



REGION XI WEEKLY

A Message From The President

One of my dearest friends was involved in a very serious car accident over the summer and it caused a personal awakening within her. In fact, she later shared with me that it had changed her life. In the context of the conversation I knew she wasn't referring to the physical injuries, which thankfully she will overcome, so I asked her how it had changed her. Her response was simple yet profound. She said it gave her time to reflect and in reflecting she now knows what's real and what's not real in her life, what's true and what's not true. And, I share my friend's story with you today for one simple reason -to note the importance of self-reflection.



[Ask the President](#)

While my friend was given time to reflect because of an accident that slowed her down tremendously in the short term, we should all invest time in self-reflection which can produce important long term results. That's because through self-reflection we look inwardly to examine and explore the content of our own inner being and how we react to the outer world. If done honestly, self reflection helps us gain valuable insights into our personal obstacles and what role we play in why they exist. It allows us to gain deeper self understanding. And, it should assist us in highlighting our strengths, working on our growth areas, clarifying our priorities and objectives, and deciding on our next moves. The bottom line goal of self-reflection has to be personal growth.

So, how do you get started on your road to self-reflection? I suggest starting with simple questions that might tell you a little bit about yourself when you reflect on the answers.

DISCLAIMER:

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Region XI Executive Committee

Shirley Jones
President
shirleyannjones@bigrx1.org

Marion Allen
1st Vice President
Marion.Allen@fda.hhs.gov

Bill Hill
2nd Vice President
GiftedRegion@Gmail.com

Marie Perry
Recording Secretary
virtuouswoman004@gmail.com

Barbara Johnson-Cox
Corresponding Secretary
JohnsonCox.Barbara@bls.gov

Rochelle Bryant
Treasurer
rbryant@bigrx1.org

Kenneth Keys
Financial Secretary
Kenneth.A.Keys@usace.army.mil

John Hunter
Parliamentarian
Blackjack.bj@hotmail.com

L. Johnson/W. Speight
Sergeant-At-Arms
William.a.speight@uscg.mil

[Click here for Committee Reports](#)

Ask yourself for example:

1. Am I living the life of my dreams? (If not consider, where it's falling short for you.)
2. What is my top priority right now? (Consider whether your answer matches up with how you spend your time.)
3. What do I love about my job? (If the answer is nothing, you have a real problem.)
4. What do I dislike about my job? (Consider how you can change it.)
5. What can I do to make my job better? (There's always something we can do on our end to make our jobs better.)
6. How do I deal with anger? (Reflect on times when you have been angry i.e. what are your pain points. Reflect on whether you deal with anger well.)
7. Who is my favorite person to be around? (Reflect on how that person makes you feel about yourself.)
8. What am I passionate about? (Consider whether you are pursuing your passion.)
9. How would I describe myself? (Honestly, consider whether others would describe you the same way.)
10. What negative behaviors do I have? (If you are regularly guilty of gossiping, mean spirited comments, interrupting others, bad manners, etc. consider whether it is as a result of jealousy or personal frustrations.)

I'm no psychiatrist, of course, and I don't play one on television. But, I can personally attest to the power of self-reflection. It can force you to consider where you need to make changes, whether in your career choice, your overall life choices, or in your behavior. Importantly, it might just make you consider whether you like yourself - a question we rarely think is necessary to ask - and if our actions ultimately show that we don't, it can help us make the necessary changes so that we will. Interestingly, other people observe, examine, and make judgments about us every minute of the day. And, some of those people making judgments about us are in turn making very important decisions that impact our lives e.g. promotion decisions, assignment selections, etc. So, why shouldn't we even more so take the time to observe, examine, and make judgments about ourselves?

Shirley A. Jones, Esq.
Region XI Council President

Notice of November Council Meeting and Upcoming Region XI Council Elections

Although the government shutdown prevented us from having our October Council meeting at the NOAA facility in Silver Spring, we are back in business and ready to serve your interests. Just days before the government shutdown we had in fact hosted our 2nd Annual Federal Employees Town Hall where sequestration and its continuing impacts on government employees were the centerpiece of our discussions. So, we look forward to getting back to work with our mission partners like FEW, AFGE District 14, FEEA, and other like minded organizations to cement a joint plan of action that will best move forward our mutual concerns. That said, please join us on **Saturday, November 9, 2013** for our November Council meeting and information sharing session. In addition to honoring the Buffalo Soldiers in recognition of Veterans Day, we have a full agenda, including a report from our Nominations Committee on our upcoming Region XI elections. More information will be forthcoming from that Committee for Regional Representatives interested in serving the Council and helping us plan our 2014 efforts and beyond. As always, please remember to bring your government identification for ease of entry into the NOAA building at 1325 East-West Highway, Silver Spring Maryland. Meetings start promptly at 10 am in the 2nd floor conference room.

Member of The Week Cynthia Brown, IRS Chisholm-Hughes

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REGION XI - MAKE A PLEDGE



Our annual Combined Federal Campaign, also known as the CFC, began on September 1st 2013. During this time, you will learn more about how we can address critical needs in the DC metro area, across the nation, and around the world by giving to the CFC of the National Capital Area. Our contributions make a tangible difference in our community, and that is why I annually renew my personal commitment to help those in need by participating in the CFC.

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I encourage each Chapter President to appoint a Chapter Campaign Manager to help get the word out about contributing to the Regions CFC Campaign.

Thank you in advance for your support. Let's make it possible

Egiving [Make a pledge](#)

Make a commitment.

Complete the Pledge Form by using the printed version. Or save campaign costs and use the paperless eGiving or online printed pledge options at www.cfcnca.org. You can donate through payroll deduction to spread your giving over the year or choose credit/debit card, electronic check, cash or personal check.

If you use a **printed form or the eGiving** printed pledge option, you must give a copy to your Keyworker to complete the pledge process. **For the paperless eGiving option**, you do not need to submit a form to your Keyworker. Remember to retain the blue copy of the Pledge Form for income tax purposes.



hashtag is **#RXICFCNCA**
www.bigrxi.org

Rochelle Bryant,
BIG RXIC Treasurer

2013 National Capital Area CFC Video

RXIC 2013 Elections - Call for Nominations

Deadline: Friday, December 6, 2013

The RXI Council 2013 Nominations Committee is soliciting nominations for the following elected positions:

- President (incumbent is eligible to run)
- 2nd Vice President (incumbent is eligible to run)
- Recording Secretary (incumbent is eligible to run)
- Treasurer (incumbent is eligible to run)

Chapter Regional Representatives interested in running for an elected position or nominating someone for any of the above-mentioned elected positions, please refer to the RXIC Bylaws, Article VII - Duties of Officers and Appointed Officials, for the duties and responsibilities; and refer to Article X, Section 2 - Elections/Term of Office. Please submit a completed nomination form to any member of the Nominations Committee by **7:00 p.m., on Friday, December 6, 2013**.

Full information on the nominations process and applicable documents can be found under the forms and helpful information tab on our Region XI website.

Blacks In Government Region XI Council Awards Criteria

Deadline: Friday, November 15, 2013

The Region XI Council will hold its annual Holiday Gala in December . At that time several members and chapters will be recognized for their contributions to Blacks In Government and to the community. Persons interested in nominating an individual, your chapter, or themselves, for an award should complete the nomination form with no more than two pages of narrative, obtain the signature of the Chapter president or their designee, and submit to the Awards Committee by email to RXICAWards@gmail.com **NO LATER THAN Friday, November 15, 2013 at 12 p.m.**

Please note due to the very unfortunate passing of our dear friend, Mr. James Wood, who diligently served as our Awards Committee Chair for many years , our 2nd Vice President Bill Hill has graciously agreed to serve in that capacity for us. Awards criteria and submission forms can be found on our Region XI website at www.bigrxi.or under the forms and helpful information tab.



2014 [Samuel J. Heyman Service to America Medals](#) (Sammies) Oscars of Government Service Nominations Now Open
Deadline: January 17, 2014

Do you know an outstanding federal employee who deserves recognition for his or her dedicated service and significant contributions to our country? Nominate them for the 2014 Samuel J. Heyman Service to America Medals (Sammies).

Dubbed the Oscars of government service, the Sammies provide inspiring examples of the positive contributions federal employees make on our behalf every day. Each nomination is an opportunity to show an employee or colleague that his or her service is valued and appreciated.

Nominations may be submitted online at www.servicetoamericamedals.org through January 17. Here you will find eligibility information, category descriptions and profiles of past honorees. Anyone familiar with the nominee's accomplishment may submit a nomination, although self-nominations are not accepted.

We have tremendous talent in the federal government. The Partnership for Public Service is eager to help honor their service and help reassure employees how essential they are to our government and our nation.

Questions? Need additional information? Please contact Amy Doggett at sammies@ourpublicservice.org or (202) 464-5382. Feel free to also send ideas for nominations if you hear a great story about innovation and excellence in government but do not have the details needed to complete a nomination.

Get Your Tickets!



BLACKS IN GOVERNMENT (BIG) REGION XI ANNUAL HOLIDAY AWARDS GALA DECEMBER 7, 2013 AT MARTIN'S CROSSWINDS



Buffet Dinner with Carving Station,
Region XI Awards presentations,
Silent Auction, Cash Bar, Music,
Photographer, Door Prizes, 50/50
Raffle

7:00PM UNTIL 12 MIDNIGHT
DINNER WILL BE SERVED PROMPTLY AT 7:40PM

Martin's Crosswinds
7400 Greenway Center Drive, Greenbelt, Maryland 20770

Ticket information: \$70.00 per person – Make Checks Payable to BIG Region XI

Michael McCrimmon – Fundraising Chair (202) 781-3690 (W) or (202) 427-3720 (C)
Shirley Jones (202) 465-5852 - April Powers-Matthews (202) 231-0224

Buffet Dinner with Carving Station
Region XI Awards Presentation
Silent Auction
Cash Bar

Music
Photographer
Door Prizes
50/50 Raffle



BLACKS IN GOVERNMENT DEPARTMENT OF LABOR CHAPTER

**Win
2 (two) Washington Redskins
Football Game Tickets
w/ Parking Pass!!**



Giants vs. 'Skins

**Sunday, December 1, 2013
8:30 p.m.**

Section 134, Row 7, Seats 5 & 6



FEDEX Field – Landover, Maryland



Raffle
\$5 per ticket or **\$20** for **5** tickets



Drawing will be held
Monday, November 25, 2013
3 p.m.
Postal Square Building

*Participants need not be present to win!!
(**No Refunds**)*

Proceeds Benefit BIG-DOL Programs

<u>For tickets / information, contact:</u>			
<i>Tawanna Watson</i>	<i>(240) 328-4416</i>	<i>Patricia Martin</i>	<i>(301) 433-2613</i>
<i>Nancy Jackson</i>	<i>(240) 383-3339</i>	<i>Sandra Swinson</i>	<i>(301) 653-6414</i>
<i>Hallie Rene' Glascoe</i>	<i>(540) 654-5587</i>	<i>Lisa Hawkins</i>	<i>(240) 338-4418</i>

Raffle is not affiliated with any other discount, promotion, or coupon. BIG-DOL is not responsible for lost, mutilated, or stolen tickets.



Library of Congress
Chapter of
Blacks In Government



Mead Center Parking:

Reserved parking \$16.00
Unreserved parking \$18.00.
To reserve parking, call
202.488.3300.

Offsite parking: \$11.00

Metrorail access:

The Waterfront station, on the
Green line, is located one block
East of Arena Stage at 4th and
M Streets.
For directions and more parking
info, click the following link.

<http://www.arenastage.org/plan-your-visit/transportation-parking/>

Malcolm-Jamal Warner

“Guess Who’s Coming to Dinner”

Broadway and Arena Stage favorite Kenny Leon (*every tongue confess*) returns to direct a new adaptation of the beloved film *Guess Who's Coming to Dinner*. A progressive white couple's proud liberal sensibilities are put to the test when their daughter, fresh from an overseas romance, brings her African-American fiancé home to meet them. Personal beliefs clash with the mores of the late 60's in this warm and witty exploration of family and culture and knowing which of them has the greater hold on our hearts.

Saturday, December 14, 2013
2:00 pm

Cost: \$80.00

Deposit: Non-refundable \$25.00 due NOW
Second: \$25.00 by Wednesday, August 21, 2013
Final payment: \$30.00 by Wednesday, September 18, 2013

Cost after September 20, 2013 will be \$83.00

For more information contact:

Michele Chisholm: 202.707.6506
Darlene Flowers: 202.498.5828/dflo3929@gmail.com
Angie Harris: 443.295.7719/lovethesecandles@gmail.com

Payment accepted in form of Cash or Money Order.
All proceeds will benefit the LC Chapter's Youth Educational Programs.

Advance Tickets available for \$80.00

All proceeds will benefit the LC Chapter's Youth Educational Programs

For more information please contact: Darlene Flowers dflo@loc.gov or 202-498-5828.

PROTECTING



Karen Scott Mims, Esq.
Founder and CEO

what matters

At Harbour Pointe Wealth Management, we believe that your financial future is far too important to leave to chance. We view it as our responsibility to thoroughly understand your goals and dreams so that we can leverage our experience and expertise to help you realize them. Rather than approach your finances with an outdated transactional approach focused on products, we serve as your comprehensive financial solutions provider, forging a deeper relationship and creating a plan that can be adjusted as needed to help you reach your unique personal goals.

& offering the freedom to enjoy the things you want

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WEALTH MANAGEMENT



Ask the Expert

Do You Have a Hostile Work Environment?

Is your work environment hostile? Probably not, but it could be.

Employees throughout my career, and in various companies, have complained to me about their hostile work environment. And, yes, some of them have had pretty bad work environments. They claim bad bosses, dysfunctional, back-biting coworkers, and management decisions they abhor.

But, hostile? Not really. When I studied what comprised a hostile work environment, [legally speaking] it had a lot to do with potential discrimination. Not a lot to do with people and issues that ticked me or you off. Too bad, in some ways, since I wish a productive, happy work environment for everyone.

Unfortunately, that's not going to happen. Until people stop using work to play out their control issues and their domination fantasies, their dysfunctional adolescences, and their unhappy home lives, work for many will be a struggle. When people at work start talking to each other like adult co-equals, perhaps environments will change. I can only hope, but, in the meantime, I have lots of business. I consult, and always have, on common sense solutions and systems - creating systems that give people goals, personal and career development, feedback and recognition; protect the employer and his interests; and create an employee-oriented, empowering environment, supportive of people and their dreams. I wish this for every employee.

Does your workplace actually qualify as a hostile work environment - or are you a victim of wishful thinking? If so, there are other approaches you can pursue - like job searching.

Susan M. Heathfield

Susan Heathfield is a Human Resources expert and has covered the topic for About.com since 2000.

If you know an expert in a professional field that may like an opportunity to provide expert advise to our members, they may sponsor space in the regional weekly by submitting their request via email to giftedregion@gmail.com for consideration.