

# LEADERSHIP STAFF CONNECTIONS

National Conference of State Legislatures

May 2007 | Volume 2, Issue 1

## NCSL ANNUAL MEETING

The NCSL Annual Meeting is a smorgasbord of policy and professional development briefings and workshops for legislative staff. Over 7000 people will attend this year's event on August 5-9 in Boston, Massachusetts, one of America's great cities. You can learn more about the NCSL Annual Meeting at [www.ncsl.org/annualmeeting](http://www.ncsl.org/annualmeeting). You will be interested in special programs for the duration of the meeting. Here are just a few that are sponsored by the Leadership Staff Section:

### Sunday, August 5

1:00-3:00 p.m. **Preemption Briefing**—This session will feature our lead lobbyists from the DC office discussing federal preemption of state legislative programs.

### Monday, August 6

3:00-5:00 p.m. **Supreme Court Update**—This session features Richard Ruda in his annual briefing to staff on key federal court cases affecting state legislatures and state policies.

### Tuesday, August 7

1:30-3:00 p.m. **Managing Change and Transition**—A workshop for staff on skills and techniques for managing change in an organization.

### LEADERSHIP STAFF PROFESSIONAL DEVELOPMENT SEMINAR

Anchorage, Alaska  
September 27-30, 2007



3:15-4:45 p.m. **Managing Conflict**—A workshop for staff focused on interpersonal communication and managing conflict.

### Wednesday, August 8

2:00-3:45 p.m. **Separation of Powers**—This session explores important issues and cases on the balance of power between state legislatures, the executive and the courts.

### Thursday, August 9

10:15 a.m.-12:15 p.m. **Best Practices for Staff Hiring and Retention**—A discussion featuring two terrific legislative HR/Trainers from state legislatures who will discuss strategies for hiring and keeping the best and brightest job candidates.

10:15 a.m.-12:15 p.m. **Continuity of Government**—A session on strategies for maintaining effective legislative operations in times of crisis or natural disaster.

#### Inside this issue:

LSS Chair's Comments	2
LSS 2006 Santa Fe, New Mexico Meeting	2
LSS Professional Development Seminar—Alaska	3
Managing Impressions	4
LSS Executive Committee	6
Leadership Lessons in History	7
Annual Legislative Staff Achievement Awards	8

Learn more about the NCSL Leadership Staff  
Section by visiting us on the Web at:

[http://www.ncsl.org/programs/legman/lss/  
lsshome.htm](http://www.ncsl.org/programs/legman/lss/lsshome.htm)



# LSS CHAIR'S COMMENTS

By Dawn Reese, Acting Chair  
NCSL Leadership Staff Section  
Executive Committee  
2006-2007

## "WE ARE IN SESSION!"

Over the past several months, communications with my counterparts in states such as Indiana, Florida, Utah, Idaho, Alaska, Maryland, and New Mexico, have started with an exchange of four simple words...**we are in session!** You know what that means—don't you? You can feel it--intense days of committee meetings, negotiations, caucus, and session preparations. Late nights; and it's not with your family. There are budgets to pass, laws to make, and constituents to serve. You are a part of making sure your leader is equipped to best serve his/her constituents, and his/her caucus. You are one of us—Legislative Leadership Staff.

The Leadership Staff Section (LSS) of the National Conference of State Legislatures (NCSL) is dedicated to helping leadership staff gain the knowledge and resources to be effective in the changing environment of state legislatures. We hold an annual Professional Development Seminar (PDS) each year and tackle current policy issues such as health care reform, Medicaid funding, voter ID, and mass transit. We also address management and administrative issues affecting state legislatures.

Last year's PDS meeting in Santa Fe, NM, featured nationally recognized speakers from local universities addressing generational changes and the workplace; future trends; empowering leadership through credibility, influence and negotiation; and agro terrorism. We even learned to understand stress. To

learn more about the Santa Fe seminar visit our website at: <http://www.ncsl.org/programs/legismgt/lss/lsshome.htm>, or see the brief summary on this page.

Now we are off to Anchorage, Alaska—the last frontier. Alaska is very excited about hosting a joint professional development seminar with the Leadership Staff Section and the Legislative Information and Communications Staff Section (LINCS). They are working hard to showcase their state and provide participants with an outstanding and memorable seminar and Alaskan experience. Hold the date: September 27-30, 2007. More information will soon be available on our website listed above.

I hope you are able to join us for an exciting and rewarding 2007 as we continue to develop the resources you need to be an effective leader in your state legislature's leadership staff office.

**The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant.**  
*Max DePree*  
*"Leadership Is an Art"*

## SANTA FE, NEW MEXICO MEETING

By Diane Kinderwater  
New Mexico

The LSS Professional Development Seminar held in September 2006 in Santa Fe, New Mexico, was a big success. A very brief summary of some of

the topics discussed are:

**AGRO TERRORISM, THE BORDER AND YOU!** Bubonic Plague, Black Plague, Botulism, Anthrax and Mad Cow Disease were only a few of the topics that kept us on the edge of our seats during the presentation on Agro Terrorism and the border. For example, Britain's Hoof & Mouth Disease in the 1990's was the second worst economic disaster behind World War II.

It was stressed that effective leadership staff should be in a position of preparedness for their legislative leaders on agro-terrorism, particularly with easy access into the U.S. of illegal immigrants.

### FUTURE TRENDS

Money: Today, a mortgage is 15.25% of income compared to 16.25% fifteen years ago. People are able to pay because their disposable income is higher.

Today, the vast majority of people have an extra \$10,000 available over their current debt. This equates to a better situation than the \$500 savings typical until the 1960's.

China, India and Mexico are undergoing a cultural revolution with a growing middle class with 330 million Chinese and 39 million Mexicans becoming middle class in the last five years. They have become large consumers in the world market.

In all of written history, what is luxury to one generation becomes a necessity to the next generation. Examples are: computers are now a necessity; cosmetic surgery is the number one requested graduation present for high school girls; and for the first time university graduates said the number one requirement are iPods.

(SANTA FE-continued on page 5)



# LEADERSHIP STAFF PROFESSIONAL DEVELOPMENT SEMINAR

Be sure to mark your calendars for the LSS/LINCS Leadership Staff Session, set for September 27-30 in Anchorage, Alaska. Believe it or not, late September can be a very pleasant time to visit Alaska, with the birch and aspen trees in full fall colors, just before the snow flies in October.

The full agenda of meetings and schedule of activities is still being finalized, but we can promise to show attendees a good time. There will be many late summer "shoulder season" activities available for participants, and the venue for the meetings, the Hotel Captain Cook, is Anchorage's premier hotel.

We look forward to seeing you in Alaska!

Tom Wright (Chief of Staff, Alaska House)



Alaska - The Last Frontier



Anchorage  
Alaska



**JOIN US  
IN  
ALASKA**





# Managing Impressions

By Julie Fuimano, Executive Coach

Every morning you get out of bed and go about your day. You say goodbye to your spouse, get the kids off to school, and make your way to your job. At work, you attend meetings, greet customers, and chat with colleagues. Maybe you go to the gym a few times during the week. Weekends, you spend time with family and friends, stop at local shops to make purchases, and perhaps attend special events. And all along the way people are watching you. It's kind of scary when you think about it but no doubt, you are making an impression on everyone you meet as you navigate through your life and work.

*"I call this concept  
"Permanent Video"  
meaning that you are  
on video all the time,  
every day."*

Think about it: Your boss watches you. Your spouse watches you. Your parents, friends, colleagues, and family watch you. The neighbors most definitely watch you. Employees are exceptional boss watchers as are children who notice everything! But the most important person who watches you is YOU. You go with you everywhere you go so you see it all.

I call this concept "Permanent Video", meaning that you are on video all the time, every day. I know what you're thinking. It doesn't feel good to think about this! When I explain this concept to clients or in presentations, people cringe. Please don't shoot the messenger. Like it or not, you cannot deny the truth. It is what it is.

It's not the concept that matters; as a leader, what matters is what you do about the concept. If you know that your actions are being monitored, that everything you do and say is being witnessed, then how do you choose to act? Going about your business each day knowing people are watching you and caring about what it is they witness when they do watch, that is the way of a leader.

The true test is when you believe that no one is watching. There is a story of a priest new in town who boarded a local bus. The driver gave him the incorrect change handing the priest an extra quarter. The priest sat down before he realized what had happened. "It's only a quarter, what does it matter?" he thought to himself. As he went to exit the bus, the priest returned the quarter to the driver. The driver thanked him and admitted, "You know, Father, my wife and I have been unsatisfied with the churches in town. We heard there was a new priest. I knew it was you when you stepped on the bus and I gave you the extra quarter on purpose to see what you would do. My wife and I will see you on Sunday."

No matter how big or how small, integrity matters. What you do makes a huge statement about who you are. Ralph Waldo Emerson declared, "Who you are speaks so loudly I cannot hear what you are saying!"

Integrity is doing the right thing – for YOU. It's that fine line between doing what feels good to you versus what feels bad and everyone's level of integrity is different. That's why we have laws. At the end of the day, when you feel good about the decisions you have made, the impressions you have left on others, the things you have done and said, then you know you are living up to your own level of integrity and how you feel good about how people experience YOU as you navigate life's journey.

When you cannot sleep at night, you toss and turn and your mind just will not shut down, ask yourself where you are out of integrity. As you get yourself into integrity by doing the right things for YOU: honoring yourself, making tough decisions, speaking up for yourself, walking through your fear, and getting the support you need, then your mind quietens down and you can sleep better.

See, it's not that people are watching you that matters; it's caring about who people meet when you show up in the world. It's caring about you and how you come across. It's taking responsibility for YOU, your words, your emotions-it's taking yourself seriously. You are the most important person in your life. Too often, people try desperately to change others but try as you might, you have no control over what other people do; you only can control you. This is where your power lies and it is where your greatest happiness can be found.

(MANAGING IMPRESSIONS– continued on page 5)



(MANAGING IMPRESSIONS- continued from page 4)

As you travel your life journey, you leave a mark. Each and every day you make an impression and over time that adds up to your lifetime. So each day you have a new opportunity to make your mark. And you decide what kind of mark you want to leave.

In order to regulate the impression you make and what people see when they watch the video called YOU, two things need to happen: One, decide the kind of person you want to be. Create a vision for who you want to be as you navigate this thing called life. What qualities do you want to espouse? How do you want to be known by others? How do you want people to describe you? Secondly, be more aware of yourself in your every day activities. Is what you are saying or doing representing this vision you have for yourself? Are you living the qualities you've identified as important to you?

Permanent video is not about caring what other people think of you-that is a huge waste of time and energy. It is caring about what people *experience* when they are in your presence. There is a difference. On one hand your focus is about other people and trying to please them (i.e. making assumptions about what others want from you and then acting accordingly hoping you are right); the other is about who you want to be and how you want to be received. You are responsible for what people see and how people experience you. One day they'll be writing their eulogy about you. What would you like them to say?

Each day is a new opportunity to become the person-the leader-you want to become. You have many opportunities to practice, but know that while impressions form quickly, they are not easily changed. There is no rewind or pause button to permanent video. The sooner you start on your journey to becoming the person you want to become, the more people experience YOU living the leadership qualities you want to express, the sooner people's impressions will change. Eventually, you'll get feedback that it's working.

*"It is not what we eat but what we digest that makes us strong; not what we gain but what we save that makes us rich; not what we read but what we remember that makes us learned; and not what we profess but what we practice that gives us integrity."*

*Francis Bacon*

*Are you ready for a change and realize that the biggest thing standing in your way to success is you? Are you tired of people-pleasing, living in chaos, or being overwhelmed or unhappy and ready to take a stand in your own life to make it great? Then coaching with Julie is the answer. Julie Fuimano is the President & CEO of Nurturing Your Success Inc, a Coaching and Publications Company helping people get out of their own way and achieve a new level of success in life, career, and relationships. Visit her website [www.NurturingYourSuccess.com](http://www.NurturingYourSuccess.com) for more information and to sign up for her empowering e-newsletter. Contact Julie at (610) 277-2726 or write to [Julie@NurturingYourSuccess.com](mailto:Julie@NurturingYourSuccess.com) to arrange a coaching consultation. Fuimano is an accomplished writer and author of the life manual and confidence builder, [The Journey Called YOU: A Roadmap to Self-Discovery and Acceptance](#)-available wherever books are sold. As an inspirational speaker, her presentation topics include mastering change, emotional intelligence, and advanced communication skills.*

(SANTA FE-continued from page 2)

Over time, consumers have become more demanding, with rapidly changing times having significant policy implications.

Retirement - Americans are not retiring. Those who do, die sooner. On the average, blue-collar workers who retire die within 18 months of retirement. White-collar workers like IMB executives keel over in 11 months. Instead of retiring, Americans are switching careers. If they do not retire, they do not have to plan for it!

Power of Cohorts - In the past, parents gave kids their character. Now, kids are a product of the times they grew up in and they are influenced by their cohorts - those individuals with the same interest, and who act similarly.

The good news is - 60 is now the new 30, with cosmetic surgery the fastest growth area of medicine. The bad news is - cancer, stroke and heart disease which strike men and women alike receive less medical attention with surgeons focusing on cosmetic surgery.

(VISIT THE LSS WEBSITE FOR MORE)



# 2006-2007 LEADERSHIP STAFF SECTION EXECUTIVE COMMITTEE

## OFFICERS

### Chair (VACANT)

**Acting Chair**  
**Dawn Reese (Pennsylvania)**  
Leadership Leg. Specialist  
House Democratic Caucus Chr  
115 Main Capitol Building  
Harrisburg, PA 17120-2202  
p) 717-787-3085  
f) 717-787-6650  
e) [dreese@pahouse.net](mailto:dreese@pahouse.net)

**Second Vice Chair**  
**Rosina Boyd (New Mexico)**  
**Chief of Staff, Minority Office**  
House of Representatives  
Room 125 State Capitol  
Santa Fe, NM 87501  
p) 505-986-4757  
f) 505-986-4399  
e) [rosina.boyd@nmlegis.gov](mailto:rosina.boyd@nmlegis.gov)

**Immediate Past Chair**  
**Mary Sue Jones (Idaho)**  
Fiscal Assistant  
Senate President Pro Tem Ofc  
P.O. Box 83720  
Boise, ID 83720-0081  
p) 208-332-1302  
f) 208-332-1422  
e) [mjones@senate.idaho.gov](mailto:mjones@senate.idaho.gov)

## MEMBERS

**Scott Brubaker (Pennsylvania)**  
**Director of Staffing & Administration**  
House Democratic Caucus  
603 Main Capitol  
P.O. Box 202216  
Harrisburg, PA 17120-2216  
p) 717-783-5713  
f) 717-705-2053  
e) [sbrubake@pahouse.net](mailto:sbrubake@pahouse.net)

**Tracy Campbell (West Virginia)**  
**Admin. Assistant to the Majority Whip**  
House of Delegates  
1900 Kanawha Blvd E, Room 462-M  
Charleston, WV 25305  
p) 304-340-3132  
f) 304-340-3388  
e) [tcampb@mail.wvnet.edu](mailto:tcampb@mail.wvnet.edu)

**Terri Franks-Smith (Idaho)**  
**Chief Fiscal Officer of the House**  
PO Box 83720  
Boise, ID 83720-0038  
p) 208-332-1112  
f) 208-334-2491  
e) [tfranks@house.idaho.gov](mailto:tfranks@house.idaho.gov)

**Greg Gordon (Indiana)**  
**Director of Bill Distribution**  
Senate  
200 W Washington St Rm 131  
Indianapolis, IN 46204-2785  
p) 317-232-9409  
e) [ggordon@iga.state.in.us](mailto:ggordon@iga.state.in.us)

**Ryan MacDonald (Maine)**  
**Senior Legislative Aide**  
House Majority Office  
p) 207-287-1340  
f) 207-287-8338  
e) [ryan.macdonald@legislature.maine.gov](mailto:ryan.macdonald@legislature.maine.gov)

**Tom Wright (Alaska)**  
**Chief of Staff**  
Office of the House Speaker  
p) 907-465-4859  
f) 907-465-3799  
e) [tom\\_wright@legis.state.ak.us](mailto:tom_wright@legis.state.ak.us)

**Janeen Halverson (Utah)**  
**Minority Administrative Assistant**  
Senate Democratic Caucus  
State Capitol Complex, Suite W115  
Salt Lake City, UT 84114  
p) 801-538-1406  
f) 801-326-1476  
e) [jhalverson@utahsenate.org](mailto:jhalverson@utahsenate.org)

**Kathleen Teague (Florida)**  
**Director of House Administration**  
House of Representatives  
402 S Monroe St Ste 418  
Tallahassee, FL 32399-1300  
p) 850-488-6026  
f) 850-488-4732  
e) [Kathleen.Teague@myfloridahouse.gov](mailto:Kathleen.Teague@myfloridahouse.gov)

## VOTING EX-OFFICIO MEMBERS

**Nancy Butcher (West Virginia)**  
**Administrative Assistant**  
House of Delegates  
1900 Kanawha Blvd. E, #462-M  
Charleston, WV 25305  
p) 304-340-3341  
f) 304-340-3388  
e) [butcher@mail.wvnet.edu](mailto:butcher@mail.wvnet.edu)

**Diane Steward (Maine)**  
**Legislative Aide**  
Senate Majority Office  
3 State House Station  
Augusta, ME 04333  
p) 207-287-1532  
e) [diane.steward@legislature.maine.gov](mailto:diane.steward@legislature.maine.gov)

**Marsha Conley (Pennsylvania)**  
**Graphic Artist**  
House Republican Printing  
4 Technology Park  
Harrisburg, PA 17110  
p) 717-783-0196  
f) 717-772-5293  
e) [mconley@pahousegop.com](mailto:mconley@pahousegop.com)

**Sheila Hardy (Kentucky)**  
**Assistant to Caucus Chairman**  
House of Representatives  
416 Capitol Annex  
Frankfort, KY 40601  
p) 502-564-4334  
f) 502-564-0857  
e) [sheila.hardy@lrc.ky.gov](mailto:sheila.hardy@lrc.ky.gov)

**Mechelle Miller (Louisiana)**  
**Administrative Director**  
House Rural Caucus  
P.O. Box 44420  
Baton Rouge, LA 70804  
p) 225-342-7380  
f) 225-342-0343  
e) [millerm@legis.state.la.us](mailto:millerm@legis.state.la.us)

**Maxine Roberts (Tennessee)**  
**Senior Executive Assistant**  
Ofc of the Lt. Governor/Speaker of  
Senate  
One Legislative Plaza  
Nashville, TN 37243  
p) 615-741-2368  
f) 615-741-4990  
e) [maxine.roberts@legislature.state.tn.us](mailto:maxine.roberts@legislature.state.tn.us)

(COMMITTEE—continued on page 7)



# LEADERSHIP LESSONS IN HISTORY

Many leadership traits can be learned from history. This feature in the *Leadership Staff Connections* will use historical stories about people to demonstrate how leadership traits help us all achieve success. In this issue we will see "patience" through the eyes of a teacher.

At six years old, the parents of a little girl sought the advice of Alexander Graham Bell on how to educate their daughter, who after an illness at 19 months, was left blind and deaf. As a result, Anne Mansfield Sullivan became the teacher of Helen Keller on March 2, 1887.

Miss Sullivan was only 20 years old at the time. Although she was very young to assume such an awesome responsibility, she knew firsthand the hardship of blindness. She was formerly blind but had been partially cured, and studied at the Perkins School for the Blind in Boston.

After six years of no means of communi-

cation, Helen was a real challenge for Miss Sullivan. Through patience and creativity, Miss Sullivan taught her student that things had names. Within one month Helen learned to recognize the alphabet when Miss Sullivan manually pressed the letters into her hand. In the years that followed, Helen and Miss Sullivan gained national reputations as Helen mastered a full vocabulary and displayed a gifted intelligence.

Miss Sullivan never gave up on Helen. She

*"He that can have patience  
can have what he will."*

*Benjamin Franklin*

patiently worked with her student through seemingly insurmountable obstacles. Miss Sullivan even accompanied Helen to Radcliffe College, reading for her and spelling lectures into her hand and in 1904, Helen Keller graduated from Radcliff.

Miss Sullivan is recognized for her achievement in educating, to a high level, a person without sight, hearing or normal speech. It takes an enormous amount of patience to educate a child under normal circumstances, but for a twenty year old to take on such a task is incredible.

(COMMITTEE—continued from page 6)

## NON-VOTING EX-OFFICIO MEMBERS

**Michael Charboneau (Minnesota)**  
**Executive Director**  
House DFL Caucus  
269 State Office Building  
100 Martin Luther King, Jr. Avenue  
St. Paul, MN 55155-1298  
p) 651-296-4115  
f) 651-296-8605  
e) [mike.charboneau@house.mn](mailto:mike.charboneau@house.mn)

**David Coburn (Florida)**  
**Chief of Staff**  
Senate President's Office  
Suite 409, The Capitol  
404 South Monroe St.  
Tallahassee, FL 32399-1100  
p) 850-487-5229  
f) 888-263-7895  
e) [coburn.david@flsenate.gov](mailto:coburn.david@flsenate.gov)

**Darlene Mullally (New York)**  
**Executive Administrator to Chair**  
Assembly Ways & Means Cmte  
Legislative Office Bldg., Rm. 923  
Albany, NY 12248  
p) 518-455-3992  
f) 518-455-5776

**Barbara Oakes (Maryland)**  
**House Administrator**  
House of Delegates  
313 Lowe House Office Building  
Annapolis, MD 21401  
p) 410-841-3392  
f) 410-841-3020  
e) [barbara.oakes@mlis.state.md.us](mailto:barbara.oakes@mlis.state.md.us)

**Laura Bauman (Indiana)**  
**Chief of Staff**  
Indiana Senate Democrats  
State Capitol, Room 401  
200 W. Washington  
Indianapolis, IN 46204-2785  
p) 317-232-9506  
f) 317-233-4275  
e) [lbauman@iga.state.in.us](mailto:lbauman@iga.state.in.us)

**Jan Shirrell (Indiana)**  
**Executive Assistant**  
Senate  
200 W. Washington Street  
Indianapolis, IN 46204-2785  
p) 317-232-9414  
f) 317-232-9464  
e) [jshirrel@iga.state.in.us](mailto:jshirrel@iga.state.in.us)

**David Wilkins (Delaware)**  
**Administrative Assistant**  
Senate Republican Caucus  
S254 Legislative Hall  
Dover, DE 19903  
p) 302-744-4161  
f) 302-739-5049  
e) [dwilkins@legis.state.de.us](mailto:dwilkins@legis.state.de.us)

# ANNUAL LEGISLATIVE STAFF ACHIEVEMENT AWARDS



The Legislative Staff Section will offer two awards for outstanding contributions to the legislative process and the professional development of leadership staff. At least one of the awards will be presented to an individual who has been an active participant in Leadership Staff Section activities, as evidenced by attendance at the Section's annual training seminars, or by other significant involvement with the Section.

A nominee may be an individual, office group or team whose contributions benefit the roles of leadership staff, and should meet a significant number of the following criteria:

1. Identified differences and used them positively to benefit the organization, and ultimately our roles in individual states.
2. Identified significant areas within which we can learn from one another.
3. Outstanding credibility and genuine interest in networking ideas.
4. Common understanding necessary for inclusive contributions and acceptance of Leadership Staff Section participants.
5. Effectiveness in giving...self, time, resources, etc., to benefit our section.
6. Insights that can be developed through teamwork (ability to objectively process knowledge/patterns for contriving options for avoidance of common obstacles).
7. Determined toward efficiency and betterment of professional selves; shares "best game" strategies.
8. Promotes benefits gained from Leadership Staff Section.
9. Developed solution(s) for various subterfuges; emanating realistic expectations versus frustrations—for example, "New Dimensions for Change" ideas.
10. Improved communication and/or participation in Leadership Staff Section.

All nominations will gladly be accepted. Please contact the chair or any member of the Awards Committee if you have any questions about the awards or you have deserving colleagues to nominate for this outstanding recognition!

The awards will be presented at the 2007 NCSL Annual Meeting in Boston, Massachusetts.

**The deadline for nominations is**

**May 25, 2007**

## AWARDS COMMITTEE MEMBERS

### Chair:

Raylene DeSanto (PA)  
p) 717-783-9789  
f) 717-772-2997  
e) rdesanto@pahouse.net

Barry Kling (Florida)

p) 850-488-9622  
f) 850-922-5912  
e) barry.kling@myfloridahouse.gov

### Members:

Greg Gordon (Indiana)  
p) 317-232-9409  
f) 317-232-9903  
e) ggordon@iga.state.in.us

Barbara Oakes (Maryland)

p) 410-841-3392  
f) 410-841-3020  
e) barbara.oakes@mlis.state.md.us

Terri Franks-Smith (Idaho)

p) 208-332-1112  
f) 208-334-2491  
e) tfranks@house.idaho.gov

Erlinda Campbell (NM)

p) (505) 986-4711  
f) (505) 986-4409  
e) erlinda.campbell@nmlegis.gov

Scott Brubaker (PA)

p) 717-787-5713  
f) 717-705-2053  
e) sbrubake@pahouse.net

**The members of the Awards Committee look forward to hearing from you.**

**Please submit your nomination to any member of the Committee.**

## NEWSLETTER CONTRIBUTIONS NEEDED

Comments about this issue, or suggestions or articles for the next newsletter are gladly received by the Outreach, Newsletter and Web Site Committee.

We encourage you to contact the committee chair or newsletter editor with your ideas.

### Chair:

Rosina Boyd (NM)  
p) 505-986-4757  
f) 505-986-4399  
e) rosina.boyd@nmlegis.gov

### Newsletter Editor:

Kathleen "K.T." Teague (FL)  
p) 850-488-6026  
f) 850-488-4732  
e) kathleen.teague@myfloridahouse.gov