



# Recruiting & Retention Journal

A publication for NARFE leaders to enhance recruitment, retention and pre-retirement seminars. From Elaine Hughes, National Secretary

This issue covers recruitment statistics for the months of April, May and June 2014

www.NARFE.org

## HQ MEMBERSHIP NEWS September 2014 Membership Drive

— By Bridget Boel, Membership Director, [bboel@narfe.org](mailto:bboel@narfe.org)

### Special Recruitment Incentives Are Being Offered for the Month of September

On the heels of National President Beaudoin's July 10th call for chapter and federation recruitment support, a special incentive is being offered for the month of September to jump-start the effort. While many of our members are ongoing recruiters, we would like to encourage greater participation and remind those who may have felt some reluctance that material and guidance are available.

Certainly, we all would like to increase the number of NARFE members and build our collective voice, and many work hard to do just that regardless of incentive. But let's make September count! Let's build that voice just as Congress resumes session!

### And the Incentives Are ...

- Recruiters will receive \$10 for each new member, both current federal employees AND retired, who joins in September 2014. (Applications must be postmarked and calls or website joins must be received by September 30.)
- All September recruiters will be entered into a drawing, once for each new member they have recruited.
- A Kindle Fire will be awarded to a recruiter randomly selected from this pool.



Kindle Fire

### Gather Your Materials ...

- The NARFE brochure, [F-135 \(08/13\)](#), is available to order if your stock is low. The brochure can help you through recruitment talking points and includes an application with a pre-paid return envelope.
- A sample "[Elevator Speech](#)," or summary of our focused sales pitch, is available online at

[www.narfe.org](http://www.narfe.org). Once logged in, go to Officer Resources, "Tips, Tools and Templates" and you'll find it is the last link on that page.

- In this very issue of *Recruiting & Retention Journal*, you'll find a great article titled "Articulating Value." It will walk you through both the concept and its application to the NARFE pitch. See page 5.

### Familiarize Yourself With All the Avenues to Join...

- Mail in the F-135 brochure
- Go online to [narfe.org](http://narfe.org) and click the Join link
- Call us at 800-627-3394

### Don't Forget Your Recruiter ID...

Credit for recruitment can be given only if the ID number of the recruiting member is provided upon joining.

We look forward to making September a terrific recruitment month, one that will reinvigorate all the would-be recruiters among us! ■■■■



F-135

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**Elaine Hughes**

Recently, President Beaudoin sent a message to the field concerning the continuing decline in membership. The message was sent to increase the awareness of our membership issues and to solicit assistance from the field in our prospecting and recruiting efforts.

Enhancing field efforts in recruiting and prospecting is very important in addressing the membership crisis, so for this article, I am offering a few strategic planning tips that may assist chapters and federations in participating in prospecting and recruiting members. Additionally, I encourage all who are interested and have a stake in NARFE's future to read through the [FH-19, Membership Marketing Manual](#), revised in May 2014. There are many tips, strategies and tactics that will be helpful to you in developing your own approach to assist with our membership crisis.

Many chapters are on hiatus for the summer, so when reconvening in the fall, it is a great time to re-think how your chapter or federation will approach membership for the remainder of the year. I cannot stress enough the value of creating an action plan for membership. It does not have to be an elaborate document, but should include goals, milestones, outcomes and available resources. It should take into account the size of your chapter or federation, resources available and geographical dynamics (for example, consider whether your chapter is close to a major city or a small town or community). One rule that must always be followed is to set reasonable goals and expectations. Don't set yourself, your chapter or federation, up for failure. Action planning can be the key to a successful membership campaign.

**Below are a few tips on what an action plan should include:**

- Include specific goals, tasks and/or steps to be accomplished. Be realistic and don't set goals too high. Assess your resources to ensure success, and remember, less is more. Focus on only three or four projects at a time so as not to spread resources too thin and risk success. Pages 9-10 of the FH-19 list a number of goals that you might find appropriate to your situation in creating your membership action plan.
- Create measurable milestones that you believe are attainable.
- Develop a timeline for accomplishing each milestone, which will ultimately help you reach your goals.
- Work your plan. The action plan, once created, should be your guide. So work it.
- Share the action plan with other chapter and federation leaders to gain buy-in and support.
- Change the completion dates, if necessary, but don't stop working.

Periodically evaluate the plan to ensure that it still makes sense. Things can change, so make sure the plan remains timely and relevant.

Planning can go a long way toward making prospecting and recruiting easier and rewarding. To all of our recruiters and prospectors – thank you for your work and dedication to NARFE.

Sincerely,

Elaine C. Hughes  
National Secretary



## Getting the Word Out About NARFE

— By Dorothy Creswell, Chapter 672, New Braunfels, TX.

**R**ecently, a NARFE member asked, “What are we doing to get the word out about NARFE?” That’s a great question that we can all help answer.

Why does it matter? The more members we have, the greater our voice as we work with our elected U.S. representatives and senators for legislation beneficial to civilian federal workers, retirees and their spouses.

There are many ways to raise awareness about NARFE, but the single most important person is YOU.

Do you know someone who used to work as a civilian federal employee, one who still does or who is married to one? Tell them about NARFE

and invite them to join. If you need NARFE membership brochures and applications, call (800) 627-3394.

If you’re hesitant about talking up NARFE with your friends and neighbors, share their contact information with us and we’ll follow up. Important details to include are their name, mailing address, telephone number and email. It is also helpful to identify if they are a current federal worker, retiree or spouse.

Invite them to a chapter meeting. If they use email, forward the NARFE Legislative Hotline when you get it or the NARFE NewsWatch weekly digest. These are things that every member can do to help NARFE. ■■■■■

### What You Can Do Online

- [Renew](#) your membership
- [Update](#) your member record (change of address, phone number, name, phone number, email, etc.)
- Find a NARFE local chapter
- Access NARFE publications, [narfe magazine](#) and NewsWatch
- Check the status of legislation that will impact NARFE
- Calculate your annuity (for active employees)
- [Donate](#) to NARFE Programs (NARFE-PAC, NARFE General Fund, Protect America’s Heartbeat)
- Research Federal Benefits topics
- [Contact](#) your representatives
- “[Like](#)” NARFE on Facebook
- [Follow](#) NARFE on Twitter

## Effectively Engaging Your New Member

—Adapted from an article from *Strategic Membership Solutions* by Belinda Moore. [www.smsonline.net.au](http://www.smsonline.net.au)

**T**he key to effectively retaining your new members is the ability to create and maintain the perception that they are better off as a member than a nonmember. Therefore, when someone becomes a member, there must be a very noticeable difference in the perceived benefits they receive and the level of contact they have with you.

As a prospect, they were used to receiving a certain amount of information from your association. That level of contact must be far higher once they become a member. Therefore, great care must be taken in designing a member relationship management process that complements other activities.

Member retention is crucial and should be part of an ongoing process. Note that it costs

more money to get new members than to retain them. So stretch our dollars and do all you can to get your existing members to renew.

### Use Volunteers Effectively

At every meeting, plug in volunteers whose main role is to ensure that other members and prospective members feel welcome and are actively engaged. They should spot attendees who are by themselves and try to integrate them into the group. Have a structured process in place to encourage members to volunteer. Don't just ask for volunteers without any additional explanation about what their duties entail. You simply won't get a response. Instead, invite people to fill specific roles such as editing the next chapter newsletter or serving as photographer. ■

## How You Play a Part in NARFE

**N**ARFE is often asked what its role is in the federal community. NARFE is the only organization solely dedicated to protecting and preserving the pay and benefits of all federal workers and retirees.

Each member can significantly make a difference in NARFE's mission. Remember, numbers count! The number of federal retirees, annuitants and employees who join NARFE only adds volume to NARFE's voice and augments legislative reach.

When members don't renew their NARFE membership, they are kept out of the loop and lose important information. The loss of members in the long term decreases NARFE's political clout. Congress is looking for ways to bridge our nation's deficit. Federal benefits are on the chopping block. Once the axe falls, more federal benefits will be closely scrutinized. Only through NARFE can the benefits contracted between employee and employer be preserved.

As long as our earned annuities and health

benefits can be changed at the whim of Congress, we need a strong voice to represent us. There is simply no other organization like NARFE — devoted solely to protecting benefits for the federal community.

### Recruit Your Spouse!

Why should your spouse join NARFE? Several years ago, a bill was introduced in Congress to make cuts to survivor benefits. NARFE fought this bill and, after a hard battle, defeated it! NARFE has fought and continues to fight for all survivors, including those who are nonmembers. Still, we have many survivor annuitants and designees eligible for NARFE membership who choose not to join NARFE. This group stands to win or lose the same way as retirees. Many survivors who never worked for the federal government mistakenly believe that one membership is sufficient and fail to understand that survivor benefits are affected the same way as federal retiree benefits. ■



## Articulating Value

**W**hen a prospective member approaches a recruiter to inquire about membership, the often-asked question is, “What are the benefits of membership?” The association representative then takes a deep breath and dutifully rattles out, “We have a magazine, a website, an email bulletin, etc...” And then the recruiter wonders why the prospect doesn’t seem interested.

The challenge of articulating the true value of membership is where many associations struggle. Recruiters tend to talk about the features of membership rather than the actual benefits. Publications, events, websites and email bulletins are simply supporting features, and without further explanation or follow-up, hold little value.

When considering the value of membership, it is important to recognize that the member is not making a donation toward the organization. They are actually investing in it and expect to see a return. You need to be the one to articulate that return.

Articulating value is a matter of explaining how the member will realize a successful return on their investment. You need to be able to state the outcome the member is expecting to realize and how your association can help them achieve it.

As different people desire different outcomes, it is important to understand what each prospective member prioritizes and values, so you can be confident that the message they hear will be well received.

**Instead of saying:** We have NARFE federal benefits specialists available on staff.

**Say:** You get advance notice and dependable advice when benefits change. Retirement annuities, health insurance, life insurance and other benefits are subject to change. As a NARFE member, you will know exactly what to expect and can get expert answers to your questions, whether you are under CSRS or FERS.

**Instead of saying:** Members get the monthly *narfe* magazine.

**Say:** NARFE members have access to acclaimed reporting on federal news. With so much misinformation about federal pay and benefits in the general media, *narfe* magazine is a reliable source for news, data and advice for federal workers and retirees. Monthly columns sort out complex and common benefit issues, translate proposed legislation, answer your questions, report on progress and results of NARFE legislative initiatives, and more.

Associations serve an important role in the collection, filtering and dissemination of critical information that affect the lives of their members.

### Why they would join:

- To gain up-to-date critical information about the industry or issue before others.
- To have a strong voice at all levels of government and to be able to influence that voice to protect their benefits

**Instead of saying:** Members can access the [NARFE Legislative Action Center](#).

**Say:** As a NARFE member, you get to speak your mind through the NARFE Legislative Action Center. Access quick links to reach your members of Congress and local media. NARFE’s online database of current legislation, key votes and how-to’s on communicating with Capitol Hill give you the power to speak your mind to the people making the decisions.

**Instead of saying:** NARFE members get member perks.

**Say:** Using the purchasing power of hundreds of thousands of members, NARFE offers excellent deals to help you save money on travel, hotel stays, car rentals and more. Credit union membership, mortgage discounts and additional financial, insurance and health services are also available to NARFE members. College scholarships and disaster relief grants are more ways that NARFE is looking out for you and your family when you remain a member.

**Then, say this to clinch the deal!**

NARFE is the only membership organization solely dedicated to protecting and preserving the benefits of ALL federal workers and retirees. As a member of NARFE, you strengthen each of our critical messages before Congress, fortify

our national outreach, and demonstrate your dedication to protecting the hard-earned benefits and deserved reputation of both the active and retired federal workforce.

NARFE's aggressive legislative agenda focuses on protecting your financial security in retirement. Our advocacy efforts have produced winning results. With you by our side, we recently:

- Helped defeat congressional action that would have slashed federal civilian retirement and health benefits;
- Added the Federal Long Term Care Insurance Program for active and retired federal employees;
- Shielded the Federal Employees Health Benefits Program from dramatic changes in the Senate's Health Care Reform Bill.

There's a lot more that needs to be done, that can only be done with your help! ■

## How to Convey Value to Your Members

**H**ow do you show the value of membership to your members? Your members can't see what happens behind the scenes at Headquarters. They can't see NARFE lobbyists hard at work for them. They don't have a picture of how our Federal Benefits staff work diligently to field calls and messages from prospects and members on retirement benefits. There is a need to remind and assure them that NARFE is working hard, is working for them and that NARFE works to help protect their hard-earned retirement benefits!

### 1. Relay relevant information.

Familiarize yourself with legislative updates on the NARFE website, [www.NARFE.org](http://www.NARFE.org), and start a healthy discussion at meetings among your members. Keep them informed and updated on the progress NARFE is making in protecting their retirement and health benefits. Frequently list our legislative accomplishments.

### 2. Maintain a great newsletter.

Mail copies to both members and prospects in your area. Fill it with news from both NARFE Headquarters and your local chapter or eDivision. Check the NARFE website, [www.NARFE.org](http://www.NARFE.org), every month for the latest news. Upon logging in, the website is conveniently divided into tabs: Federal Benefits, Legislation, Member Perks, NARFE Publications, and Press Room, where you can easily find the information you need. Clearly mention your meeting date in the next issue of your newsletter and list items of interest for the upcoming meeting. Expressly invite all current, lapsed and prospective members to attend.

### 3. Design or maintain a great website.

A great Web page can create a virtual community for your fellow chapter members and is indispensable to those who cannot attend meetings. The NARFE IT department has just



launched a new NARFE template, available to federation and chapter officers via the Online Activities Module (OAM). It's easy!

#### **4. Gain publicity for NARFE by joining local community programs and activities.**

NARFE needs all the publicity it can get. Public Relations chairs and NARFE leaders can get a lot of advice on how to advertise NARFE in the Public Relations handbook, [FH-9](#). Look for it on the Requisition for Printed Supplies, [F-18](#).

#### **5. Leave something tangible in their hands.**

Check the Requisition for Printed Supplies, F-18, regularly for new literature from NARFE Headquarters that your prospects and members will appreciate. Also check out the NARFE white papers available on our website.

#### **Some popular brochures available now are:**

[For Prospective Members](#)

**Membership Application, [F-135](#)**

This all-inclusive brochure explains NARFE's role as both the legislative voice and information resource for the federal community, provides a rundown of membership benefits, explains membership eligibility, and lists recent legislative accomplishments.

A membership application and postage-paid envelope also are included in the brochure.

#### **10 Worst Mistakes Federal Employees Can Make, [F-126](#)**

The brochure lists 10 mistakes federal employees tend to make before retirement, explains how these mistakes may negatively impact retirement and describes how to avoid them.

#### **10 Worst Mistakes Federal Retirees Can Make, [F-127](#)**

The brochure lists 10 blunders federal retirees tend to make after retirement and how to make the most of your retirement choices.

#### **How do I find out what NARFE is currently working on?**

- Visit the NARFE Legislative Action Center <http://capwiz.com/narfe/home>. Click on "Issues and Legislation" under "Policy Tools."
- Visit the Legislation page on [www.NARFE.org](http://www.NARFE.org). Click on "113th Legislative Program" on the left panel.
- Every issue of *narfe* magazine includes the NARFE Bill Tracker in the Washington Watch section of the magazine. The NARFE Bill Tracker is your monthly guide to the congressional legislation that NARFE is keeping an eye on. Check back each issue for updates.

[For Members](#)

#### **Be Prepared For Life's Events, [F-100](#)**

This valuable members-only resource helps survivors of federal employees and retirees navigate the benefits that are available to them upon the death of a federal employee or annuitant.

#### **Gift Membership, [F-85](#)**

Share the benefits of NARFE membership! As a NARFE member, you have personally benefitted from effective lobbying, expert retirement advice and updates on legislation affecting your benefits. Do you know of anyone who could benefit as well? Give the gift of NARFE membership to someone you care about.

#### **Dues Withholding Brochure, [F-86](#)**

If you are a retiree, you may sign up for the dues withholding program and save 15 percent off the price of your National dues or 15 percent off your renewal rate in eNARFE. Your membership dues are deducted directly from your annuity in small monthly increments, and you will never receive another dues renewal reminder – ever! ■■■■■

# RR Recruitment Credit to Members

**Note:** The list below was aggregated from membership applications submitted to NARFE HQ that contained Recruiter ID numbers.

## Alabama

0270 Thomas R Elliott	1
0270 John B Henderson	1
0318 Doris Pearson	1
0744 Rondal Mize	1
1062 W F Mills	1
1480 Maria A Taylor	1
1511 Joyce P Smith	1
1511 James W Williams	1
1807 Lee R O'Berry	1
1901 Janie W Hubbard	1

## Arizona

0055 Jackie L Dehart	1
0055 Waldo V Ostby	1
0321 Van Gerdes	1
1235 James L York	1
1686 Richard Yee	2
1686 Clarice M Pharo	1
2106 William J Pierce	1

## Arkansas

0966 Kathleen K Mueller	1
1156 James Kuzilik	1

## California

0004 William B Doll	1
0004 Sandra K Wetzels-Smith	1
0016 Helen L Zajac	1
0021 Jeannie C Sprenger	1
0040 Susan A Hammer	1
0045 Marian B Orvis	1
0050 Edward Shallenberger	1
0053 Kenneth Markham	1
0061 Yoggi Riley	2
0061 Paul Burton	1
0065 Michael P Crahan	1
0065 Gerald Hall	1
0065 Juanita T Lott	1
0068 Marsha A Catlett-Weimer	2
0455 Marcia L Meier	1

0478 Nicholas Shestople	1
0531 Michael Zukernick	1
0587 Karin Messaros	1
0608 Christine L Latorra	1
0877 Linda Ingram	1
1087 Evelyn L Schuler	1
1245 Mildred Rogers	1
1285 Carolyn Bill-McCrea	2
1330 Paul Klock	1
1330 Raymond L Shafer	1
1496 Carol A Ruiz	1
1539 Nancy Young	2
2025 Arleen P Jess	1

## Colorado

0081 Frank C Impinna	1
0118 Robert Podio	1
0241 John Conroy	1
0241 Phyllis A Corl	1
0351 Melinda L Hanson	1
1040 Cathy Iverson	1
1072 Ruth Harvey	1
1076 Ralph J Ellis	1
1085 Gregory Kann	2

## Connecticut

0257 Sheldon Cooper	1
2069 William J McLean	1

## Delaware

0085 Toby Rubenstein	1
0085 Marguerite C Schreier	1
0085 Patricia G Schweingruber	1
1690 Walter T Berwick	1
1690 Barbara E Geibel	1
1690 George F O'Shea	1
1690 Ron Weber	1

## District of Columbia

1795 Jacqueline Voorhees	1
2000 Sharon M Bailey	1

2052 Sheila A Traynham	1
2058 Bill Wicker	1

## eNARFE

2363 Frank Buscaino	2
2363 Michael Causey	1
2363 Charles W Chaillet	1

## Florida

0033 Gwendolyn A Harvey	1
0086 Shirley Huffman	1
0095 Caroljoy Reeves	2
0109 Patricia Rawson	1
0159 Nathan Slonin	2
0242 Bam Justice	1
0259 Judy Del Barto	1
0717 Donald H Gray	1
0776 Joel Heath	1
0837 Sydney Bennett	1
1002 Monika Jennings	1
1137 John R Ledman	1
1140 Felicia Bradley	1
1140 John Miller	1
1154 David A Galgani	1
1224 Jane C Lemley	1
1557 Bette D Cabot	1
1557 Brian C Mertz	1
2247 Eleanor M Sherman	1
2279 Harold Wood	1
2364 James A Gabor	1

## Georgia

0380 Clarence Robinson	3
0545 Rhonda Bailiff	1
1020 Merle S Oder	2
1435 Charles E Hasty	1
1818 Lena Griswell	1
1820 Frederick Speeney	2

## Hawaii

0311 James M Tamura	1
1518 Paula Fukuda	1





1518 Satsuye Tanaka	1
1656 Maile L Duvauchelle	1
1656 Fran McMeniman	1
1657 John C Priolo	2

## Idaho

0083 Pamela G Oconnor	1
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## Illinois

0338 Merton I Sachs	3
0399 Kirk D Edgecombe	2
0415 Alan R Ekberg	2
0852 Van E Hicks	1
1067 Thomas E Berry	1
1106 Wayne Mechenes	1
1106 Catherine A Siciliano	1
2181 Richard A Mackey	1

## Indiana

0151 Mary E Hahn	1
0151 Ella M Johnson	1
0223 Allen R Lauer	3
0327 John W Smith	1
0330 Sandra J White	1
0562 Ralph H Halley	1
0565 Jerry L Raderstorf	2
0578 Ruth L Gilstrap	1
0578 Barbara S Terry	1
1024 Darrel L Thomas	1
1612 Donald G Miller	1
1777 Dolores C Malone	1
1777 Donald Savage	1
2197 Neil E Stowe	1

## Iowa

0148 Larry Moore	11
0148 Joseph A Dygas	1
0198 Eugene V Baker	1
0279 Jeanne Eble	1
0791 Beverly K Woodside	1
0848 Avis M Yungbluth	1
1865 Carol Van Aernam	1

## Kansas

0002 Jo S Burenheide	1
0002 Leah I Hefner	1
0002 Ronald G Richey	1
0280 Dorothy L Armster	1
0366 Frances M Walsh	1
0378 Roger Lemmons	1
0378 Edward E Matthews	1
2231 Sharon K Stevens	1

## Kentucky

0097 Ethel V Hanna	1
0097 Juanita M Monaghan	1
0097 Martha A Nall	1
0097 Bobbi Saunders	1
0262 Mary Jo Delaney	1

## Louisiana

0137 Thomas Collins	1
1482 Jane R Willis	1

## Maine

1917 Harold F Porter	1
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## Maryland

0126 Ruth D Morris	1
0258 Natalie Spickler	1
0306 Edward D Reed	1
0409 Catherine Channell	1
0409 Frances P Kennedy	1
0409 Kathy Siggins	1
0581 Robert Goldberg	1
0581 Joseph Martin	1
0969 John Sweet	2
0969 Judith A Loflin	1
0969 Joseph J Luskus	1
1363 Steven Groom	2
1363 Jo Anne Groves	1
1372 Louise M Woods	1
1466 Sheldon Ziman	1
1519 Lois J Bolles	1
1734 Robert J Rose	1
1892 Linda Lee Cohen	1
1936 Joan B Bryan	1

1936 Barbara G Cuffie	1
1936 Judith A Henderson	1
2166 Jerry Kerner	1
2274 Daniel H McGrath	1
2306 James Barnett	1
2306 Donald E Champ	1
2306 Annelie E Weber	1

## Massachusetts

0221 Yvette C Meunier	1
0434 Steven M Marder	1
0479 Robert L Pierce	2
0484 Bernice C Ellis	2
0484 Roberta J Anderson	1
0484 Karen Mayotte	1
0506 Teresa A Lyons	1

## Michigan

0234 Lawrence O Niece	1
0285 James L Kimmery	2
0376 Diann M Simons	1

## Minnesota

0140 Arthur G Lemke	2
0150 Michelle Mary Benson	1
2243 Mary Burkett	1

## Mississippi

0968 Myles Carpenter	2
1659 Gerald M Janci	1
1659 Rosa H Pollock	1
1729 Alan E Powers	1
2345 Rhett Hamiter	1

## Missouri

0011 Thelma I Roth	1
0683 Richard L Daggett	8
1229 Andrea K Reidt	1
2041 Thomas A Townsend	1
2071 Mary Anne Wehrle	1

## Montana

0459 Janice J Erfle	1
0646 Shirley Hendrick	1

## Nebraska

0144 Pamela J Swanson 1  
1370 Thomas Sanders 1

## Nevada

0142 Eileen R Way 1  
0423 Charlotte A Meyers 2  
0423 Leslie Wimmer 1

## New Hampshire

0408 Denise Wilson 2  
0408 John G Galvin 1  
1055 Gary W Legg 1  
1694 Elizabeth P Stafford 1

## New Jersey

0718 Shirley L Seger 1  
1664 John Williamson 2

## New Mexico

0080 David Tapia 1  
0182 Raymond Griego 1  
0698 Dennis Clark 1

## New York

0124 Joni L Montroy 2  
0153 Sandra M Delphard 1  
0365 Mary Emmick 1  
0421 Linda Kelly 1  
0444 Carl J Disalvatore 1  
0471 Marianne Polo 1  
1203 James Armet 1  
1294 Charlene Taft 1  
1799 Joan M Guthrie 1  
1914 Charles Newkirk 1

## North Carolina

0105 Gary W Pitman 1  
0192 Adele H Lombardi 1  
0276 Jeanette W Webster 2  
0566 Carolyn London 2  
0566 Frances C Hinnant 1  
1005 Carol C Smothers 1

1894 James E Crum 2  
1895 Vilma Geisert 1

## North Dakota

0119 Devon C Johnson 1  
2168 Arthur J Lund 1

## Ohio

0168 Twyla L Boyer 1  
0310 Sondra K Gartner 2  
0310 Nancy J Hunt 1  
0612 Joseph W Cinadr 5  
0624 Cathleen Needham 1  
2163 Donald R Huffman 1  
2232 Shirlene Collier 1  
2232 Herman Freeman 1

## Oklahoma

0184 John Graves 1  
0184 Lacinda J Green 1  
0542 Nancy Greenlee 2  
0542 Ella M Gallaway 1  
0730 Ron Vick 2  
0946 Ronald J Cannefax 1  
2184 James W Gillispie 3

## Oregon

0029 Jill Erickson 1  
0029 Michael P Parker 1  
0079 Becky Stiles 1  
0134 Robert A Reid 1  
0134 William W Robe 1  
0134 Evan C Shriner 1  
0136 Michael A Cairns 1  
2221 Bill Binnewies 2

## Pennsylvania

0114 Trudie Keppel 1  
0328 Michael D Grove 1  
0372 J Allen Henryson 1  
0373 Gloria J Bream 1  
0373 Larrie C Smith 1  
0373 Patricia G Wickard 1

0373 James Yemzow 1  
0404 Jeanne C Hight 1  
0412 Gerry E Moyer 1  
0413 Melvin Renninger 1  
0458 Mary J Bickel 1  
0458 Donnette L Miller 1  
1063 Leon Ray Bierbower 1  
1102 Katherine H Difebo 2  
1384 Marguerite W Allen 1  
1384 Daniel H Bitner 1  
1556 June Reyes 1  
1723 Elizabeth Tighe 1  
1782 Robert Deloe 1  
1816 Barbara J Pearce 1  
1855 Lawrence L Curran 2

## South Carolina

0121 Joe A McCarty 1  
0934 John W Geiger 1  
0960 Jesse Adams 1  
1082 Howard E Graham 1  
2319 Susan Gregory 1

## South Dakota

2200 Linda G Young 1

## Tennessee

0860 Jim Polier 1

## Texas

0030 Peter A Wersal 1  
0091 John R Jordan 1  
0091 Joel Menking 1  
0229 Jo Ann R Simpson 2  
0229 Thomas M Vogel 2  
0229 Robert Macy 1  
0344 Bartie T Woods 3  
0586 Janet Woods-Williams 1  
0607 Carl G Anderson 1  
0672 John Creswell 2  
0672 Dorothy A Creswell 1  
0672 Carol Ann Wetz 1  
0672 Homer F Williams 1



0713 Margaret Thomas	1
0828 Steven Kurtz	1
1191 Robert M Kral	1
1273 Dewey H Laroche	1
1281 Stanley E Sartain	9
1281 Selina Daniell	1
1281 William H Darby	1
1281 Harry E Washam	1
1594 Shirley M Click	1
1594 Jovita E Durand	1
1764 Betty J Wiegman	5
2366 Leticia Moran	3
2366 Barbara J Haynes	1

### Vermont

1913 Mary E Nadeau	1
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### Virginia

0007 Bonnie S Franklin	1
0090 Michael De Lacy	1
0111 James Bono	1
0111 Betty S Poff	1
0180 Joseph A Beaudoin	1
0180 V Milton Boyce	1
0180 Lloyd E Henry	1
0356 Jana L Bennett	1
0595 Jean Starkey	1
0682 Marie B Collins	2

0682 Thomas J Yager	1
0685 Jeanne W Garrison	1
0685 Lorraine Murray	1
0737 Constance T Bails	3
0737 Donna J Shackelford	1
0737 William Shackelford	1
0974 Betty L Warren	2
1116 Margaret J Murphy	1
1159 Rosemary Arnolds	2
1159 Thomas J Pasko	1
1241 Carolyn Kirby	1
1241 David H Leroy	1
1241 Sherwood R Simons	1
1270 Jean A Withers	1
1472 Barbara M Nugent	1
1697 William V Graham	1
1823 Beverly Thomas	1
1827 Kenneth C Gimbert	1
1885 Donna M Jackson	1
2065 William Martin	5
2358 William J Branigan	1
2358 Wilhelmina Santiful	1

### Washington

0032 Margie Dennis	14
0043 Robert J Rust	1
0131 Michael A Teefy	1
0163 Joan Rodriguez	1

0181 Lanny Ross	5
0236 Ray Brunson	2
0236 Lylburn S Cagle	1
0236 Gwen Carty	1
0237 Ilene E Smith	10
0238 Charles Rinker	1
1070 Auton J Bergman	1
1192 Mary A Binder	2
1192 Donald A Binder	1
1192 Johanna Caylor	1

### West Virginia

0166 Anna M Boggs	3
0171 Raymond E Knight	1
1579 Charlotte Trent	1
2288 Linda A Baer	1

### Wisconsin

0094 Thomas P Kelhofer	1
0120 James A Honer	2
0371 Margaret A Johnson	1
0710 Beverly A Herzog	1
1386 Sue Guthrie	1
1581 Nancy M Sanchez	1
2119 Dean Frederick Nesley	1

### Wyoming

0452 Johnny Kuncheff	1
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## Top Recruiters

State	Chptr	Recruiter	Count	State	Chptr	Recruiter	Count	State	Chptr	Recruiter	Count
WA	0032	Margie Dennis	14	OH	0612	Joseph W Cinadr	5	TX	0344	Bartie T Woods	3
IA	0148	Larry Moore	11	TX	1764	Betty J Wiegman	5	GA	0380	Clarence Robinson	3
WA	0237	Ilene E Smith	10	VA	2065	William Martin	5	VA	0737	Constance T Bails	3
TX	1281	Stanley E Sartain	9	WV	0166	Anna M Boggs	3	OK	2184	James W Gillispie	3
MO	0683	Richard L Daggett	8	IN	0223	Allen R Lauer	3	TX	2366	Leticia Moran	3
WA	0181	Lanny Ross	5	IL	0338	Merton I Sachs	3				



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#### ***Recruiting & Retention Journal***

**Editor:** Eunice Dharma

**Graphic Design:** Beth Bedard

**Printing:** NARFE Print Shop

