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**FEAWM
Board Meeting
Tuesday, June 19, 2007
USDA-NRCS
Amherst, MA 01002**

Present: Ronald Grzelak, SSA Holyoke; Linda Repasky, USF&F; Patrick DeFalco, SSA Holyoke; David Mendoza, Barns ANG; Joseph McDanel, Westover Air Reserve Base; David Levin, Executive Director, Jeff Anliker, Treasurer; Karen Regish, USDA-NRCS; Kim Ainsworth, Greater Boston FEB; Mary Dowling, Mike Walsh, VA

The meeting open at 10:10 am with introductions.

Minutes: The April 24, 2007 Board Meeting minutes were approved as written.

Committee Reports:

Treasurers Report: Balance in the accounts as of June 19, 2007 was \$8,838.28. The treasurer's report was accepted as written.

Education: Retirement seminar went very well. About 170 people attended with all positive feedback on the seminar.

Activities: Patrick reported that the picnic went very well. Approximately 69 people attended. The committee is hoping for a larger turnout for next year.

Guest Speaker: Kim Ainsworth, Executive Director of the Greater Boston FEB spoke on helping the FEAWM on planning for the future. She also spoke on the background of FEB's, stating that they were started in the 1960's with oversight by the OPM Director. She stated that there are 28 FEBs nation wide each having at least 1 full time staff member that is Federal funded by a specific government agency. Her job is funded by the EPA in Boston and GSA gives her free office space for the job. Annual Appropriation Language renews FEB authorization and funding.

All FEB were given established objectives last year by OPM and focus on 2 separate issues.

- ✓ Human capital readiness including training.
- ✓ Emergency Preparedness, including employee safety and security in the workplace.

Some of the challenges that the FEBs face include:

1. Reporting accomplishments
2. The bottom line money value of the FEBs
3. Networking
4. Communication
5. Leadership development

Kim stated that the FEB usually has 6 employee training sessions per year which include: Crisis Communication, Awards, Pre-Retirement, Diversity Day, FOIA-privacy Act, and a Leadership Series training. They have also held special trainings on the implementation of the COOP plan, a Telework briefing, Train the Trainer, and workplace violence.

Planning FEA's Goals for the future- Michael Walsh-Facilitator

a. BRAINSTORMING-

Why is the FEA important to Western Mass?

- ✓ 2nd-3rd largest workforce in Massachusetts
- ✓ Collaboration
- ✓ Mutual Training
- ✓ Networking
- ✓ Culture-values
- ✓ Number of Military facilities
- ✓ Satellite Offices
- ✓ SES-Schedule C
- ✓ Geographically dispersed (miles) (offices)
- ✓ Politically dispersed
- ✓ Small Agency size

What are the common interests/needs of member agencies and employees?

- ✓ Money/ Benefits/efficiency
- ✓ Recruit/ retention
- ✓ Career advancement
- ✓ Training
- ✓ Emergency disaster response
- ✓ Connection to Congressional Staff
- ✓ Needs of employees
- ✓ Building on foundations
- ✓ Employee Recognition
- ✓ Succession Training
- ✓ FERS & sick leave
- ✓ Improving working conditions
- ✓ Employee moral & motivation
- ✓ Pro's & Cons: Fed Vs. Prt. Sector
- ✓ Shared Resources
- ✓ Pay for performance

Why aren't more agencies involved/what's keeping them from participating?

- ✓ Budget Challenges
- ✓ What is in it for me?
- ✓ Time
- ✓ Geography
- ✓ Interest
- ✓ Lack of Knowledge
- ✓ Expectations
- ✓ Agency size
- ✓ Culture
- ✓ The name
- ✓ Poor definition of priorities
- ✓ Communicate mission

What could we do to increase involvement?

- ✓ Only 6 out of 25 Agencies are involved
- ✓ Advertise
- ✓ Personal invite
- ✓ What are the benefits (marketing)
- ✓ Common goals
 - CFC
 - Emergency Management
- ✓ Common Training
- ✓ Shared Resources
 - Training
 - Development
 - Educational Events
 - Social Events
 - Promotional opportunities & events

How can FEAWM make a difference?

- ✓ Succession planning strategies
- ✓ Development of fact sheets/economic impact
- ✓ Visioning the future
- ✓ Providing a voice

Outreach- What can we do to increase involvement or partner with other organizations?

Agency Involvement

- ✓ Rotate meeting sites
- ✓ Membership survey
- ✓ Look for common threads
- ✓ Develop/enhance contact
- ✓ Post Office

Non-Agency Involvement

- ✓ Explore NARFE
- ✓ Management Association
- ✓ State Employee Associations
- ✓ Corporate/Credit Unions
- ✓ Chamber of Commerce
- ✓ Economic Development Council
- ✓ Employee Activity Associations

b. NEW DIRECTIONS

Top Priorities

- ✓ Sharing of resources
- ✓ Marketing
- ✓ Common goals
 - Succession Planning
 - Emergency Management
 - CFC
- ✓ Outreach
 - NARFE
 - Chambers of Commerce
 - Develop a fact sheet/ECO Impact
 - survey
- ✓ Looking for common threads in non-participating agencies
- ✓ Succession planning

Resource Sharing

- ✓ Communication
- ✓ Training

Marketing

- ✓ Outreach
- ✓ Economic Impact

Agency Participation

- ✓ Survey
- ✓ Common goals

Members decided to adjourn at 2:10 and revisit the minutes for a possible teleconference prior to the next meeting.

Next full membership meeting July 26, 2007. Location to be announced.

Next Board meeting to be held in August. Location and date to be announced.

Recorder: Karen Regish