BIG REGION XI COUNCIL
2016 ANNUAL ACTIVITIES AND ACCOMPLISHMENTS REPORT

It is my honor and pleasure to submit the 2016 Region XI Annual Activities and Accomplishments Report. I want to take this opportunity to thank Region XI for your support, your leadership and for the great work accomplished during this council year. As you know, we celebrated our 40th year anniversary as a National organization. We have achieved much and have made great strides and progress together. As I continue to remind Region XI, we stand on the shoulders of great giants who fought and sacrificed to establish this organization. Just as my role as Council President is key to the success at the region and national levels, your role as chapter presidents, committee chairs, members and leaders is equally important.

I am confident that we “TOGETHER” will continue to build upon the great work of our current and past leadership. We are in a great place, and it’s my desire to continue the path forward as we remember BIG’s Purpose, Mission and Vision. What is your commitment to the success of this great organization, region and most importantly your chapter? As we seek to provide the best training and leadership opportunities, we need your continued support and a BIG Commitment to Excellence.

I strongly encourage all of us to align our chapter’s goals and objectives with the mission of your agency, the national organization and that of the region. It is my desire to ensure that every chapter is “thriving” not just surviving. Let’s continue our pathway to “BIG Success: People, Purpose & Passion.”

Very Respectfully,

Marion V. Allen

Marion V. Allen, President
BIG Region XI Council
2016 – 2017
ACCOMPLISHMENTS AND ACTIVITIES

1. **JANUARY 2016 – IT’S A BIG NEW YEAR AND A NEW DAY**

The Region XI Council (RXIC) held its first meeting on January 9, 2016, under the leadership of President-Elect Ms. Marion V. Allen. We installed new, appointed and returning RXIC officers and committee chairs and conducted RXI Regional Representatives training. Our Immediate Past President Ms. Shirley A. Jones, Esq. administered the oath of office of:

RXIC President, Marion V. Allen, HHS Washington DC College Park Chapter  
RXIC Recording Secretary, Lashan Haynes, EPA William D. Barber Jr. Chapter  
RXIC Treasurer, April Powers-Matthew, DIA Chapter.

Ms. Renaee Allen, RXIC 1st Vice President/Programs and Education Chair, conducted the regional training on roles and responsibilities of the Regional Representatives.

In addition, Immediate Past President Shirley A. Jones, Esq. awarded $250.00 book scholarships to the following college students:

- Marquis Bundy, Troy University  
- Kylie Fleet, Bowie State University  
- Tiara Hodge, Lincoln University  
- Jayla Normes, Towson University  
- Sydney Simpson, Towson University  
- Amber Dixon, Penn State University  
- Alexis Heath, Towson University  
- Esohe Irabor, Rhode Island College  
- Leah Robinson, Bowie State University  
- Dallas Thompson, Lander University

2. **Region XI King’s Day of Service – “A Legacy Remembered But Never Forgotten”**

On January 18, 2016, Region XI along with Montgomery County (MD) Alumnae Chapter of Delta Sigma Theta Sorority, Incorporated supported the MLK Day of Service at the Silver Spring Civic Center. As we mark our third year of support, Region XI Council along with RXI chapters throughout the region contributed to the event’s success by coordinating several of the 21 projects executed by over 1000 participants that convened at the Civic Center to honor Dr. Martin Luther King’s legacy. These projects benefited our military men and women, children in foster care, the homeless, domestic violence victims, cancer patients, senior citizens and many others. Region XI spearheaded a letter writing campaign for “Girls Love Mail,” a project for newly diagnosed cancer patients. The MLK Day of Service Project was brought to the region by BIG Harry T. Moore Chapter & Delta Sigma Theta Sorority member Ms. Erin Duggins.
3. Honoring and Celebrating the Retirement of the Honorable Gerald R. Reed – “Let my service speak for me!”

On January 27, 2016, I was so humbled and honored when I received an invitation from the Honorable Gerald R. Reed to attend his retirement ceremony from the Department of Defense. I could go on and on about the many accolades bestowed upon this great BIG leader, colleague, friend and family man. What impressed me most was the slide presentation that illustrated his accomplishments from a young man to adulthood. Honorable Reed as we so affectionately call him is a profound follower of the great work of Dr. Martin Luther King, Jr. and so many other civil rights leaders past and present. It was my pleasure to represent Region XI Council at this event and present Honorable Gerald R. Reed with a token of our appreciation on behalf of Region XI. The Honorable Reed served as the National President, Region XI National Board of Director and Region XI Council President.

4. RXIC President’s Roundtable – “LEADING THE WAY”

On January 30, 2016, we hosted the first of two President’s Roundtables. I, as Council President, met and greeted returning and newly elected Chapter Presidents. I shared my goals and vision as the newly elected Region XI Council President. In an effort to ensure Chapter success, I provided several resources and tools that included:

- The ABC’s for Leadership
- Chapter President’s 10-10 Checklist
- Strategic Planning for Annual BIG National Training Institute, and
- BIG Support Chart (illustrates overall support for BIG National)

Immediate Past President Ms. Shirley A. Jones, Mr. Jesse Sharpe, 2nd Vice President & Membership Chair and the Honorable Lamonte Johnson prepared these resource materials.


2016 – 2017 Presidential Priorities

- Ensure members are equipped with the necessary professional development tools for “Investment in Excellence.”
- Expand on the core foundational guiding principles, as established by our founders (Using the Basics to Enhance Our Future).
- Provide members with tools to develop and foster working relationships with Agency Heads in order to establish a level of trust and open communication.
- Re-establish “Winning Ways”
6. **Oath of Office for BIG Newly Elected Chapter Officers’**

The Council President administered the Oath of Office for newly elected officers’ at the National Oceanic and Atmospheric Administration (NOAA); and a warm welcome on behalf of the RXIC during the Department of Labor (DOL) and Department of Education during the officers’ installation.

7. **Let’s Get BIG Fit**

Our Health and Wellness Committee Chair, Ms. Tiffany Andrews kicked off the year with a challenge to the Region on “Getting BIG Fit.” The RXIC and membership was challenged to track their daily activities and report out year-end on their progress. The member with the most reported activity would be recognized. The members were asked to use a FITBit or something similar. A FITBit group for Bigrxic was setup and all were invited to join.

8. **February 2016 Black History Month and BIG’s 2015 National STEM Competition Winner**

As we celebrated our Black History Month, we invited our 2015 National STEM Competition Winner, Mr. John Clark (BIG Pentagon Chapter) to give us a demonstration of his prize winning robot. Mr. Clark has won first place at the regional and national competitions and we were excited to provide a platform for Mr. Clark to exhibit his talent and skills.

The Community Service and Outreach Committee initiated a campaign to provide matching funds in honor of Carter G. Woodson’s Association for the Study of African Life and History (ASALH), 100th Centennial Anniversary. Ms. Alfreda Edwards joined us for Black History Month and provided an overview of ASALH’s accomplishments and how monetary donations continue to support the vision of the late Carter G. Woodson Center.

The Council President extended a warm welcome on behalf of the Region XI Council during the BIG Department of Labor (DOL) Annual African American Month Awards program and administered the Oath of Office for the newly elected officers’ at the Coast Guard Chapter with agency heads in attendance.
9. Corporate Sponsorship Partnership and Agreements

Under the leadership of Ms. Shirley A. Jones, Esq, RXIC Corporate Sponsorship Liaison, we signed partnership agreements with the following Corporate Sponsors:

- Stewart Financial Services
- AJW Financial Services
- Unlimited Employees Benefits Service Center (UEBSC)
- Cruise Planners

10. MARCH 2016 NEW MEMBERS ORIENTATION, RXII OPEN HOUSE and other activities

The Programs & Education Committee continued the Regional Representative training with the Honorable David Groves, Past National Board Chair and 2016 National Delegates Assembly Chair, providing an overview on parliamentary procedures.

On March 26, 2016, the Region XI Council took the opportunity to host its Spring Open House and New Members Orientation. The purpose of the open house and new member’s orientation is to provide a complete overview of the BIG National Organization, the region’s and chapter’s roles and the benefits of being a BIG member. Each chapter president and RXIC executive committee members were invited to attend.

We continued to build relationships with chapters and agency heads as I accepted an invitation as keynote speaker for Women’s Heritage Month Program, Defense Intelligence Agency (DIA) Chapter. In addition, I administered the Oath of Office for new officers’ installation at the Patent and Trade Office (PTO) and a warm welcome on behalf of the RXIC during the FCC Benjamin Hooks officers’ installation.

On March 23, 2016, Council President attended the BIG-NOW Generation and Young Government Leaders Professional Development Series in collaboration with USDA sponsored by Management Concept.
11. **APRIL 2016 BIG’s COMMITMENT TO EXCELLENCE**

The Programs and Education Committee continued with the last Regional Representative training on “Knowing your Bylaws” facilitated by Ms. Shirley Suggs, RXIC Bylaws and Resolutions Chair and Wesley Jarmon, RXIC National Board of Director.

RXIC Treasurer and RXIC Financial Secretary disbursed revenue share checks to eligible chapters. (NTC 2009 (Baltimore) and NTC 2010 (Kansas City))

12. **Staying Connected – Advocacy and Support**

On April 13, 2016, Council President attended the National Legislative Forum at the Library of Congress, Washington, DC. In addition, On April 22, 2016, Council was invited to extend a warm welcome on behalf of Region XI Council during the National Executive Committee Installation Service held at the Hilton Mark Center, Alexandria, VA.

On April 23, 2016, RXIC hosted its EEO Roundtable Discussion: “Help Us to Help You: A candid conversation about how we can inform and educate our members before they are in CRISIS mode.” Leadership from each Chapter was requested to attend along with the Chapters’ EEO Chairs. The EEO Roundtable was chaired by Ms. Carolyn Thompson, RXIC EEO/Affirmative Action Chair. Our guest presenters were:

**10 Most Common Mistakes Made When Filing A Complaint**
Sandra Adams, EEO Specialist  
Equal Employment Opportunity Commission (EEOC)  
Office of Equal Opportunity

**CHAPTER ADVOCACY**
Jesse Sharpe, RXIC 2nd Vice President  
U.S. Department of Education Chapter

**UNION PERSPECTIVE**
Lawrence Williams, President – AFGE Local 1534  
USAID Harry T. Moore Chapter

**WINNING WAYS**
Wesley Jarmon, RXIC Regional Director  
FCC Benjamin Hooks Chapter
13. **Chapter Support and Outreach**

On April 20, 2016, the Council President received notification of the sudden death of NIH Chapter President Ms. Gayle Gwyn. Ms. Gwyn’s homegoing service was held in her hometown of Stateville, NC. On behalf of the RXIC, we sent flowers and a letter to her daughter. Council President assisted the Interim President with transition of leadership — Mr. Johnny Lindsay was appointed Interim Chapter President.

14. **Improving RXIC Branding & Visibility**

In collaboration with our Marketing and Strategic Planning Chair and Communications Chair, we designed and printed a 33.5” X 79” Region XI Banner w/stand. The specifications for the banner were posted on the RXIC website for use by any BIG chapter. The Council President also shared this marketing opportunity with the Regional Council Presidents Group.

In coordination with the Now Generation Co-Chair Ms. Christian Blackman, Communications Chair, Ms. Kristina Williams, and Membership Chair Mr. Jesse Sharpe, Region XI piloted an online membership welcome template for use by chapters. We found that a considerable amount of members join online without chapter notification and this way once notified, the chapter and/or region can push out an online welcome. This template was shared with the Regional Council Presidents Group.

As RXIC continues to upgrade and redesign the RXIC website, under the direction of the Web Manager and Communication Chair, a “Resources” tab was added so that chapters can use the available templates under the “Communications Corner” to ensure consistency in developing flyers, newsletter, banners etc. Also, for ease of payments and other payment options, RXIC purchased a swipe chip for credit card payments and added all available options via website.

15. **MAY 2016 REGION XI ANNUAL TRAINING CONFERENCE – “BIG’S COMMITMENT TO EXCELLENCE”**

Under the leadership of Ms. Renaee Allen, 1st Vice President and Programs and Education Committee Chair, we launched our 2016 Region XI Annual Training Conference at NOAA’s Science Center and Auditorium in Silver Spring, MD. This year’s conference consisted of three key training tracks: Career Development, Equal Employment Opportunity and Financial Management. Our guest presenters and facilitators were:
Opening Keynote Speaker
Ventris Gibson, Director
District of Columbia Department of Human Resources
Focus: “Moving Forward Towards Change”

Career Development Track
Tia Butler, Director
Corporate Senior Executive
Management Office, VHA
Focus: “Effective Leadership: A Possible Journey”

Equal Employment Opportunity Track
Magareth Bennett, Chief Officer
NASA Office of Equal Employment Programs

Lauren D. Iglehart, EOP Associate Chief,
NASA, Goddard Space Flight Center
Focus: “Understanding EEO: Your Role and Influence”

Financial Management Track
Nicolas Troy Abrams, CFP®
Certified Financial Planner,
Founder of AJW Financial Partners
Focus: “Understanding Your Federal Benefits”

Closing Plenary Speaker
John Robinson, Director/Chief Diversity Officer
Office of Civil Rights, U.S. State Department &
African American Federal Executive Association, Inc. (AAFEA)
Community Affairs Director

16. Region XI DSHOF Nomination and Voting

Ms. Glynis Hill, RXIC Awards Committee Chair facilitated the region’s DSHOF nomination and voting process. The RXIC voted to move forward for consideration Ms. Farnese Hicks, BIG Pentagon Chapter and Mr. Jerry Jackson, DIA Chapter to the 2016 National Distinguished Service Hall of Fame.
June 2016 RXIC Continues to invest in youth growth and development

On Saturday, June 25, 2016, BIG Region XI hosted its Annual Youth Oratorical and STEM Competition at the National Oceanic and Atmospheric Science Center in Silver Spring, MD. We spent the day celebrating our BIG Region XI Oratorical (11) and STEM (2) participants. The student participants ranged from 9th to 12th grade. Our students did a phenomenal job. Although we were only able to award cash prizes to the 1st, 2nd and 3rd place winners, every participant walked away a BIG winner.

On behalf of the Region XI Council, we extended a heartfelt thank you to our Corporate Sponsor, Oratorical and STEM judges, all our student participants and parents for supporting our Annual Youth Program and for coming out in great numbers. We especially appreciate the Chapters, individual members and Howard University Alumni Association for donating books, gift cards and gift bags to help ensure all our students walked away a BIG winner.

Chapters Represented:
Carl T. Rowan       Sankofa
BIG Pentagon        Education
Coast Guard         GAO-USACE
Washington Navy Yard Library of Congress
Defense Intelligence Agency FMS-BIG

Honorable Mentioned:
Daniella Butler    Philip O’Sullivan
Quentin Datcher    Giovanni Warren
Shawna Harris-Lenoir Kelah Wells
Kyah King

Oratorical Winners
1st Place: John Clark (Coast Guard) – $500.00
2nd Place: Caleb Clark (BIG PEN) – $250.00
3rd Place: Glory Minabou (Department of Education) – $150.00

STEM Winners
1st Place: Caleb Clark (BIG PEN) – $500.00
2nd Place: Samantha O’Sullivan (Coast Guard) – $250.00

The 1st Place Winners advanced to the National Competition in Atlantic City, NJ on Thursday, August 25, 2016.
**Competition Judges**

**Oratorical:**  
Ms. Ava Singleton, U.S. Department of Treasury  
Ms. Dyone Massey Mitchell, U.S. Department of Justice, Office of Legal Counsel  
Mr. Reuben L. Wright, MS, MMAS, PhD., Action Officer Corps, Office of Information & Technology, VA HQ

**STEM:**  
Mr. Robert Ellis, MS, U.S. Department of Navy  
Mr. Bobby G. Henry, III, Exelon Corporation  
Mr. Anthony “TJ” Jackson, MS, Johns Hopkins University

18. **JULY 2016 RXIC President’s Roundtable – “Mid-Year Progress”**

As we continue to find ways to support the community, our invited guest speaker for the July’s Council meeting was Mr. Charles Thompson III, Area Development Director for United Negro College Fund. Mr. Thompson expressed interested in meeting with BIG Region XI to explore opportunities with chapters in pursuit of gaining interest to attend the 2016 National Capital Area Combined Federal Campaign annual agencies CFC events.

On July 23, 2016, RXIC hosted the 2nd President’s Roundtable at NOAA. The purpose of the 2nd President’s Roundtable was to afford the chapter presidents an opportunity to share their progress and offer up suggestions for any process improvements. During this session, the RXIC Executive Committee provided an overview on several key efforts that were underway including Region XI Delegates Training, the 2016 Region XI Awards Criteria Process, and shared the draft RXI 2016 – 2017 Strategic Operating Plan. Our Immediate Past President Shirley A. Jones provided a discussion on “How Leaders Motivate Others to Lead” and we had a special presentation by our Corporate Sponsor Unlimited Employees Service Benefits Center. We concluded the session with a candid conversation with current and past chapter presidents on strategies to garner agencies support and participation, and the value of BIG as an employee resource group.
19. **AUGUST 2016 PREPARATION FOR RXIC DELEGATES TRAINING AND THE NTI**

To ensure that RXIC elected chapter delegates are informed and engaged with the business at hand for the organization, we hosted our annual delegates training in place of our regularly scheduled RXIC meeting. This training mirrored the National Delegates Assembly business meeting held in conjunction with the BIG National Training Institute. The 2016 National Delegates Assembly and National Training Institute were held in Atlantic City, NJ. The Region XI Hospitality Suite was hosted by Ms. Melinda DeLoatch Speight, RXIC Hospitality Co-Chair. Each evening the Region provided light refreshments and an opportunity for Region XI members to network. In addition, compliments of the RXIC Hospitality, a “NTI Survival Snack Pak” was provided to each of the RXIC delegates, Regional Council Presidents Group, National President & National Board Chair. The 2017 NDA/NTI will be returning to Atlantic City, NJ.

In addition to the National Training Institute, BIG sponsored the Annual National Youth Oratorical and STEM Competitions. The Region XI Council was represented by two brothers John Clark, Coast Guard Chapter (Oratorical) and Caleb Clark, BIG Pentagon Chapter (STEM). John Clark won 1st Place and the grand prize of $1000.00 and Caleb Clark won 3rd Place. Caleb Clark is eligible to participate in next year’s competition. John Clark is now attending Howard University.

20. **RXIC BIG Get Out the Vote Drive**

The RXIC Legislative Chair Mr. Damien Hill and Marketing & Strategic Planning Chair Rochelle Bryant hosted two of these events at Ben’s Next Door, Washington, DC. During this voter registration and verification drive, DMV residents benefited from these events.

21. **SEPTEMBER 2016 FALL OPEN HOUSE & NEW MEMBERS ORIENTATION**

As we reconvened our RXIC meetings following the NDA/NTI, we hosted our Fall Open House and New Members Orientation. The fall session focused on BIG Purpose & History, Training Opportunities (i.e. DYLA), Membership Overview, Networking (i.e. NOW Generation), and Special Training Presentation: The Hatch Act: Political Activity and Federal Employees Engagement. The 2016 - 2017 RXIC Strategic Operating Plan was accepted and approved.
22. **OCTOBER 2016 RXIC ANNUAL NOMINATIONS FOR TERM LIMIT OFFICERS & BREAST CANCER AWARENESS MONTH**

The RXIC established a nomination and election committee to facilitate our annual council election process. This year’s election will require filling term limited positions for 1st Vice President, Financial Secretary and Corresponding Secretary. During our RXIC meeting, the Health and Wellness Committee Chair Tiffany Andrews distributed Breast Cancer Awareness arm bracelets.

23. **NOVEMBER 2016 RXIC ELECTIONS PROCESS/COMMUNITY SERVICE OUTREACH**

RXIC held its annual elections for the term limited officers positions for 1st Vice President, Financial Secretary and Corresponding Secretary. These positions were unopposed and body accepted the nominations and elections committee reports by acclamation to retain Ms. Renae Allen, 1st Vice President, VA Headquarters, Mr. Kevin Coleman, Financial Secretary, GSA Benjamin Banneker, and Mr. Michael McCrimmon, Corresponding Secretary, Washington Navy Yard. Mr. Jesse Sharpe, 2nd Vice President was elected to serve as the newly elected National 1st Vice President and his position will be filled by appointment in January 2017.

Under the leadership of Melinda DeLoatch Speight and Michael Burt, Community Service and Outreach Co-Chairs, the team successfully completed volunteer assignments with Chapters and community support at the Capital Area National Food Banks in Maryland, DC, and VA. A special thank you to the Girl Scouts who provided lunch during the team transition to the DC location.

24. **DECEMBER 2016 JAMES E. WOODS “NIGHT OF ELEGANCE AND EXCELLENCE” AWARDS GALA**

As we celebrated our year-end “James E. Woods Night of Elegance and Excellence Holiday Gala”, we celebrated the many accomplishments of the Region. We honored and celebrated our National organization’s 40th Year Anniversary including recognizing our National President the Honorable Darlene H. Young for the forward progress during her term as National President. We also honored our Newly Elected National President Dr. Doris Sartor. This occasion is an opportunity to award and recognize the great work accomplished throughout the Region and chapter activities. Each guest was given a commemorative Gala Journal, 40th Year Anniversary Bulb & ink pen.
Special recognition goes to Ms. Donna Harper and Geneva Butler, RXIC Fundraising Co-Chairs, who successfully hosted several fundraising events to include the 1st BIG Night of Bowling, our annual White Affair and Black Affair events.

Ms. Glynis Hill, RXIC Awards Committee Chair, announced the winners of the 2016 Region XI Council Awards. Congratulations to all the award recipients:

**Regional Council Involvement**
Kristina Williams

**Chapter Involvement**
Gail M. Jackson

**President’s Leadership Award**
Dr. Valerie Nelson

**Outstanding Community Service**
Geneva Butler

**Overall Chapter of the Year**
Coast Guard Chapter

**Agency Impact Award**
Benjamin Banneker Chapter

**Membership Chapter of the Year**
VA Headquarters Chapter

**Most Improved Chapter of the Year**
VA Headquarters Chapter

In addition to these awards, several officers and committee chairs were recognized to include our Regional Corporate Sponsor of the Year and the special 40th Anniversary Unsung Hero award:

**Region XI Board of Director**
Wesley Jarmon, FCC Benjamin Hooks Chapter

**RXIC 2nd President/Newly Elected National 1st Vice President**
Jesse Sharpe, Education Chapter
RXIC Marketing & Strategic Planning Chair/ National Assistant Treasurer-Elect
Rochelle Bryant

Regional Corporate Sponsor of the Year
Unlimited Employee Benefits Service Center (UEBSC)

Unsung Hero Award
Claire Cashwell

This report highlights some but not all of the activities of the region for 2016. For more information about our BIG Region XI Council, visit us at www.bigrxii.org.
2016 Region XI Council Executive Committee

Marion V. Allen, President
Renaee Allen, First Vice President
Jesse Sharpe, Second Vice President
LaShan Haynes, Recording Secretary
Michael McCrimmon, Correspondence Secretary
April Powers-Matthews, Treasurer
Kevin Coleman, Financial Secretary
Dr. Hezekiah Braxton III, Regional Directors (NBOD)
Wesley Jarmon, Regional Directors (NBOD)
Parliamentarian, Vacant
William (Bill) Speight, Head Sergeant-at-Arms
Honorable Lamonte Johnson, Sergeant-at-Arms

COMMITTEE CHAIRS

Renaee Allen 
Programs and Education

Donna Harper 
Fundraising

Jesse Sharpe 
Membership

Tiffany Andrews 
Health and Wellness

Kenneth Keys 
Audit

Vacant 
Historian

Glynis Hill 
Awards

Royce Slade-Morton 
Hospitality

Kevin Coleman 
Budget and Finance

Damien Hill 
Legislative

Shirley Suggs 
Bylaws and Resolutions

Rochelle Bryant 
Marketing and Strategic Planning

Kristina Williams 
Communications

Shirley A. Jones, Esq. 
Corporate Sponsorship Liaison

Michael Burt & 
Melinda Deloatch Speight 
Community Service and Outreach

Jasmine Davis/Keelay Lawhorn 
Region XI – Now Generation Liaison

Carolyn Thompson 
EEO/Affirmative Action