

Hoosier Hills Chapter, No. 45, Crane, Indiana

Marilyn S. Schisel, Publisher

www.hhfew.org

May 2007



Notes from the President:

I would like to take a minute to thank everyone for a wonderful FEW year. The time has passed so quickly and it is once again time for next year's election. By the time you receive this, elections will be underway. I hope we have a big selection running for the board this year. We are the biggest chapter in the World but we seem to lack in getting people to volunteer and run for office. I know everyone is busy with work, home, etc. and time is one thing that we cannot always spare, but it is a great experience. I want to encourage everyone to try it for a year. You could be on a committee or an officer, and you know we are always in need of volunteers.

We had an excellent turnout for our spring flower sales and we met our goal. The flowers were once again beautiful. The petunias were a little behind on their blooming schedule but were beginning to bloom within the week and turn out beautiful.

I want to encourage everyone to think about attending the National Training Program. It runs July 16-20 and is in Washington, DC. There are some excellent training opportunities at the NTP. There will be some excellent speakers, James Bradley, Kim Olson, and Desi Williamson. You can find out more about the NTP and the speakers by going to our website www.hhfew.org. I want to thank Suzi Inman who has donated many hours to make this NTP a success. Thanks Suzi!

Thank you again for a wonderful year.

Susan



JAMIE L. BLACKWELL
TECHNICAL OPERATIONS MANAGER
CRANE DIVISION
NAVAL SURFACE WARFARE CENTER
WOMEN'S EQUALITY DAY LUNCHEON

FEW were honored to have Ms. Jamie Blackwell, Technical Operations Manager for NSWC Crane as guest speaker for the Women's Equality Day Luncheon held on 31 August 2006. Ms. Blackwell presented "*Making Your Voice Count: Our Collective Power*" with the following as her main topics:

- How do we find "our" voice?
 - We have to find our individual voice by:
 - Self-Awareness
 - Self-Mastery
 - Raising our own consciousness

How do we do that?

Ask yourself the following questions and honestly answer:

- Who are you? What do you do? Who do you do it with?
 - What value do you add to your customers, to your organization, to the world?
 - What do you have a passion for? What gives you joy?
 - Who do you learn from? What are you learning from them?
 - How trustworthy are you?
 - What is your life's purpose? Why are you here?
 - What are your personal core values?
- Tools to "hear others" voices
 - Learn to really . . . "**LISTEN**"
 - 1% Possibility

Proper attitude for learning (1% possibility):

Open yourself to new ideas; contribute new ideas.

No matter what is said hold open at least a 1% possibility that someone else could be right. Suspend judgment.

- Mindset for Learning
Ms. Blackwell explained a chart showing that if our evaluation and judgment of others is low, our learning effectiveness is high.

- Mindset for Behavior Change
From NAVSEA Commander's Guidance:
"alignment is about *behavioral change* that will drive our organization along specific vectors."
... "is not about organizational rearrangement or shifting wiring diagrams. It is about **how we interact with each other for maximum efficiency and effectiveness.**"
 - New way of behaving
 - Self-Awareness – know who you are and what your goals are
 - Intention – Results are the sole product of your true intentions. Stories and excuses will produce low percentage results.
 - Clarity – Seek to understand and to be understood
 - Trust – Gain the trust of others

- My Voice”
 - Learning – seek a mentor and learn from them
 - Credibility – be honest and trustworthy
 - Development of People – further your education
 - Courage – make your voice heard
 - Broaden/Stretch – step up to take on new tasks
 - Excitement/Positive Attitude – get excited about your job and keep a positive attitude
 - Seeking Clarity
 - Take Risks
 - Do my Best
 - Seeking Balance/Whole Person

“Make a statement with your life that’s consistent with your heart, that gives voice to what you really feel is important.”

John Robbins, founder EarthSave International



Congratulations to the following FEW members on their recent promotions or reassignments:

Jamie Blackwell, TOM

Janna Foxx, Code 05

Angie Sasser, Admin Officer, Code 051

*Brad Secrest, Command Performance Assessment
Division, Code 054*

Teresa Reed, Admin Officer, Code 401

Tammy Reed, Program Analyst, Code 401

*Cathy Crabtree, Marine Corps Ammo & Logistics
Division, Code 403*

Becky Chestnut, Lead Financial Analyst, Code 402

Karen Kutch, Lead Financial Analyst, Code 407

Susan Jones, Lead Financial Analyst, Code 601

Judy Mullis, Lead Financial Analyst, Code 604

Sondra Arvin, Lead Financial Analyst, Code 608

Also, Congratulations to the following FEW Supervisors of the Year. Special thanks go to the winners for their support in helping further the mission of FEW. We do appreciate you.

Mr. Brian Blackwell

Mr. Steve Seitzinger

Mr. Pat Finn

Ms. Debbie Hupp

Most people have a desire to be the best that they can be, but the journey towards living life beyond better can seem long and daunting. The changes we would like to see in our lives sometimes seem far beyond our reach that discouragement can easily set in and we give up because it's too hard. This feeling can be compared to a climber at the base of a rugged rock face straining upwards to see the summit and not even being able to see it! How will the climber ever get there? He will reach the summit one step at a time. To think of the climber making the top in one big jump is laughable! Why would we even entertain the same expectations of ourselves in our aspirations to have excellence in our life?

*"Excellence is the gradual result of always striving to do better."
Pat Riley*

As the climber tackles the rock face one step at a time, so the same applies in our personal journey towards excellence. If **each day** we consciously try to **apply one small thing to improve in our lives**, we will see gradual **progress in living Beyond Better**. A small thing could be an attitude, a thought pattern, a word or action, even something we choose to stop doing!

This is where **Daily Quotes to Inspire Living Beyond Better** can really help you! It provides you **with an inspirational quote every day** which helps you to focus on a small area in your life that you can choose to improve on during that day. As you take these small steps each day you create a new habit, which can become part of your lifestyle. Did you know that it only takes thirty days to form a habit? **Daily Quotes to Inspire Living Beyond Better** is a **great tool** to use to **enable you to be intentional in living better every day**.

[Click here to buy this E Book now](#)



From your Public Relations Chair:

FEW hosted a luncheon on 17 October with guest speaker, CAPT C. J. Jaynes. CAPT Jaynes is Program Manager for Aircrew Systems, PMA 202. CAPT Jaynes is responsible for all Navy and Marine Corps Aircrew Systems, consisting of over 1,100 products in support of the Warfighter. PMA-202 has an annual budget of \$110 million.

Upon enlistment in the U. S. Navy, CAPT Jaynes chose the non-traditional career in Aviation Maintenance instead of the traditional Navy women's career field as Yeoman, Personnelman, etc.

CAPT Jaynes' presentation was titled "Success in a Male Dominant Environment". She has indeed achieved that success. She has progressed through the Navy ranks from Ensign to Captain. CAPT Jaynes received her commission from Officer Candidate School in Newport, RI on 25 March 1983. Her first duty station was Training Squadron Eighty-Six (VT-86) in Pensacola FL, where she was assigned as the Line Branch Officer and Material Control Officer. She served as an Ensign and Lieutenant Junior Grade at VT-6. Following VT-86, she attended Aviation Maintenance Officer School, and then proceeded to Patrol Squadron Five (VP-5) in Jacksonville, FL. Here she was promoted to Lieutenant. She completed two deployments as the Maintenance Material Control Officer. Her next assignment was AIMD Mayport where she held positions as the Quality Assurance Officer, Production Control Officer, and Assistant Maintenance Officer. A brief assignment as the Assistant Maintenance Officer at Commander Helicopter Wings Atlantic followed. From there, CAPT Jaynes was assigned as the F-14 Program Manager, and later as the Executive Assistant, at the Naval Aviation Engineering Service Unit (NAESU) in Philadelphia, PA. At NAESU she was promoted to Lieutenant Commander. An overseas assignment came next, as CAPT Jaynes served as the AIMD Officer at Diego Garcia. (a long way from home!). Upon returning to the states, CAPT Jaynes reported to Naval Air Systems Command as the Deputy Assistant Program Manager for Systems Engineering for the P-3C. She then proceeded to DCMC Northrop Grumman as the F/A-18 Program Integrator responsible for the Engineering, Production, and Quality of the F/A-18E/F Super Hornet. This experience resulted in promotion to Commander. CAPT Jaynes served as the Officer-in-Charge of Aircraft Intermediate Maintenance Detachment Lemoore from July 2000 to May 2003. While at Lemoore she implemented Lean Manufacturing, which at that time was the first effort ever in Naval Aviation, and subsequently was implemented at all Navy and Marine Corps intermediate activities and became the standard by which production was measured. At Lemoore engines were stacked everywhere so she called on her friends at NGC to come down and help. Her next assignment was the F/A-18 and EA-18G Assistant Program Manager for Logistics (APML) responsible for over 1,300 U.S. Navy and FMS F/A-18 aircraft, and the

development of the EA-18G Growler. This experience gained her a promotion to Captain. CAPT Jaynes' last assignment was in PMA 265 as the F/A-18 Deputy Program Manager Fleet Support responsible for all Navy and Marine Corps F/A – 18's.

CAPT Jaynes was a former Junior High Math teacher and basketball coach who was looking for adventure and challenges. She joined the Navy later than most and was normally the only woman officer in the aviation squadron or command. She had to prove herself at each stop. She has served 23 years in the Navy and is still counting. She stated she would do it all over again if given the chance and that the Navy career has been as advertised.

. In her presentation she stressed the following important topics:

- (1) Go do the job no one else wants! – She served at Diego Garcia and adapted to working 10,000 miles away from home. Also at NAESU, this was her first military job with civilians (8 versus 600). At DCMA Northrop Grumman she learned civilian production processes. At PC3 Class Desk, she was a maintainer in an engineering world.
- (2) Make a name for yourself! – It doesn't take much to stand out. Find a project and live it. Know your job better than anyone, and then teach others to replace you. And be proud of it!!
- (3) Sit at the Head of the Table! – Don't be meek. Don't be timid. Take your place at the head table – act like you belong!
- (4) Be bold! – And strive to sit in the corner office!

An outstanding presentation by a Navy female Captain who has proven that you can achieve success in a male dominant environment!

Spring! A touch of Heaven . . .

*Rainbows on the windowpane,
Children's voices ring,
Scent of lilacs everywhere,
'Tis the voice of spring.*

*Trees in all their glory,
Dressed in robes of green;
Robins in the meadow
Herald in the spring.*

*Morning dew on roses,
Nature reigns supreme;
Surely this is heaven –
But we call it spring.*



**CWO5 Sharleene J. Prieur, MC2I OpFacs
MACCS Project Officer**



**Katrina Wahl, Acquisition Director,
Missile Defense Agency and Debra
Hobson, FEW Legislative Chair**

The Hoosier Hills Chapter of FEW hosted a luncheon on November 2, 2006. This luncheon featured two distinguished speakers, Katrina Wahl, Acquisition Director, Missile Defense Agency, and CW05 Sharleene J. Prieur, MC2I OpFacs MACCS Project Officer. These two ladies shared challenges associated with their positions along with how they reached their professional goals, and more.

This program was based on challenges, particularly in the current environment in which we find ourselves today – both on the job and in our personal lives – Someone once said that, “Optimism is essential to achievement and it is also the foundation of courage and true progress.” These are words to ponder and reflect in each and every one of us. They say a great deal about our attitudes in life.

Chief Warrant Officer 5 (Gunner) Sharleene J. Prieur is stationed at Marine Corps Systems Command, Quantico, VA. Gunner Prieur shared information about the challenges in her field and the rewards. She entered the Marine Corps in June 1980 and is totally dedicated to her career. She joined Marine Corps Systems Command on 1 Aug 2001 and during this assignment she has been certified Level II in the Program Management career field and Level I in the Acquisition Logistics Field and Information Technology Field. Her personal decorations include the Navy Commendation Medal with two gold stars and on a personal note; she is quite an experienced racquetball player and golfer.

Katrina Wahl has served as Deputy for Acquisition Management in the Missile Defense Agency since May 2006. Ms. Wahl’s career started in 1986 with the Marine Corps as a lead engineer and, in the early 90’s she worked with the Dept of National Defense, Ottawa, Ontario and then again with the Marine Corps.

In the new millennium, Ms. Wahl was appointed Director of Battlespace Management and Air Defense systems, and managed over one third of the USMC’s discretionary ground and air support budgets. She led the development of the first ever Marine Expeditionary Force level mobile Command and Control (C2) platform. Her achievements include CEC, C2 and Theater Missile Defense Integration. She is DAWIA level III certified in program management testing, SPRDE, contracting and logistics, and a licensed Professional Engineer and has been published in many prestigious proceedings.

Special thanks are extended to FEW Legislative Chair, Debra Hobson, for serving as emcee for this event. Attendance was sold out with 120 people attending, with 83 being FEW members.

FEW Members attend the Torchbearer Awards



On January 23, 2007, the Indiana Commission for Women hosted the 2007 Torchbearer Awards saluting outstanding women in Indiana. Two Hoosier Hills Federally Employed Women (FEW) members were nominated and selected as finalists and members of the chapter attended the gala event held at the Conseco Fieldhouse Entry Pavilion in downtown Indianapolis.

Hoosier Hills Chapter President Ms. Susan Jones along with Tonjua Toon, Bonita Page, Sue Webster, Dianne Wilson, Anita Netherland and our newest Hoosier Hills member Mary Anna Weber traveled to Indianapolis and joined finalists and FEW members Ms. Jamie Blackwell and Ms. Cathi Crabtree and their families at the awards dinner and program.

Ms. Jamie Blackwell, Technical Operations Manager for NSWC Crane was a finalist in the Women in Government category. Jamie is the first woman to hold the position of Technical Operations Manager at NSWC Crane as well as nationwide. She encourages diversity in the workplace and is a positive role model for women in technical and managerial career paths. She is a great example to all women at Crane as she balances her career, home life as a wife and mother of two children, and community involvement in her home town of Bedford.



**Torchbearer Award Finalists
Cathi Crabtree and
Jamie Blackwell**

Ms. Cathi Crabtree, Test and Evaluation Manager for the Ordnance Department, NSWC Crane was a finalist in the Volunteerism category. Cathi supports equal opportunities for women and minorities in the federal workplace and in her home community of Monroe County. Cathi spends much time, energy, and personal resources

supporting the Middle Way House (domestic violence shelter in Bloomington, Indiana), NOW, Bloomington Commission on the Status of Women, Federally Employed Women, and the American Society of Naval Engineers. Cathi uses her skills and knowledge as a senior manager at NSWC Crane to provide leadership to those organizations in which she volunteers and also brings experience as a volunteer back to the workplace to share with others.

The Hoosier Hills Chapter was a cosponsor of the Torchbearer Awards hosted by the State of Indiana Commission for Women. This is the third year of the event and the second year that Hoosier Hills Federally Employed Women have been nominated for the prestigious awards. Ms. Sue Webster, Corporate Communications Officer at NSWC Crane was an inaugural winner in the Volunteerism category in 2005. The Commission for Women and the Hoosier Hills Chapter of FEW have similar goals in working to overcome and remove barriers to equality to make the state of Indiana a better place to live, work and raise families. The Hoosier Hills Chapter is honored to have great women leaders and volunteers like Jamie Blackwell and Cathi Crabtree as members and we thank them and honor them for their many accomplishments and contributions.

Words from the Wise

BELIEVE WHILE OTHERS . . .

By William Arthur Ward

*Believe while others are doubting.
Plan while others are playing.
Study while others are sleeping.
Decide while others are delaying
Prepare while others are daydreaming.
Begin while others are procrastinating.
Work while others are wishing.
Save while others are wasting.
Listen while others are talking.
Smile while others are frowning.
Commend while others are criticizing.
Persist while others are quitting.*



Joe Gaines

The Hoosier Hills Chapter of FEW honored Diversity Month by having Mr. Joe Gaines as guest speaker on 30 April 2007.

Mr. Gaines is currently the Chief Diversity Officer for NSWC Crane Division, a position he has held since October 2006. Mr. Gaines presented the topic “***Together We Succeed! Diversity in Action!***” that centered around three essential points:

- Diversity – So What? What difference does diversity make and why should I believe that it is of urgent strategic importance?
 - Enhancing diversity within the Navy is a priority issue for the CNO, ADM Mike Mullen.
 - George Simonson, a noted Diversity Practitioner writes, “The primary goal of diversity is not to have a visually diverse workforce but a productive one. Interventions are an opportunity for restructuring the organization to respond quickly to change.” Are we in the midst of change here at Crane?
 - Diversity is about reaching for the best in ALL of us. Creating a workplace culture that values everyone’s talent and isn’t afraid of the vast marketplace of ideas.

- We need to recognize all of the strengths we bring to the table in order to create the highest performing interdependent teams to accomplish the best outcomes for the Navy

I want you to think for a moment about two situations that you may have found yourselves in. Think of a situation where you were part of a team where you had a voice and your ideas were valued. People weren't afraid to debate ideas and come to consensus about the best outcomes for the team and for the mission. There may be conflict but that conflict is managed for the positive outcome. Now think about a situation where you were on a team and one or two people dominated the team, belittled the people and their ideas and bullied everyone into a preconceived solution. Can you relate to either of those two situations? Which of the two teams are you the most committed to? Which of the two teams are you most likely to give it your all and want to remain associated with? Diversity is all about infusing our workplace culture with an understanding that there are different ways of knowing and values different perspectives that derive from varied backgrounds. And when we foster that culture, we're more ingenious; we create more robust and innovative solutions to offer DOD.

“Diversity is not about counting heads but making heads count.” (from a leading academic diversity expert).

Nonetheless, you first have to have the heads in order to make them count. The organizational culture must be continuously shaped into a working climate that promotes collaboration and teaming. (from Dr. Samuel Betances on Communicating Diversity) – Dr. Betances was the keynote speaker at the Day of Diversity on 21 March 2007 as part of the Strategic Business Communications Conference. He is a nationally recognized diversity expert.

Diversity is not only the right thing to do; it's the SMART thing to do! At Crane we like to use fact-based analysis to make decisions. Well, let's talk about some of the overwhelming future indicators that are screaming not to be ignored and make the business case for valuing diversity and inclusiveness.

First, since the year 2000, 85% of those entering the workforce are women and minorities. Think about that. 85%. If my math is correct, that means that only 15% of those entering the workforce look like me. That figure alone says that our workforce is in for some significant changes that we need to be prepared for.

Let me give you some other interesting facts to consider:

- Hudson Institute completed a study called “Workforce 2020” that points out that we are in an increasingly competitive labor environment and increasingly more females and minorities in the available labor pool.
- We are in the midst of a huge demographic shift in this country. In 1950, 9 of 10 people in the United States were white, today that number is 2 out of 3; by 2050 less than 48% of the population is projected to be non-Hispanic white.
- The National Science Foundation study, The Gathering Storm, highlights the shrinking number of US students entering the science and technical fields at a time when China and India are in ascendancy as global

competitive forces. The National Science Foundation identifies this as a significant future potential competitive disadvantage to the US.

- Here in Indiana, a recent IU study notes that the Hispanic population in Indiana is growing faster than that of any border state and every Indiana neighbor except Kentucky.
- The same study also cites a report that Indiana Hispanic enrollment in state schools has doubled from 1998 through 2005.

Why do these facts matter to us here at Crane? The world is changing around us and if we want to continue to be relevant, we have to have a culture that embraces the change and leverages it to our competitive advantage.

- The need to reach out to and retain highly talented people will become increasingly important in the fluid and competitive labor environment.
 - In his book, *Diversity Scorecard*, Edward E. Hubbard notes that the cost of replacing a trained technician, scientist or engineer can be as much as 150% of the yearly salary not even accounting for the loss of knowledge and skill. (reference Edward E. Hubbard – *Diversity Scorecard*)
 - By this measure, our retention cost in FY06 may have been in excess of \$4M. Last year, at Crane, employees with 10 years of experience had the highest non-retirement attrition rate. There may be many contributing factors but make no mistake that diversity and inclusiveness are an essential part of the retention equation. Beyond the cost of simply replacing that person with a qualified replacement, how much knowledge and experience walked out the door?
 - Hidden costs. Perhaps more significant that the direct costs associated with retention is the hidden cost of lower productivity when people don't feel valued and are unwilling to give their all; their best. How much more productive can we be when every person at Crane is in a culture that allows them to bring their best to the table. How much more ingenuity will we bring to the game when we have a richness of thought that comes with a diverse and inclusive workplace culture.
 - Our customers! The warfighters of tomorrow will be increasingly diverse and representative of the richness of our nation's cultural make-up. We must stay linked to our customers. All of the best companies in the US are finding that if they don't stay linked to their customers' diversity, they go extinct.
 - We've talked about costs but what about the direct benefits to be derived. Market share & market segments. The top companies in the US are finding that having a diverse and inclusive workforce results in a competitive advantage and opens market share and market segments. Does market share matter to us here at Crane? What about the focus areas. We are actively trying to increase our market share and market segment in the focus areas. If we can't stay linked to our customers this will be an added barrier to our

success. If you want to equate diversity with profits, look at the top diversity companies in the US. The top 10 diversity companies are 25% more profitable than the S&P 500 on average. They have fewer legal costs, higher productivity and more satisfied employees.

I mentioned earlier that the CNO, ADM Mike Mullen calls diversity a strategic imperative. In fact, he includes it as one of his top three priorities this year. Why?

- Highlight active duty challenges (demographics, eligibility, propensity)
 - The challenges for the active duty Navy are even more pronounced
 - Competing in the same competitive labor market
 - Fewer candidates meet eligibility standards
 - Progressively lower propensity to join projected to continue through next 10 years.
- There is a vast untapped and underdeveloped talent base represented by the expanding gender and minority members of our society. The Navy must reach out to that talent base. The CNO understands that business imperative. He understands that the Navy has to be the employer of choice and a place that everyone is welcome and chooses to stay.

So as you can see, diversity isn't just the right thing to do, it is tied to the bottom line; it's the smart business thing to do as well.

- Communities. The second discussion point is about how Crane can be a positive force for our communities to help see the future and be prepared for it. We are all integral parts of our communities. We like where we live and for the most part I'd say that we all want our communities to grow and prosper. Diversity issues are going to be more and more important in the future and I think that we have an important role to play.

And if you think about all of the positive things that we find desirable about our communities, why wouldn't we want to share that. We have good schools, low cost housing, and safe neighborhoods.

- Why it will become increasingly important to communities and businesses
- Our communities & local businesses will soon be facing the same demographic and labor force issues.
 - We need to be prepared to deal with potential discrimination. We need to be able to manage the inherent conflict for positive outcomes. We will need people with cultural competencies.
 - Crane can be a beacon for our communities. Employees are encouraged to step up and enhance diversity in their communities. Volunteer to serve on political or service organizations and teams to work on community issues.
- In order to attract high paying jobs and desirable businesses, diversity and inclusiveness will be key elements in the future.

Crane has the opportunity to help lead the way for our communities.

- The last discussion point is Diversity and FEW and Diversity and You.
 - We are embarked on a journey and I believe FEW have a central role to play. How many of you had the opportunity to see Dr. Betances last month? Something he said really struck a chord with me. What can we do to leave America a better place than when we found it? His whole life has been about doing just that.
 - I've been interviewing top executives from the top diversity companies in the US. Employee Caucus Groups, such as FEW, are critical to their success. A VP from Xerox described how their Employee Caucus Groups get together in small groups and provide feedback in a safe environment. If someone is scheduled to give a presentation, they gather in small groups in their homes and give the presentation and get feedback prior to giving in front of others. They gather in small book discussion groups. In the private sector, Employee Caucus Groups even have revenue generation goals. They help provide entrée into new markets. AT&T uses this. They expect that their employee caucus groups can refer new opportunities.

“In minor ways we differ ... in major we're the same.” Maya Angelou

Thank You Notes . . .

A “Thank You” card was received from Tara Hobson, daughter of Debra Hobson for the college scholarship she received from FEW.

Spring Flower Sales

Our spring flower fundraiser was a giant success. We will be able to offer a number of scholastic scholarships again this year. Thanks to everyone for your contribution to this event. We did donate and plant geraniums at the Commodore Crane statue in front of Building 1.



A “Thank You” letter was received from CAPT Welsh for FEW’s participation and award sponsorship in the 24th TEAM Crane Science & Engineering Fair. (see attached .PDF file)



FEWTHANKYOU.pdf



DEPARTMENT OF THE NAVY

CRANE DIVISION
NAVAL SURFACE WARFARE CENTER
300 HIGHWAY 361
CRANE INDIANA 47522-5001

IN REPLY REFER TO:

11 MAY 2007

Ms. Susan Jones
Federally Employed Women
Building 3330N, Code 601
300 Highway 361
Crane, IN 47522

Dear Ms. Jones,

Thank you and members of Federally Employed Women for your support and Award sponsorship of the 24th Annual TEAM Crane Science and Engineering Fair.

Contributions such as yours provide an exceptional learning opportunity for students who participated and are essential support to TEAM Crane in its continuing mission. Please pass along my thanks to FEW members Bonita Page and Deb Hobson for judging during the fair, attending the awards ceremony and assisting with the presentation of awards.

Again, thank you for your support in this special event.

Sincerely,

A handwritten signature in black ink, appearing to read "M. S. Welsh", with a stylized flourish at the end.

M. S. WELSH
Captain, U. S. Navy
Commander, NSWC Crane

Upcoming Events:

*June 2007 – Election of Chapter Officers
Submit nominations to Melinda Hendrix*

*16-19 July 2007 – NTP
Theme: “Training Today, Leaders Tomorrow”
Location: Hilton Washington Hotel,
Washington, DC*

Discover one of the world’s best-kept secrets – Federally Employed Women’s National Training Program – featuring training courses that will disclose the big picture of federal employment and lead the way to preparing yourself for a more successful career in the future.

The benefits you will receive fall into three major categories:

Direct Knowledge Gained

You will receive training that supplements the skills and abilities that are primary to the position you currently hold. This type of training is vital to you and to your agency’s ability to achieve its mission and strategic goals. A thorough knowledge of process and method is essential for high performance achievement. Examples of training that will result in your increased knowledge are technical writing classes, public speaking, office management, project management, communication skills, and technology training.

Indirect Knowledge Gained

You will receive training that allows you to view your position from the perspective of the manager, the co-worker, and the customer. Training promotes understanding among individuals, divisions, agencies, and departments. By exposing yourself to difficult tasks performed by others, an overall better appreciation among all is guaranteed. Examples include courses in management, accounting, project management, procurement and contracting with coursework specifically tailored to impact the knowledge required to perform those tasks, and customer service and leadership training for everyone.

Increased Self-Esteem

You will receive training that enhances your comprehension and the value of your contributions to the organization. Courses give you the opportunity to

network, build relationships, and share ideas with individuals from other agencies. The way the training is retained and adapted has an impact on motivation. Training is really a foundation for your self-development, from which comes motivation. Training provides the spark for you to improve and strive for your own success and the success of the agency, and this spark is a morale-booster for everyone with whom you interact.

Federally Employed Women's National Training Program provides outstanding training in all of these areas. FEW is the oldest volunteer organization providing training for federally employed women; no other training institution provides such a variety of high quality training with the added advantage of providing it in a single location during an intensive training week.

All Crane FEW employees are highly encouraged to attend this important training event.

"FEW's philosophy is "Training is an investment that never loses interest; it only pays dividends!"

--Arlena Fitch-Gordon, FEW's Vice President for Training

Poetry

BEAUTY OF A WOMAN.

Author Unknown

*The beauty of a woman is not in the clothes she wears,
the figure she carries, or the way she combs her hair,
The beauty of a woman must be seen from her eyes,
because that is the doorway to her heart -
the place where love resides.
The beauty of a woman is not in a facial mole,
but true beauty in a woman is reflected in her soul.
It is the caring that she lovingly gives,
the passion that she shows.
The beauty of a woman with passing years – only grows.*

**MEMBERSHIP APPLICATION
FEDERALLY EMPLOYED WOMEN
P. O. BOX 75551
BALTIMORE, MD 21275**

Month/Year joined: / Membership ID _____

LAST NAME: FIRST NAME: MI

ADDRESS 1:

ADDRESS 2:

CITY: STATE: ZIP CODE + 4:

OFFICE PHONE: HOME PHONE:

FAX: EMAIL:

GRADE (check)		FWP/EEO (check)		DEMOGRAPHICS	
<input type="checkbox"/> GS 1-4	<input type="checkbox"/> SES	<input type="checkbox"/> FWP Full-Time	SEX (M/F): _____		
<input type="checkbox"/> GS 5 -8	<input type="checkbox"/> WG	<input type="checkbox"/> FWP Part-Time	RACE: _____		
<input type="checkbox"/> GS 9-12	<input type="checkbox"/> Military	<input type="checkbox"/> EEO	YEARS OF SERVICE: _____		
<input type="checkbox"/> GS 13-15	<input type="checkbox"/> Other	<input type="checkbox"/> Other	RETIRED (Y/N) _____		
<input type="checkbox"/> GS 16+		<input type="checkbox"/> FWP/EEO			
		<input type="checkbox"/> Not Applicable			

ABOUT THE ORGANIZATION

FEW is comprised of chapters throughout the world. Membership is open to all Federal and DC Government employees (regular members) and to any other person supporting the goals and objectives of FEW (associate members). More information about the organization is posted on the FEW web site: <http://www.few.org>.

National membership dues are \$25.00 for chapter members, and \$35.00 for members-at-large (no chapter affiliation). Chapter dues are established by each chapter and payable in addition to national dues. Eligibility for chapter membership is contingent upon national membership. National lifetime membership is a one-time fee of \$250.00. Chapters may set their own lifetime fee.

Membership Dues is prorated. Month chosen must match "month/year joined" above.

<input type="checkbox"/> March	\$25.00	<input type="checkbox"/> September	\$12.00	Total for National	_____
<input type="checkbox"/> April	\$23.00	<input type="checkbox"/> October	\$10.00	Total for Chapter	_____
<input type="checkbox"/> May	\$21.00	<input type="checkbox"/> November	\$ 8.00	(see attached amounts)	
<input type="checkbox"/> June	\$19.00	<input type="checkbox"/> December	\$ 6.00	Check Amount	=====
<input type="checkbox"/> July	\$17.00	<input type="checkbox"/> January	\$ 4.00		
<input type="checkbox"/> August	\$15.00	<input type="checkbox"/> February	\$ 2.00		

I wish to join the HOOSIER HILLS #45 Chapter as a regular member or associate member.
 I wish to join as a Member-at-large (\$35.00 enclosed) as a regular member or associate member.
 Payment (\$250.00) is enclosed for a Lifetime Membership.

Contributions or gifts to FEW are not deductible as charitable contributions for Federal income tax purposes.

REFERRED BY : _____