



MID CONTINENT REGIONAL BOARD NEWSLETTER

DECEMBER 2011



MANAGER'S MUSINGS

To All Mid-Continent Region Members,

Do you believe it is almost Christmas!!!!

We had a wonderful regional board meeting in Kansas City. The Heart of America chapter was a gracious host who provided a beauty spa experience Friday night and delicious cupcakes Saturday afternoon. Besides the business meeting, we had a very informative session on delegation that applied to all aspects of our lives.



We have filled all positions on the Regional Board. Rebecca (Becky) Hartley of the Heart of America chapter is the new Regional Representative, replacing Melissa Mayeaux who became President of her chapter. Compliance Chair has been taken on by Pam Makovicka and Historian is Paula Leach with Kaitlyn Sherman as her assistant (photographer). Congratulations on your new opportunities.

I'd like to mention that my term, along with the other elected officers, ends next summer. We will be having an election in the spring to vote in new officers. There will be information coming out about the positions and any requirements. I encourage each of you to review this information and see what might interest you. The new Regional Manager will be responsible for appointing the standing chairs, so that is another opportunity to become a board member.

At the National level, there is a new website at www.few.org. Check it out, new colors, new links, and new arrangement. And, in January or February, chapters and regions will be able to have a micro site off from the National site at no cost. Until then you can find the Mid-Continent Region site at www.few-midcont-region.org.

Mark Your Calendars for FEW Events for 2012:

- April 20, 2012 – Mid-Continent Regional Training Program “Improve Your Luck with FEW” Sponsored by Kansas Sunflower Chapter to be held at the Prairie Band Casino, Resort and Convention Center in Mayetta KS. That is just north of Topeka KS. They have been working on a great program for the day. Save the date!!

- May 16, 2012 – Mid America chapter’s training day in O’Fallon IL.
- May 18-19, 2012 – NEMO event (NE Heartland & Heart of America MO) at Mahoney Lake NE.
- July 16 – 20, 2012 – National Training Program “Wheels of Change Keep on Moving” in Detroit MI. A great location right across the river from Windsor, Canada. Start planning to attend this week of training and don’t forget your passport for an evening in Canada.

Next board meeting will be in April 21, 2012 at Prairie Band Convention Center in Mayetta KS. As always, it is an open meeting. If you are attending the RTP, stay over and see what a board meeting is like.



**Message about Stress
Shared by Joyce Latrom
November 2011**

I had an email from my boss last month and it was a new message – about an issue that we all share from time to time --- ***S T R E S S!!!***

Here’s the story:

A young lady confidently walked around the room while leading and explaining stress management to an audience; with a raised glass of water, and everyone knew she was going to ask the ultimate question, “half empty or half full?she fooled them all... “How heavy is this glass of water?” she inquired with a smile.

The answers people called out ranged from 8 ounces to 20 ounces.

She replied, “The absolute weight doesn’t matter. It depends on how long I hold it. If I hold it for a minute, that’s not a problem. If I hold it for an hour, I’ll have an ache in my arm. If I hold it for a day, you’ll have to call an ambulance. In each case it’s the same weight, but the longer I hold it, the heavier it becomes.”

She continued, “And that’s the way it is with stress. If we carry our burdens all the time, sooner or later, as the burden becomes increasingly heavy, we won’t be able to carry on”.

“As with the glass of water, you have to put it down for awhile and rest before holding it again. When we’re refreshed, we can carry on with the burden - holding stress longer and better each time we practice.”

“So, as early in the evening as you can, put all your burdens down. Don’t carry them through the evening and into the night...pick them up tomorrow.”

“Whatever burdens you are carrying now, let them down for a moment. Relax; pick them up later after you have rested. Life is short. Enjoy it and the now “supposed” stress that you have conquered!

The Omaha Willa Cather Chapter

By Sharrilane S. Barnhart



At our October 27th, 2011 Meeting, Lucille Saunders, a teacher/librarian and long-time member of Omaha Organization for the Purpose of Story-telling (OOPS), spoke about “My Life As a Story-teller.”

This service/support was not part of my box of topics and speakers. It was a real eye-opener and so much fun. Since it was around October 31, Halloween, Ms. Saunders provided several short stories - boo haunting- and kept the chapter in suspense. I have since been rewarded with other short story experiences. One event was a storyteller dressed up like the Girl Scout inventor. It was really interesting as she relayed information through her short story about a topic close to my heart. I am sure most of us know or have been part of the Girl Scout program.

Another chance of hearing a story teller was a woman from the Nebraska Humanities www.nebraskahumanities.org/speakers/speakerscat.html Nebraska Humanities.org. This is a speaker's Bureau where an agency can apply to have a story teller for several different topics. Not only are these people well-versed and knowledgeable, they dress the part too. This particular story was about the Irish coming to America from Ireland and the discrimination they felt. They felt different, poor, and without food in a country that was diversified. The Irish hoped they would become more profitable in their lives. I never realized that the Irish were starved in their own homeland. The Brits took the potatoes and all their land. They came to America on a hope and prayer for a better life.

Finally the speaker Susan Healy, an Art teacher with Metro Community College gave a fantastic presentation on “ART – LEARNING MANY CULTURES AND FINDING OPPORTUNITY”. The last topic I was privy to was the Lakota Indians at a FEW meeting. Ms. Healy narrated and provided a presentation on the Lakota Indian culture. It was so informative. She also explained some history and what the artwork on their garments, their tepee and etc represents. She included some of the words of the Lakota language. This is such an important part of our history to share with others.



**Bylaws' Chair
Paula Leach**

There will be some National bylaws changes voted on shortly. These may cause us to revise our region bylaws. Besides those, each board member should look at them to see if we need changes. The Bylaws chair will put out a call for proposed changes in time for the April meeting. This was sent out by Gloria.



**HISTORIAN
Paula Leach**

I am the new Historian for our region. If anybody has any pictures, etc from past years and would like to turn them in, let me know. I did receive an album from one chapter at the region board meeting November 5.

Paula Leach
Sunflower Chapter
Paula.C.Leach@uscg.mil



To Chapter Presidents and Chapter Treasurers,

This is just a reminder to complete your chapter 990 forms. If you are not familiar with this there is information on the FEW National website and Gloria Sherman, Mid Continent Region Manager has been sending additional information from FEW National. As we have seen with the Heart of America Chapter inaction in this area can lead to the requirement to fill the entire form (many, many of pages of current and historical information from the inception of the chapter) rather than the postcard that only takes about 5 minutes.

Please contact me if you need assistance with this or another financial area of your chapter.

Marion Stevens
Treasurer
Mid Continent Region
marionstevstm@charter.net



Mid Continent Region Training

As your Training Chair I am very interested in ensuring that you have the information you need to operate your chapter. I am available to you to help you meet your chapter training requirements and to help with chapter training events and the region training program. Please contact me at (618) 632-1695 or marionstevstm@charter.net with your training needs and questions.

Marion Stevens
Mid Continent Region Training Chair

COMPLIANCE CORNER:

Pam Makovicka

A compliance issue that faces us all is National Origin Discrimination.

WHAT IS "NATIONAL ORIGIN" DISCRIMINATION?

Generally, national origin discrimination means treating someone less favorably because that individual (or his or her ancestors) is from a certain place or belongs to a particular national origin group. Title VII prohibits employer actions that have the purpose or effect of discriminating against persons because of their national origin. In addition, Title VII prohibits discrimination against a person because he or she is associated with an individual of a particular national origin.

Employment discrimination against a national origin group includes discrimination based on:

- **Ethnicity:** Employment discrimination against members of an ethnic group, for example, discrimination against someone because he is Arab. National origin discrimination also includes discrimination against anyone who does *not* belong to a particular ethnic group, for example, less favorable treatment of anyone who is not Hispanic.
- **Physical, linguistic, or cultural traits:** Employment discrimination against an individual because she has physical, linguistic, and/or cultural characteristics closely associated with a national origin group, for example, discrimination against someone based on her traditional African style of dress.
- **Perception:** Employment discrimination against an individual based on the employer's belief that he is a member of a particular national origin group, for example, discrimination against someone perceived as being Arab based on his speech, mannerisms, and appearance, regardless of how he identifies himself or whether he is, in fact, of Arab ethnicity.

Title VII prohibits employers from engaging in recruitment practices that discriminate on the basis of national origin. Thus, an employer may not recruit individuals belonging to some national origin groups while deliberately not recruiting members of other national origin groups. Nor may an employer adopt certain recruitment practices, such as word-of-mouth recruitment, where such practices have the purpose or effect of discriminating against particular national origin groups.

National origin harassment violates Title VII when it is so severe or pervasive that the individual being harassed reasonably finds the work environment to be hostile or abusive. Harassment based on national origin can take many different forms, including ethnic slurs, workplace graffiti, or other offensive conduct directed towards an individual's birthplace, ethnicity, culture, or foreign accent. A hostile environment may be created by the actions of supervisors, coworkers, or even nonemployees, such as customers or business partners.

RECIPE PAGE:



(Resemble a wreath)

TACO MEATBALL RING

Ingredients

- 2 cups (8 ounces) shredded cheddar cheese, divided
- 2 tablespoons water
- 2 to 4 tablespoons taco seasoning
- 1/2 pound ground beef
- 2 tubes (8 ounces each) refrigerated crescent rolls
- 1/2 medium head iceberg lettuce, shredded
- 1 medium tomato, chopped
- 4 green onions, sliced
- 1/2 cup sliced ripe olives
- 2 jalapeno peppers, sliced
- Sour cream and salsa, optional

Directions

- In a large bowl, combine 1 cup cheese, water and taco seasoning. Crumble beef over mixture and mix well. Shape into 16 balls.
- Place meatballs on a greased rack in a shallow baking pan. Bake uncovered, 400° for 12 minutes or until meat is no longer pink. Drain meatballs on paper towels. Then reduce oven heat to 375°.
- Arrange crescent rolls on a greased 15-in. pizza pan, forming a ring with pointed ends facing the outer edge of the pan and wide ends overlapping.
- Place a meatball on each roll; fold point over meatball and tuck under wide end of roll (meatball will be visible). Repeat. Bake for 15-20 minutes or until rolls are golden brown.
- Transfer to a serving platter. Fill the center of the ring with lettuce, tomato, onions, olives, jalapenos, remaining cheese, and sour cream and salsa if desired. **Yield:** 16 servings.



Regional Membership Contest

The winners of the 10-11 membership contests are:

First prize won by Melissa Mayeaux of Heart of America chapter for referring 14 new members. She has won \$50 towards next Regional Training Program and FEW membership dues for one year.

Second prize went to Marion Stevens of Mid America chapter for referring eight new members. She has won \$50 towards next Regional Training Program registration.

Third prize was awarded to Evelyn Anderson of Heart o America chapter for three new members. She will have her FEW membership dues paid for one year.
Congratulations to all the winners. Next year's contest began September 1, 2011 and goes through August 31, 2012

Questions about the contest can be referred to Barb Kesl, Membership Chair at barbara.l.kesl@aphis.usda.gov or 515-231-4443.

Membership ID _____



MEMBERSHIP APPLICATION AND RENEWAL

(Mail to)

Please Print Legibly

FEDERALLY EMPLOYED WOMEN

P.O. BOX 75551

BALTIMORE, MD 21275

Join (New Member or Rejoining FEW) **Renewal**

First Name: _____ Address 1: _____
 Last Name: _____ Address 2: _____
 Company or Agency: _____ City: _____
 State _____ Zip _____

Daytime Phone: _____ Email (Primary): _____
 Evening Phone: _____ Email (Secondary): _____

Grade (check):	FWP/EEO (check):	Gender:	Employer Type:
GS 1-4 <input type="checkbox"/>	FWP Full-Time <input type="checkbox"/>	Male <input type="checkbox"/>	Federal Government: <input type="checkbox"/>
GS 5-8 <input type="checkbox"/>	FWP Part-Time <input type="checkbox"/>	Female <input type="checkbox"/>	Local Government: <input type="checkbox"/>
GS 9-12 <input type="checkbox"/>	EEO <input type="checkbox"/>		State Government: <input type="checkbox"/>
GS 13-15 <input type="checkbox"/>	Other FWP/EEO <input type="checkbox"/>	Race / Nationality:	Private Industry: <input type="checkbox"/>
GS 16+ <input type="checkbox"/>	Not Applicable <input type="checkbox"/>	American Indian <input type="checkbox"/>	Retired: <input type="checkbox"/>
		Asian/Pacific <input type="checkbox"/>	Unemployed: <input type="checkbox"/>
Job Series: _____		Black <input type="checkbox"/>	Other (Explain): _____
		Hispanic <input type="checkbox"/>	
Service Computation Date: _____		Caucasian <input type="checkbox"/>	Federal Department:
		Other <input type="checkbox"/>	_____

PAYMENT: NATIONAL (\$45) CHECK # _____

I wish to join the _____ Chapter. (Chapter Selection is Required)

Referred/Recruited By (one name only): _____

I heard of FEW from: (select one)

FEW Chapter Meetings / Programs <input type="checkbox"/>	Blacks In Government (BIG) <input type="checkbox"/>	Internet Search <input type="checkbox"/>
FEW Member Referral <input type="checkbox"/>	FAPAC Conference <input type="checkbox"/>	Friend/Co-Worker <input type="checkbox"/>
FEW National Training Program <input type="checkbox"/>	IMAGE Conference <input type="checkbox"/>	Other <input type="checkbox"/>
FEW Regional Training Program <input type="checkbox"/>	SAIGE Conference <input type="checkbox"/>	

For more information about FEW or to Join Online, please visit: <http://www.few.org>

* No refunds will be made upon the acceptance and processing of a membership application.
** Contributions or gifts to FEW are not deductible as charitable contributions for federal income tax purposes.

Annual membership dues are \$45 total split between the National organization (\$25) and the chapter selected by the member. Most Chapter dues are \$20. Eligibility for Chapter membership is contingent on National membership.

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