

**HEARTLAND NEWS**



**NEBRASKA HEARTLAND FEW CHAPTER  
(FEDERALLY EMPLOYED WOMEN)**



**NEWSLETTER**

P. O. Box 83373  
Lincoln, Nebraska 68501-3373

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[www.geocities.com/neheartlandfew](http://www.geocities.com/neheartlandfew)

**PRESIDENT'S MESSAGE**



My goodness, winter has arrived. No, I take that back – winter doesn't officially begin until December 22. So where did all this snow come from? I hope everyone has been getting around safely and staying warm.

We just had a Chapter Board meeting the other night and I greatly appreciate Kim Hauptman coming to talk to us about BlueCross BlueShield and changes for 2008. Kim is a member of our chapter and offered to make this presentation for us. I know I got my questions answered and I think everyone left with the information they needed. I hope to make this an annual event for the chapter.

We are planning a different type of Chapter Board meeting for January. I would like to sit down and discuss the operation of the chapter with all members who are interested in the discussion. I feel that we need to take a step back and look at how we are doing currently and where we want to go next. Our members are very busy people and

we need to look at ways where we can continue to function but maybe make some minor changes so we are not so overloaded. I will send out an announcement as soon as I get the details about the meeting worked out. If you want to talk to me about this, please feel free to contact me.

I hope everyone is enjoying the holiday season and getting their shopping, wrapping, baking, decorating, etc. done and enjoying it. I am looking forward to our nursing center visit this month – maybe we can help bring some holiday cheer to Milder Manor. Happy Holidays, everyone!

Stacy Modelski

**FRESH START HOME**

I found the Fresh Start Home's Winter 2007 newsletter in our PO Box last week. I wanted to share a couple things – one is that Federally Employed Women was thanked for volunteering in October 2005 – specifically "Thank you to all who volunteered their time and talent to make the opening of Fresh Start's New Home a reality". I know that we have Kim Moore to thank for this recognition.

Secondly, if you feel like giving during this holiday season and haven't found a place to share with yet, there are two wish lists printed in the newsletter. The first one is "Wish List – One Time Needs for our New Home":

- Clocks
- Stainless steel trash cans
- Non skid area rugs

- Art for women’s bedroom hallway
- Conference table for workshop room
- End tables
- Live plants to brighten up the home
- Mirrors for the bathrooms

The second list is entitled “Wish List – On-Going Needs”:

- Cleansers: stainless steel, toilet bowl, glass, multipurpose, and shower
- Cleaning supplies: wood polish, ajax/comet, rubber gloves, sponges, and bleach
- Household supplies: toilet paper, paper towels, foil, plastic wrap, cooking spray
- Storage: small storage containers for leftovers and lunches, zip lock bags
- Food: pork, potatoes, rice, bacon, fish and steak, coffee and coffee filters
- Robes and slippers in a variety of sizes
- Cosmetics: hairspray, nail polish and remover
- Laundry bags or baskets for the women
- Shampoo, conditioner, body wash, razors, and cotton balls

*Submitted by Stacy Modelski*

**MEMBER HIGHLIGHT  
MARIA NGUYEN**

NAME: Maria Thuy T. Nguyen

FAMILY INFORMATION: 2<sup>nd</sup> oldest out of 5 kids, and 2 nephews

BIRTHDATE: December 8

BIRTHPLACE: Great Bend, KS

HOBBIES/SPECIAL INTERESTS: Movies-action, Korean dramas  
Shopping, reading, working out, wondering around

CAREER: Veterans Service Representative at the Regional Office in Lincoln, NE.

FAVORITES: travel – anytime possible, ice

cream in sugar cones, sunny days, happy hour, fruits – fresh and canned

TALENTS: organized

WHAT CAN YOU CONTRIBUTE TO NEBRASKA HEARTLAND CHAPTER?

Time, effort, fun, and participation

SOMETHING SPECIAL YOU WANT EVERYONE TO KNOW ABOUT YOU:

Someday I want an island. I like eating laughing cow cheese.

**MEMBERSHIP CHAIR’S MESSAGE**

REMINDER: If you need to change in your address, email or phone number, please fill out the form attached.

We currently have 42 members in our chapter.

Membership renewal is coming up in February.

My email address is: [mary.brown@va.gov](mailto:mary.brown@va.gov) at work and home is [no\\_3\\_8\\_gmbud@yahoo.com](mailto:no_3_8_gmbud@yahoo.com)  
Phone number at work is 420-4225 and home is 499-8717

*Mary Brown, Membership Chair*

**FISCAL YEAR 2008  
BALANCED BUDGET**



The Nebraska Heartland Chapter passed the Fiscal Year 2008 (FY08) budget at the November 15, 2007 meeting. When beginning the budget process, the chapter board felt that it was very important to have a “balanced budget”, meaning that the income must be greater than or equal to the disbursements. This required that several

expense categories be looked at and reduced in order to achieve this goal without increasing member dues or take on a lot of fundraising projects.

Total expected receipts (income) for FY08 are \$2,850.00, which is composed of member dues (\$600) as well as fundraising efforts such as the cookbooks, Younkers Community Day event and the co-hosting of a Spring Training Day with the Federal Women's Council (\$2,250 total). If any members have ideas for future fundraisers, please share those with Denise Wald, Fundraising Committee Chairwoman.

Total expected disbursements (expenses) are \$2,585.00, which includes things such as national and regional member dues (\$1,100), meeting expenses including Mother's Day and Installation (\$250), postage (\$50), mailbox rental (\$40), flower and gift (\$150), scholarships including the Federal Women's Council and NTP (\$800), and travel for the President (or a representative) to Regional Board Meetings (\$500).

If anyone would like a detailed copy of the Chapter Budget, please contact Julie Breuer ([julie.breuer@ne.usda.gov](mailto:julie.breuer@ne.usda.gov)).

*Submitted by Julie Breuer*

### SHARE HOLIDAY CHEER

When you are making out your Christmas card list this year, please include the following:

A Recovering American Soldier  
c/o Walter Reed Army Medical Center  
6900 Georgia Avenue, NW  
Washington, D. C. 20307-5001



### YOU'VE HEARD OF CHRISTMAS IN JULY ... HOW ABOUT NTP IN NOVEMBER?

*Due to editorial oversight, this article was not included in the August Newsletter. My apologies to Pam Makovicka, a regular contributor to the newsletter. Please enjoy this article from Pam.*

### Federally Employed Women's 38<sup>th</sup> National Training Program

I attended the Federally Employed Women's Conference/National Training Program in our Nation's Capitol, Washington D.C. The official kick-off celebration, Monday, July 16, began with an opening session where we were addressed by Colonel Kim Olson, USAF (Ret). Col Olson was a pilot that flew in Iraq and she spoke about her experiences as a woman in a non-traditional role in the battlefield and as a pilot with more than 3,700 hours of flying time in six different types of aircraft. She also shared some of her strategies for success and lessons learned as she balanced conflicting roles as a senior officer, pilot, wife and mother.

Agency forums were next on the agenda with NGB and DOD providing information. The NGB Forum provided training on Special Emphasis Program goals. EEO management encourages Special Emphasis Groups to partner with Diversity Coordinators, Recruiting and Retention, and external minority organizations. This provides the Guard with education, awareness and inclusion through these local partnerships. NGB EEO also encouraged the states to be sure that your wounded soldiers or disabled employees be made aware of the Computer/ Electronics Accommodation Program (CAP). CAP provides assistive technology and services to people with disabilities, Federal employees, and wounded services members. The program pays for DOD agencies to make computers and telecommunications accessible to disabled employees. It also funds sign language interpreters, readers and personal assistants for long-term training; helps solve accessibility problems through adaptive technology; and trains and educates managers and employees. They buy

it, they pay for it, and they get it to the users, it's just that simple.

The DOD Forum also stressed the importance of the CAP program and gave examples of use in cases of carpal tunnel, breast cancer/range of motion and hearing problems. The next DOD presentation was given by Ms. Mary E. Lacey, Program Executive of the National Security Personnel System (NSPS) on what NSPS means to you. The job performance objectives are the contributing factor of success for you. You must make sure your performance appraisal is a picture of the job you actually do. The performance indicators are the general descriptions of levels of performance used to measure, evaluate, and rate job objectives. The contributing factors are work behaviors that are significant to the accomplishment of job objectives. They are created for each pay schedule and described at the "Expected" and "Enhanced" performance levels for each contributing factor. Ms. Lacey expects that NSPF will be an opportunity for supervisors to become mentors to their employees and provide employees a sense of empowerment by creating a performance appraisal that gives them the opportunity to excel. This should afford supervisors and employees the prospect to improve listening and communications skills thus providing an opportunity for career counseling. DOD officials gave a summary of the new Air Force EO program initiative. The Air Force will combine their equal employment opportunity (EEO) and Military equal opportunity (MEO) workforces into a new EO workforce program. Their intent is to improve EO service to their Commanders and to their Airmen with a proactive instead of reactive program. Their goal is make the Air Force EO program an exemplar for the rest of the Federal Government.

NTP workshops of your choice started on Tuesday, July 17 through Thursday, July 19. The workshops included career-building courses in a variety of specialties, including Leadership Skills, Information Technology, Federal Procurement and Contracting, Equal Employment Opportunity, and Strategies for Career Enhancement. I attended workshops on diversity, team building and compliance of EEO by all federal agencies.

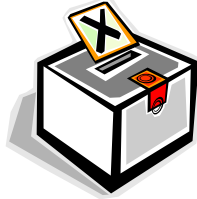
One special event was a celebration to honor military women. They highlighted Brigadier General Wilma Vaught, USAF (Ret), one of the most decorated military women in U.S. history, and the first woman to be promoted to brigadier general from the comptroller career field; Rear Admiral (lower Half) Michelle Howard USN, was the first African-American woman to command a ship in the United States Navy; Command Sergeant Major (CSM) Althea Dixon, assigned as CSM, North Atlantic Regional Medical Command and Walter Reed Army Medical Center; and SgtMaj Chermaine Harrell, USMC, Marine Corps Air Station Miramar. They each provided us with a story of their remarkable trailblazing stories. The Keynote Speaker for the evening was James Bradley, author of "Flags of Our Fathers". Mr Bradley is the son of Iwo Jima flag raiser John Bradley. John Bradley never spoke to his family or friends about that historic moment. After his father's death, James discovered three boxes of artifacts his father had saved about Iwo Jima, which launched him on a quest to find out more about his father's past and the past of the other five flag raisers. The result was the New York Times #1 bestseller "Flags of Our Fathers". His speech was not only inspirational and informative, but brimming with valuable lessons for our own lives.

During the NTP Federally Employed Women took advantage of the Washington D.C. venue and hosted a very exciting Legislative Breakfast. We heard from a panel of top members on Capitol Hill about legislative issues that concern Federal employees and how we can make a difference.

At Thursday's evening's event we were inspired by the author Desi Williamson. Mr. Williamson beat all odds! Despite growing up in a world surrounded by poverty, drugs and violence, he overcame these obstacles and learned at a young age how to achieve goals academically, athletically, professionally and on a personal level. Mr. Williamson overcame his obstacles and became a successful business man, professional speaker and the author of "Get off your Assets" and "How to Unleash the Power in You". He discussed "real world" solutions to challenges we face every day.

The Training Week was a jammed packed, incredible experience. We started at 7:00 am most mornings and ended most evenings at 10:00 pm, but the opportunities for networking and learning made the schedule all worthwhile.

## UPCOMING NATIONAL BYLAWS VOTE



TO: MEMBERS of FEDERALLY EMPLOYED WOMEN

I have received several proposed amendments to the national bylaws which have been presented to the Executive Committee for their endorsement. I am currently working to get the ballot ready for electronic and postal distribution around the first of December.

Please watch for additional information in the form of either an email notice or a postcard informing you how to vote online or how to request a paper ballot.

Karin Biega, Nat'l Bylaws & Resolutions Chair

## BOARD MEETING MINUTES

Heartland FEW Chapter Board Meeting  
Wednesday, November 7, 2007 at 5:00 PM  
Eiseley Library

Present:

Stacy Modelski, Stacy Mattson, Marcy Michel, Pam Makovicka, Julie Breuer, Mary Brown, Michele Williamson, Denise Wald and Doris Carpenter.

Meeting was called to order at 5:00 PM.

- Reading and Approval of Minutes: Stacy Modelski will email the October 3, 2007 meeting minutes to all members for reading and approval at next week's meeting.
- Treasurer's Report: Julie Breuer reported that the checking is currently at \$2,608.36. Julie shared

copies of most recent bank statement with the board. On a prior approved motion from the spring, a new CD for \$3,000 has been opened at Lincoln USDA Federal Credit Union. Stacy Mattson turned in a check for the purchase of five cookbooks. A draft of the budget was handed out during the board meeting for members to review.

- Officer Reports:  
President: Will report throughout the meeting.  
Vice President: Pam Makovicka reported that FEW and FWC awarded \$250.00 scholarships to Linda Kruger and Jennifer Nelson.  
Secretary: Stacy Mattson will not be present at the November 15<sup>th</sup> meeting due to prior obligations.  
Corresponding Secretary: The quarterly report will be submitted via a new process on the FEW National website. The next report is due on November 10, 2007. Marcy will purchase an acrylic stamp with FEW's return mailing address.  
Nominations & Elections: Stacy Modelski reported that elections of new officers will be coming up in 2008.  
Past President: No report at this time.
- Committee Chair Reports:  
Awards: No report at this time.  
Compliance: Each month Pam will present information about Compliance and will also conduct a topic at an all member meeting. Pam reported each member in FEW can obtain details from their agency regarding how each agency divides up their training funds and what programs those funds go to. Pam would like to write up a report to comply with FEW's compliance requirements.  
Diversity: Pam Makovicka will be composing a story on the Japanese New Year.  
Finance: Denise reported that the chapter is signed up for the next Younkers Fundraiser for November 10, 2007. Denise reported that 36 coupons have been sold. Please submit all unsold coupons to Denise by Friday.  
Legislative: The Legislative Committee Updates will be in the upcoming Newsletter.  
Membership: Mary reported that she is unable to order supplies for membership packets off the website since the website is down. Stacy Modelski reported that GSA would like her to speak at their next federal building meeting about FEW.  
Newsletter Publisher: Stacy Modelski reported that Jenny is seeking a replacement editor for the newsletter.  
Program: Stacy Modelski will email a reminder to all members in regards to the November 15<sup>th</sup> member meeting.  
Public Relations: No report at this time.  
Retreat: No report at this time.
- Upcoming Events:  
November 7<sup>th</sup> – Chapter Board Meeting

November 15<sup>th</sup> – Membership Meeting – Thrift Savings Plan (Sherry Weis) at Lone Star at 6:00 PM.

December 5<sup>th</sup> – Chapter Board Meeting and BlueCross BlueShield Presentation (Kim Hauptman)

December 13<sup>th</sup> – Membership Meeting – Christmas Party (Sue and Sherry) – Need details.

- Old Business:

Policy and Procedures Manual: Stacy Modelski  
Stacy Modelski, Julie and Denise have volunteered to update the policy and procedures manual. The policy and procedure manual should also indicate record of retention on meeting minutes, newsletters etc.

Jump Drive for Chapter: Stacy Modelski  
Stacy discussed purchasing some “jump drives” for the chapter. (These are also called memory sticks, thumbdrive drives, USB storage drives, etc.) For those officers and committee chairs that would like a jump drive to use please make your purchase and submit receipts to get reimbursed. Please use your judgment for price and size of drive when making your purchase. Please purchase before we transfer officers in June.

Cookbook Project: Stacy Modelski  
There are just a few cookbooks remaining.

Parliamentary Procedure: Stacy Modelski  
The Region conducted their meeting in Parliamentary Procedure. Stacy asked the group if they would be interested to use Parliamentary Procedure in our chapter board meetings. Stacy also has a “cheat sheet” that would be easy to follow to conduct our meetings in this format. Doris Carpenter is a pro at parliamentary procedure and has offered her assistance.

Scholarship Policy: Stacy Modelski  
Stacy Modelski reported that a chapter policy needs to be in place. Denise Wald and Stacy Modelski will write up the draft policy. They will use the regional scholarship to attend NTP as a guide.

Make a Difference Day: Stacy Modelski  
Last year FEW participated in Make a Difference Day and chose The Family Support Group with the National Guards as their project. The board decided to participate in the same event again this year. A FEW booth was set up at the National Guard Haunted Armory on October 26, 2007. Members that attended were Mary Brown, Pam Makovicka, Denise Wald, Maria Nguyen, and Bonnie Nitsch-Demuth. Around 400 kids were at the event. All reported that they had a good time and made a recommendation to participate again next year.

Biannual Audit: Stacy Modelski  
National FEW suggests an annual audit. Our local bylaws are written to have a biannual audit. Since the bylaws have recently been updated the biannual audit (every six months) will remain. This is

something we should look at changing the next time the bylaws are rewritten (the intended word for the bylaws was biennial).

Other Old Business:

Nothing to report at this time.

- New Business:

Younkers Community Day Sale: Denise Wald  
Younkers Fundraiser will be held on November 10, 2007, sale begins at 6:00 AM. Denise reported that 36 coupons have been sold and she has more coupons available to sell if needed. Please submit all unsold coupons to Denise by Friday. Doris Carpenter volunteered to sell booklets in the store this Friday evening from 6:00-8:00 PM.

NTP Chapter Scholarship: Stacy Modelski  
Waiting for a formal report from Doris Carpenter.

Fall Regional Meeting: Stacy Modelski  
Waiting for a formal report from Linda Laird. Michele Williams has offered to draft a travel policy for our chapter. Thank you Michele! Stacy Modelski would like to have a travel policy in place prior to the Spring Regional Meeting. Stacy will send the text from the Regional Policy and Procedures for Michele to use as a starting point for the chapter policy. Stacy will also send the draft scholarship policy so that there is consistency in the way the policies are written.

Other New Business: Stacy Modelski  
Nothing to report at this time.

- Announcements: Stacy Modelski

- Bylaws Vote – Early December
- NTP – July 14-18, 2008 in Anaheim, CA
- NTP 2007 Tidbit
  - FEW may change to mandatory program schedule so that all chapters give the required programs; this is currently not happening.

Meeting was adjourned at 6:15 pm.

Submitted by Stacy Mattson, Recording Secretary.

## LEGISLATIVE UPDATES

Check the FEW Website for Legislative Updates:

<http://www.few.org/legislative-focus.asp>

**NEBRASKA HEARTLAND FEW  
ELECTED OFFICERS**

**PRESIDENT:** STACY MODELSKI  
**VICE PRESIDENT:** PAM MAKOVICKA  
**RECORDING SECRETARY:** STACY MATTSO  
**CORRESPONDING SECRETARY:**  
MARCY MICHEL  
**TREASURER:** JULIE BREUER  
**NOMINATIONS & ELECTIONS CHAIR:**  
JENNY PFEIFFER

**NEBRASKA HEARTLAND FEW  
COMMITTEE CHAIRS**

**AWARDS:** JOAN CHOPP  
**COMPLIANCE:** PAM MAKOVICKA  
**DIVERSITY:** PAT MOLACEK  
**FUND RAISING:** DENISE WALD  
**LEGISLATIVE:** BONNIE NITSCH-DEMUTH  
**MEMBERSHIP:** MARY BROWN  
**NEWSLETTER EDITOR:** JENNY PFEIFFER  
**PROGRAM:** SUE PETRACEK & SHERRY WEIS  
**PUBLIC RELATIONS:** STEPHANIE BROWN  
**RETREAT:** JOYCE LATROM  
**WEBMASTER:** STACY MODELSKI

**REGIONAL FEW WEBSITE:**  
[www.geocities.com/few\\_midcont\\_region](http://www.geocities.com/few_midcont_region)

Please send any comments or news items for  
future newsletters to Jenny Pfeiffer at  
[jennycarlson@hotmail.com](mailto:jennycarlson@hotmail.com) or call 402-525-2219.

**NATIONAL FEW WEBSITE:**

[www.few.org](http://www.few.org)  
National FEW Office:  
1666 K Street, N.W. Suite 440  
Washington, DC 20006  
Phone: (202) 898-0994



INTERESTING FACTS ABOUT NEBRASKA HEARTLAND  
CHAPTER MEMBERS

NAME:

FAMILY INFORMATION:

BIRTHDATE:

BIRTHPLACE:

HOBBIES/SPECIAL INTERESTS:

CAREER:

FAVORITES:

TALENTS:

WHAT CAN YOU CONTRIBUTE TO NEBRASKA HEARTLAND CHAPTER?

SOMETHING SPECIAL YOU WANT EVERYONE TO KNOW ABOUT YOU:

Submit this form to Mary Brown to be included in our Member Highlight section of the Newsletter.

