstanding Chapter Achievement:
Denver Federal Center Chapter

Outstanding Individual Member Achievement:
Denver Federal Center Chapter – Kerbi Jacobson

Regional Lifetime Achievement Award:
Columbine Chapter - Linda Kopman-Gravelle

Typically the Awards Committee schedules two conference calls to discuss their individual evaluation assessment results on each nomination received for each category. Each committee member is asked to perform an independent review of each nomination and apply a numeric score to each nomination prior to the scheduled conference calls. This year the conference calls were held on February 9, 2016, and February 16, 2016. The high total numerical score from each member, within each category, brought forth the award-winning recipient. The results of the committee's effort are 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 the Committee's numerical high score revealed to the Retirement Planning Strategies Financial Group the following Unsung S/Hero Award recipient.

2016 Unsung S/Hero in Federal Service Award went to: Debra Taylor,
Administrative Officer
Geoscience and Environmental Change
Science Center, USGS, Lakewood, CO
Submitted by Eugene Schweig and
Shannon Mahan, USGS, Lakewood, CO

In the opinion of the Awards Committee's, the past three years seemed to show a real lack of enthusiasm in submitting nominations for Regional awards by the Rocky Mountain Regional Chapters. We have no doubt that each and every Chapter has great activities throughout the year. We have seen them periodically advertised through the many emails we have received.

Respectfully Submitted by the Awards Committee:

Mary Hammack, Chair, Rocky Mountain Chapter
Marsha Strackany, Columbine Chapter, Member
Nancy Haberkorn, Rocky Mountain Chapter, Member
Sharon West, Ann Vanderslice Financial Group
(Committee Rep. for Unsung S/Hero Award Only)



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: FEW Rocky Mountain Bylaws Committee Report
Mary Hammack, Bylaws Chair
Submittal Date: March 9, 2016

Report of the Bylaws Committee for the period September 2015 through March 2016

A. ACTIVITIES:

1. During the September 26, 2015, quarterly meeting the Regional Board of Directors voted to amend the Region's bylaws to add the Electronic Meetings and Electronic Voting language. Although the updated information was considered an amendment to the Region's bylaws—this language already existed in the National bylaws; therefore, the Region would merely be updating its bylaws to be consistent with the National bylaws. It was also stipulated that the Regional Board's vote was sufficient so long as the Regional Board and its Chapter presidents notify their respective membership. (See Bylaws Committee Report March 2015 through September 2015 for more detailed information.)
2. The Awards Committee also reported that an additional criteria requirement would be going into effect beginning 2016 with respect to the Newsletter Award submissions. The requirement is spelled out and located in the National Policy and Procedures Manual (NPPM), which states as follows: *The Publications, Policy and Review Committee (PPRC) review process and approval by the National President of all newsletters will go into effect for the 2016 award year submissions. A copy of the email from the National President indicating approval for release should be attached to the submission for Chapter Newsletter Award. Submissions without the President's email will be considered ineligible.*

This precipitated the Regional Manager to make a request to the Bylaws Committee Chair to see if it would be feasible to add this information into the Region's Bylaws.

B. GOALS:

1. The first activity was accomplished and completed on September 29, 2015. The Electronic Meetings and Electronic Voting language has been inserted in the

Region's bylaws. This information brought the Region consistent with National's latest revised 2014 FEW National Bylaws.

The Bylaws Committee also performed a cursory review of each Chapter's bylaws. This task had deadline dates. The first deadline was August 15, 2015, in which each Chapter was asked to review and revise their respective bylaws, if necessary, then forwarded them to the Regional Bylaws Chair for review. The second deadline was September 29, 2015, wherein the Regional Manager was to forward the Region's bylaws and Chapter's bylaws to the National Bylaws Chair for review and approval. This task was also completed on September 29, 2015. (See Bylaws Committee Report March 2015 through September 2015 for more detailed information on the findings and recommendations.)

2. In response to the Regional Manager's request to see if it would be feasible to add the newly established Newsletter Award criteria requirement to the Region's bylaws.

With reluctance, the newly establish Newsletter criteria requirement has been placed in to the Region's bylaws under Article VII – COMMITTEES, Section D. Duties of Standing Committees, 1. Awards Committee shall: This section was reformatted to change Items b., to c. and c. to the new added Item d. The criteria requirement for Newsletter(s) publication has been inserted as Item b. to read as follows: ***The Publications, Policy and Review Committee (PPRC) review process and approval by the National President of all newsletters will go into effect for the 2016 award year submissions. A copy of the email from the National President indicating approval for release should be attached to the submission for Chapter Newsletter Award. Submissions without the President's email will be considered ineligible.***

The reason for my reluctance to this revision is due to the fact that this information already exists in the list of duties to each Standing Committee and appears to be redundant.

C. CONCLUSION:

1. Recommend – In regard to the first activity, this task was completed on September 29, 2015. The Electronic Meetings and Electronic Voting language was placed in the Region's bylaws. I consider this task completed until such time as National transmits the approved bylaws back to the Region and Chapters.
2. With respect the second activity—to revise and add the newly established criteria requirement verbiage to the Region's bylaws—this information was reluctantly placed into the bylaws. This revision would be considered an amendment, but because this information already existed in the NPPM and the Region is updating its bylaws to be consistent with the NPPM—a vote by the Regional Board is sufficient as long as the Regional Board and its Chapter presidents notify their respective membership.

Recommended Option—rather than adding the criteria requirement information for Newsletter publications into the bylaws, which in essences is already addressed under Article VII – COMMITTEES, Section D. Duties of Standing Committees, 1. Awards

Committee shall: Item a., which states **“Initiate the Annual Awards Program and prepare informational correspondence to Chapters and the board to announce the awards and any additional criteria and categories by the end of the first quarter of each fiscal year (December 31);”**. Note: this information has already been provided and appeared in the Awards Committee’s 2016 memorandum addressed to the Regional Board of Directors, Subject: Call for Regional Award Nominations.

As the Bylaws chair, I recommend the Recommended Option stated above and revising the paragraph to add the three additional words to Article VII, a., instead of amending the Region’s Bylaws. I believe it will avoid any redundancy within this Article. It is also noted that this information was not addressed in the National bylaws but instead was located with in the NPPM.

Also missing in Article VII of our Region’s bylaws was information essential to the Standing Committee’s duties, which was not addressed. The missing information is as follows: the Standing Committees *“shall perform duties listed in the national policy and procedures.”* This information will clearly define any future changes made by National to each Standing Committee’s duties and responsibilities. This verbiage is absolutely necessary to Article VII, Section A. This revision would also bring our bylaws consistent with National’s bylaws. I have added the following information into the Region’s bylaws for the Regional Board’s consideration and vote: **Members of all Standing Committees shall perform duties listed in these bylaws, in the national policies and procedures, and shall assist chapters individually when requested.**

The revised Article VII, Section A. language highlighted above is exactly as it appears in the most current 2014 FEW National Bylaws.

Respectfully Submitted,

Mary Hammack, Bylaws Chair
FEW Rocky Mountain Region



**ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
DENVER, COLORADO
3203 QUEBEC ST., DENVER, COLORADO
MARCH 12, 2016**

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Sherry D. Henderson, Rocky Mountain Compliance Chair
*Report of Compliance Chair for the period
September 26, 2015 thru March 11, 2016*

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 afforded the opportunity to co-sponsor programs, increase awareness of FEW, increase membership.
FEW HPC continues to receive compliance data to measure how the ECHCS data reflects the Rocky Mountain Regional goals.
2. Shared the compliance overview from FEW.Org with RBOD
3. Shared the ECHCS 715 report(as it related to national employment based on Race/gender) with RBOD. The focus was on diversity with an emphasis on inclusion. The plan remains 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. Attended a Diversity/Disability presentation sponsored by DFC. The presenter was FEW National Diversity VP, Jeri Peterson. The focus was the importance of inclusion and identification of hidden disabilities.
5. **GOALS**
 - a. CT to reinforce the National Compliance Plan at the Rocky Mountain Region level.

- b. Communicate with the compliance chairs at the chapter levels to assist with the national compliance presentation being presented at the chapter levels.

Respectfully Submitted on March 11, 2015

*Sherry D. Henderson
Rocky Mountain Regional Compliance Chair*



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Regional Disability Chair

Peggy Andreasen

Report for the period September 2015 through March 2016

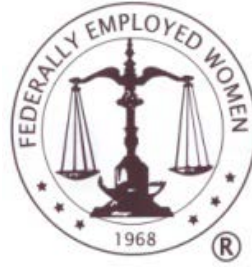
There has been no communication from Jearaldine (Jeri) Peterson who is the FEW National Vice President for Diversity for quite some time.

I have sent several emails to Ms. Peterson asking the status of the monthly conference calls but have not heard from her.

Respectfully submitted

/s/Peggy Andreasen

Rocky Mountain Region Disability Chair



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

TO: FEW Rocky Mountain Regional Board of Directors

FROM: Joanne Jones, Diversity Chair

Report for the period October, 2015, through March, 2016

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

Membership Report

RMBOD Meeting 3/12/2016

Wasatch Chapter – 12 members as of Feb 2016

Rocky Mountain Chapter – 12 members as of Feb 2016

High Plains Chapter – 18 members as of Feb 2016

Downtown Denver – 16 members as of Feb 2016

Columbine – 18 members as of Feb 2016

Denver Federal – 36 members as of Feb 2016

Respectfully Submitted,

Gaye Freeman



ROCKY MOUNTAIN REGIONAL BOARD OF DIRECTOR'S MEETING
Denver, CO
March 12, 2016

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. Emailed the Official Call for Nominations out to chapter presidents on February 29.
2. Sent a reminder email to chapter presidents and current RMBOD reminding them they need to submit nomination form if they want to keep current position. Sent that March 7, 2016.
3. Requested a regional roster to start calling members directly.

B. GOALS:

1. Actually receive some nominations.

C. CONCLUSIONS:

I'm still hopeful that we will see some new faces on the Regional Board.

Respectfully Submitted,

Kerbi Jacobson