



MARYLAND FEDERATION NEWSLETTER FALL 2012



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Ted Jensen

Congratulations and thanks to Ron Bowers, Barry Grier and Evelyn Kirby, candidates for Region II Vice President. The Maryland Federation is proud to have three active members willing to take on more responsibilities. Ron is a Past Federation President and the current RVP, Barry is the Federation 2nd VP and Membership Director, and Evelyn is the 1st VP and Legislative Director. Each candidate brings a unique set of life and work experiences and skills to the table. They share a concern for NARFE and a belief that they can make it a better organization. Region II members and Delegates will have to decide which of the three is best suited to help us move forward over the next few years based on their prior accomplishments and potential.

Our Mini-convention in May was well-attended with 145 participating. Thanks again to the planners and volunteers who made it happen. I am an eNARFE believer, but there are some things that are just better in a face-to-face setting. Blending the two approaches will be a challenge as we go forward. Highlights of our meeting included a lively and informative presentation from Congressman John Sarbanes, an encouraging discussion of new membership initiatives by newly appointed Membership Director Bridget Boel, and a special presen-

tation by Tuskegee Airmen Bill Broadwater and Byron Morris. Several of our World War II veterans had their pictures taken with Bill and Byron. We were pleased to have Paul Carew, Elaine Hughes and Dick Thissen join us, as well as members from the D.C. and Virginia Federations.

Fifty-one attended our July 20 Convention Preparation meeting, including 8 members from the D.C. Federation. All our chapters will be represented by delegates or proxy holders. Fifty are attending, which is down a little from last time. The cost of transportation to Reno is a factor. I am looking forward to a two-day Federation Presidents meeting before the general session starts. We will be discussing the future of NARFE, which needs to include the full integration of the eNARFE chapter. The delegates also need to resolve the issue of the proposed Bylaws rewrite so we can re-dedicate our energies to recruiting and protecting our interests in the midst of the national debate on the role and size of government. Jim Cowie has a thought provoking article on the new political environment in this issue.

On the Membership front, we continue to have success in Retention thanks to Dick Strombotne's initiative and targeted mail out-

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126	Western Charles/Indian Head	Ed Rice
251	Annapolis	Meg Clarke
258	Bethesda/Chevy Chase	Gordon Brown
264	Hyattsville	Thomas LoJacono
306	Hagerstown	Ed Wurmb
357	Takoma Park	Betty Brown
409	Frederick	Mary Lou Blessing
410	West-Mar	Donnie Gibson
422	Laurel	Bill Anderson
581	Gaithersburg	John Padan
581	Gaithersburg Co-Chair	Larry Lange
969	St. Mary's County	Bob Schultz
1122	Northern P.G. County	Richard Bennof
1127	Rockville	Jennifer Ramsey
1143	Leisure World	Barbara Walter
1260	Southern P.G. County	Cel Aguigui
1261	Delmarva	Eleanor Kaul
1363	Bay Area	JoAnne Groves
1372	Tidewater	Evelyn Kirby
1466	Calvert County	Shelly Zimon
1519	Glen Burnie	Stan Jacobs
1522	Susquehanna	Harold Forst
1734	Howard County	Burdelle Dowdell
1747	Greater Bowie/Crofton	Dorothy Campbell
1770	Bel Air	Reed Magness
1887	Wheaton/Glenmont	Jim Priestly
1888	White Oak	Marcia Swanson
1892	Aspen Hill(Acting)	Merle Biggins
1936	N.W. Baltimore Metro	Barbara Cuffie
1972	Waldorf/La Plata	Richard Campbell
1990	Catonsville	Lou Brocato
2166	Eastern Baltimore Area	John Carduner
2262	Upper Marlboro	Bob Jacobs
2274	Ocean Area	Arlene Page
2306	Carroll County	Gary Buchman

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reach. Barry Grier has recently opened the door to more NARFE opportunities in connection with pre-retirement seminars conducted by Kissinger, Inc. Barry has also been successful in establishing a good working relationship with the Baltimore Federal Executive Board, and we just got the okay to put a NARFE membership message on the FEB's website. Some of our members and Chapters continue to do good work in recruiting and retention. Our next big initiative will be a billboard campaign in the Baltimore Metro area targeting active employees. I have signed a contract to post our recruiting message for four weeks starting September 24 at seven strategic locations. We are working with the vendor and Bridget Boel on the message and design. Big billboards are new territory for us, as is social media, but we have to keep trying and moving forward. ●●



HOLD OCTOBER 26 FOR FALL TRAINING

The Federation will sponsor a training session from 9:30-3:30 on October 26 at the Comfort Inn in Bowie. We are still working on format and detailed plans, and there will be more information in the Call Letter. The two major topics will be Membership and Communications. Membership will include both Recruiting and Retention and probably use of the new on-line data bases from Headquarters. Communications will be broadly defined, but will cover at a minimum newsletters, public relations, and social media. Based on feedback from chapters, we will try to provide hands on training to the extent possible. This session should be of interest to a broad range of chapter leaders.

LEGISLATION



Evelyn Kirby

*Evelyn Kirby, 1st Vice-Pres./
Legislative Director*

It's Legislative Prime Time

Will Rogers said, "*Never miss a good chance to shut up.*" Friends, this is NOT the chance.

As proud civil servants, we don't brag about the work we do. That lack of ego helps set the stage for the sorry misunderstandings we face from some Members of Congress, at think tanks, in talk shows, and otherwise in the media. As a small blessing, the vast majority of MD's congressional delegation fully appreciates our hard work and goes to bat for us. I call on you to get out and 'do something' between now and the November 6 election. Attend candidate forums and other 'meet the candidate' events and town hall meetings. Thank our Senators and Representatives, and their staffs, who stand up for us. Educate those who don't, and candidates who may not be aware of our contributions and current sacrifices to pay, pension, benefits. Campaign for those who support us. 'Do something'.

Speaking of involvement, I issued a memorandum

on July 11, via Jeanette Green, to all Chapter Presidents about the HQ competition called Advocacy in Action. See p. 14 of the August *NARFE* magazine also. Outreach actions in the 'friendly' contest include: meetings, emails and letters, published editorials or other press items supporting the Federal community. Two windows of time are covered: January 1-June 30, 2012, and July 1-December 31, 2012. Review the competition details, and submit entries about your chapter's actions directly to advocacyinaction@narfe.org on a flow basis with an information copy of each to Jim Cowie and/or me. There is no set format; just tell what your members did. For the Federation with the most normalized points the prize for each contest period will be a paid \$175 registration for the March 9-12, 2013 Legislative Training Conference in Arlington VA. Be sure to plan now to attend the Conference at the Renaissance Arlington Capital View Hotel @ \$186.32/night, double occupancy w/taxes included. The \$175 registration provides three breakfasts, two lunches and one dinner, plus all the activities planned.

I was privileged to join National President Joe Beaudoin and Legislative Director Julie Tagen at the

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July 16 White House *Community Leaders Briefing on Seniors Issues*. We spent the morning in discussions on senior community services, health care, jobs, Social Security, Medicare, Medicaid, housing, and more from top level Administration officials and leaders of such as nursing homes, aging departments, AARP, health care providers, those working to preserve Social Security, Easter Seals and more. The principal presenter was Vice President Biden who shared his views and hopes for all touched by such issues [everyone, as it happens], on America's deficit, and on the outlook for related legislative initiatives.

Jim Cowie and Ed Bice have been actively leading the Federal and State Legislative Committees. And, Ted Jensen issued a key message to Chapter Presidents and our legislative activists on July 26 about interactions with Senators, Representatives and candidates—developed under Jim's lead. Share news about and support the work of these two important committees. Of course, continue to encourage donations to NARFE/PAC and MD/PAC. This gives us voice. Lastly, VOTE November 6, or in Maryland's early voting days of October 27 - November 1. *This is clearly NOT the time to shut up.*



Reno Convention Delegate Training: July 20

On July 20, fifty-one attendees received training and orientation at the Bowie Comfort Inn geared to delegates to the upcoming National Convention. Topics included: convention agenda, expected highlights and hot button issues, anticipated convention rules and processes, parliamentary procedures, candidates seeking office, logistics, reimbursements and resolutions. Each discussion topic was led by a member of the Federation Executive Committee or our Parliamentarian John Stackpole. In addition, campaign statements were made by Ron Bowers and Barry Grier, candidates for Region II Vice President. Maryland expects to have 51 delegates in Reno casting floor votes and our 369 ballot votes. Most attended the July 20 event, coming from 25 of our 34 chapters. Eight chapters' ballot votes will be via proxy. We were pleased to have eight District of Columbia Federation members participate. Visit <http://>

www.narfe.org/convention2012/ for National Convention specifics and resolution texts.

Convention Resolutions:

11 resolutions relate to legislation, 1 from Maryland

7 to membership, 1 from Maryland

11 to general matters

4 to current National Bylaws and Standing Rules, and

1 to revise completely the National Bylaws and Standing Rules.

Revision of NARFE's Bylaws

Dick Strombotne, Treasurer

For the past several months I have been part of a group of NARFE members who are quite concerned about the possible approval of the amendments to the Bylaws and Standing Rules proposed by the Bylaws Revision Committee (BRC). This article explains the reasons for our concern.

Background. The BRC proposal has been published in the Bylaws book and posted on the NARFE website. In the August issue of NARFE magazine, Parliamentarian Paul Lamb has described how the proposal is likely to be handled at the National Convention on Monday, August 27. It has been discussed at our Mini-convention in May and again among delegates to the convention at the Delegate Preparation Meeting on July 20.

Lack of transparency. The BRC has not discussed in any way the problems with the current Bylaws and Standing Rules that their proposed amendments would solve. They have not explained why they moved provisions of the current Bylaws into the Standing Rules. And they have not described the comments received from federation presidents, the NEB, and members and their acceptance or rejection of those comments. The only reason advanced for approval of their proposal is that they were author-

ized to prepare a revision and that they worked on it, off and on, for 19 months.

From Bylaws to Standing Rules. The BRC proposal moves many critically important provisions of the current Bylaws to new Rules where they can be changed by a simple majority vote instead of a 2/3 vote, including:

- * Duties of four national officers (Rule II.A-D.)
- * Authority of NEB (Rule III.C.)
- * Rights of members (Rule I.2.A.1 & Rule I.5)
- * Rights of chapters (Rule I.2.C.)
- * NEB's authority regarding budget (Rule III.E.)
- * Prohibition against reconsideration of certain ballot votes during the convention (Rule V.3.C.)
- * Procedures for voting by ballot and rights of chapters (Rule V.3.D.)
- * Procedural requirements for Bylaws amendments (Rule VI.1)

Other Issues. The BRC proposal brings up many other issues that can't be described in this space. For ex-

ample, it improperly authorizes a committee established by the NEB to submit Bylaws and Rules amendments to the convention – in violation of the new DC statute governing non-profit corporations (NARFE). John Stackpole, Maryland NARFE's parliamentarian, has prepared a five-page commentary, including his observation that the proposal "is not ready for prime time."

Action at National Convention. Early on Monday, August 27, the Rules Committee will offer draft Convention Rules that will control how debate on the BRC proposal will be conducted. The draft can be amended at that time to ensure full and fair debate. In the afternoon, the Bylaws Committee will give its report and debate can begin. Voting on the BRC proposal, as amended, will be by ballot on Wednesday. NARFE HQ has forms available for delegates who plan to offer amendments; contact Linda Parsons at LParsons@narfe.or (email) or 703.838.7760 (phone).

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Jim Cowie, Federal Legislative-Committee Coordinator

FEDERAL LEGISLATIVE COMMITTEE UPDATES

Jim Cowie

At our last National Convention in Grand Rapids, Michigan, we adopted a Legislative Program which, as usual, combined our previous list of issues that were still outstanding, with some new initiatives approved at the Convention. However, in the last two years we have been so busy defending attacks on our core benefits that "enhancements", such as repealing GPO and WEP, have had to be left aside. This illustrates how difficult it is to seek reversal of discriminatory legislation once it gets on the books.

The reason the last two years have been so difficult is due to the current political environment. One party is committed to the concept that the size and scope of the Federal Community is too big and inefficient. Despite increases in population and new requirements, such as increased need for national security, the nation is being supported by fewer federal

employees in relation to the population, than applied in the Reagan era. In contrast, the other party believes that the Government provides important services to the nation and has a significant role to play in addressing the challenges facing our nation.

Individual politicians put themselves at risk if they challenge their party dogma. These different philosophies have been made clear by the numerous proposals passed in the House which are harmful to NARFE, and their rejection in the Senate. The most significant recent example is the budget passed in the House. This not only contained elements directly harmful to NARFE, but it also proposed substantial reductions in the half of the sequestration process to save \$1.2 trillion over ten years, which had been agreed would be applied to defense and national security in early 2013.

On the assumption that the deficit issue would still be addressed, the most likely result is that much of any Defense reductions would be added to the \$600 billion which was to be applied to the civilian side. This is not fanciful scaremongering, since it already has been announced that this budget will be reintro-

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duced in the next Congress, if their party retains control.

Despite the many negative proposals that NARFE recently has faced, the most significant damage has been the two-year pay freeze and the recent requirement that new employees, and those with less than five years of service, contribute more to their pensions. Most Federal retirees have not been affected by these decisions. Hence they may not fully realize how much they have been protected by the current narrow majority in the Senate. Most retirees will take pride in the roles and contributions of the Federal sector and be equally concerned about damage done to current and future federal employees, if changes are made which radically change the activities and quality of the federal workforce.

The next election is critical to the outcome of this struggle between the two competing philosophies about the role of Government. If the House and the Senate end up in the control of those who currently control the House, then they will take that as vindication of their philosophy, and NARFE cannot reasonably

expect to persuade them otherwise. If the House and Senate are split then we can expect more of the current paralysis.

There are many reasons why our members may prefer one party over the other, but if defense of our benefits and the future role of Government are highest on one's list of priorities, then one needs to take this background into account in deciding on one's vote. This especially is important in swing states and districts which could go either way, and where each vote is especially significant.

NARFE also needs to give special attention to these decisive races, and should give emphasis to our arguments that most likely would appeal to the independent voters who will decide the outcome. We should focus most of our publicity on how the Federal contributions help society and what it will lose if drastic cuts are imposed. This is far more likely to be persuasive than appealing that our benefits are unfairly at risk. ●●

NARFE/PAC REPORT: 1/1/2011 to 30/6/2012

Jim Cowie - Maryland Federation NARFE/PAC Coordinator

Reports on NARFE/PAC contributions for this period are now available and will be provided to Chapter Presidents. These cover the financial inputs by state, by chapters in Maryland, and the distributions to legislators or candidates in Maryland judged to merit our backing. They have earned our support, because they have consistently supported us on our issues, and have provided access so that we can keep them informed of our concerns, or they may be a challenger whom NARFE judges to be more favorable to NARFE than the incumbent, in a district which could go either way. NARFE will take a particular interest in such seats nationwide in the run up to the election, which is expected to have major implications for NARFE's ability to defend our benefits. The extent that we can be supportive in such races will depend on the additional contributions that are provided by members in the next few months

The highlights of the last 18 months are that NARFE received \$809,957.78 in total. California was well in the lead in contributions (\$84,475.28) from 2,580 members. Virginia was second (\$57,619.75) and Maryland third (\$52,487.50), although Maryland was second in number of contributors (1,448) to VA's (1,440).

The highest number of recipients of NARFE's funds came from New York, with California second and Maryland third.

In the recent past there have been some delays in our contributors receiving the awards that they have earned, due to supply issues at HQ. Hopefully, these difficulties have been resolved, but if any MD contributor considers that HQ is not being responsive enough to their efforts to clarify their situation, then let me know. ●●

SAVE THE DATES!

Congressman Chris Van Hollen will hold his 10th Annual Federal Employees Health Benefits forums in co-operation with NARFE on Thursday morning, November 15 in Wheaton and on Wednesday evening, November 28 in Rockville.

Experts on Federal health insurance plans and representatives of health insurance carriers will be present at both sessions to discuss various health plan options, the impact of new health care reforms and answer individual questions.

Thursday, November 15, 2012

9 a.m. – 11 a.m.
(Panel begins at 9:30 a.m.)
Holiday Park Senior Center
3950 Ferrara Drive
Wheaton, MD 20906

Wednesday, November 28, 2012

7 p.m. – 9 p.m.
(Panel begins at 7:30p.m.)
Executive Office Building
101 Monroe Street
Rockville, MD 20850



Ed Bice

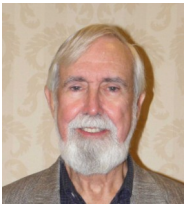
Ed Bice
State Legislative Chair

STATE LEGISLATIVE COMMITTEE REPORT

The State Legislative Committee (SLC) met during the summer in preparation for the 2013 General Assembly session. Discussions centered on what issues are going to be supported and what should be our efforts in terms of a revised legislative program and pamphlet, increased use of the social media, and how do we expand our horizons and efforts beyond the committee. Some decisions were made. SLC will again support the introduction and support of the equalization of the special exemption for age 65 and over; and an annual tax credit for the purchase and retention of long term care insurance policies. Additionally, the 2013 legislative pamphlet will be expanded in length to include a listing of successfully supported legislation as well as supported legislation that was not passed. SLC will explore the establishment of a legislative caucus that supports statewide senior issues.

In an attempt to broaden the search for supportable issues, SLC will communicate with state legislators asking them what senior issues/bills they plan to introduce in 2013. At the same time, Maryland chapter members will be surveyed and asked for their suggestions regarding legislative ideas. This is your chance to speak out and help. Please do so.

MD/PAC supports the fund raisers of legislators that support our legislative priorities. Part of the decision making process involves email contacts with the appropriate chapter presidents seeking their input regarding officeholders' record on our priorities. Many times our requests are not answered. We need your help. We are asking for a simple yes, no, or I do not know enough about this person to make a fair assessment. Chapter Presidents, you might share our requests with the chapter member who is the chapters' point of contact for state legislative matters to help you in your reply. Please help us make sure that MD/PAC only supports individuals who have and will continue to support our issues. ●●



Chuck Thomas

Chuck Thomas
USM Federation Representative

UNITED SENIORS OF MARYLAND

In order to streamline USM to better enable it to respond in a timelier manner to issues of concern to seniors, a major reorganization was approved at the March 19, 2012 Board meeting. Under the new organization, the Executive Committee will be expanded, renamed the Board of Directors, and assume the responsibility for day-to-day USM operations. What was previously called the Board of Directors will now be designated as the General Membership. The General Membership will meet monthly, except for July and August, and elect Officers for two-year terms at the Annual Meeting in May. The regularly scheduled meetings will include a report from the Board of Directors and speakers on topics of current interest. Under the new structure, the Board of Directors is comprised of the elected officers (President, Vice President, Secretary, and Treasurer), the immediate Past President, Committee Chairs (Legislation, Forums, Information Technology, Membership, and Public Relations), representatives of major member organizations (AARP, NARFE, MD Retired School Personnel Association, and MD Department of Aging), and one to five members-at-large.

At the election of Officers in the May meeting, in the absence of a nominee for President, Ted Meyer-son agreed to continue to serve until a willing and able replacement can be found. Individuals elected to two-year terms include: Wendy Kronmiller, Vice President; Paul Bessel, Treasurer; and Virginia Crespo, Secretary. Charles Culberson remains on the Board as the immediate past president. As noted above, other individuals are automatically designated Board members by their Committee assignments and large organizational memberships. The Maryland Federation will be represented on the Board by the Federation President or appointed representative, and Dave Roseman, Chair of the Forums Committee. A complete listing of the Board can be found at www.unitedseniors.net.

The new Board has voted to simplify the membership and dues structure. Under the new scheme, all

organizations will pay the same amount. The board as set that amount at \$50. (Previously, organizations with membership of 1000 or more had to pay \$100). Individuals will continue to pay the \$15 dues rate.

The date and location for the 2013 Forum has been set for January 29, 2013 at St. Johns College, Francis Scott Key Auditorium, in Annapolis. You may want to mark this date on your calendar.

The next General Membership meeting will be on September 24, 2102 at 10am in the Chesapeake Room, 2664 Riva Road in Annapolis. These meetings are open to the public.

The USM October meetings will take place at the Baltimore County Baby Boomer/Senior Expo at the Timonium Fairgrounds on October 10. A complimentary breakfast will be served from 7:30 to 9:00am. The USM Board will meet at 9:00am. From 10:00 to 11:00am the USM General Membership and the State Commission on Aging will have a joint meeting. All attendees will receive a free pass to the Expo. ●●



Jeanette Green

Jeanette Green
Secretary

Report Givers

When making a report at a Federation Board meeting ***please*** give me a copy of your comments for backup. A hard copy helps ensure accuracy of the transcription.

Chapter Secretaries/Presidents

Please remember to send me an updated F-7 ***every time*** you have changes in your chapter, ***and always by 31 December whether you have changes or not.*** Send electronically, or if you do not have computer access send the following information ***to me and to Headquarters*** as part of an email message or by regular mail: chapter name, number, location, meeting dates and dues. First and last names, phone number, email and mailing addresses for each officer and chairman position. This information is needed for all chapter leaders whether they have changed or not. Thank you. ●●



Barry Grier

Barry Grier
2nd Vice President/Membership
Director

TIME TO TAKE THE CHAPTER INVENTORY

It's time to take a serious inventory by our chapters in preparing for another season to build membership, legislative strategies, recruitment and retention and deciding what training is needed to improve chapter development. Most of our chapters are way ahead of the game, having already prepared chapter plans, and have a basic idea what their strategies may be for the rest of the year. The Maryland Federation was one of the few Federations to complete chapter plans which were placed in a collective handout for every chapter to review and add to their own plan.

However, a plan is just a plan if it's not implemented. That separates sound chapters from those that are mired in apathy. Your chapter leadership has no excuse for not implementing the plan that was drawn up in good faith several months ago on a request by the Federation Executive Board. Most plans covered everything from recruiting, marketing, retention, advertising and community relations, to taking a serious look at what worked last year and what didn't. A lot of plans were unique and included chapter recruiting contests and methods of spreading the word about NARFE by holding "Park n' Ride" campaigns and at other places that are assembling points for active federal employees.

Sending the GEMS message to active federal employees was another method suggested in some of the chapter plans. If you're sending out GEMS messages make sure you also copy the federal union i.e. AFGF at the agency because they oftentimes send it out to their union members. So instead of your message going to three or four employees it may end up in the hands of hundreds.

Hopefully, your chapter plans will include participating in the Open Season Health Benefit Fairs that

will be held throughout the federal agencies and that are a great opportunity to recruit active employees. It always followed that age old question: "What is NARFE?"

I suggest that you also check out your supplies: NARFE brochures, applications, chapter transfer forms, etc. It's best to have them all on hand rather than go through the stress of last minute ordering and blow the opportunity to participate at a function and not be prepared. The folks at the NARFE recruitment department where materials are ordered will take good care of you; giving them advance notice always is the better way to go. They can be reached at 1-800-627-3394 or rr@narfe.org. These NARFE employees will go all out for you. They never failed in getting materials to me on time, they even suggested materials and related forms to make my presentations successful.

While you're working on that inventory make sure you list those other community events i.e. county fairs, senior citizen events, and any pre-retirement parties by your former coworkers. Those events are prime recruiting opportunities not to be passed up. If you don't have a chapter banner, that should be on the top of your inventory list. Chapter banners are a must when you're participating in events and they are a classy item that stands out with pride of the organization.

Be sure that you prepare publicity releases for your chapter functions in the local press. Your recent elections should always be announced, as well as the time and place of your meetings and chapter anniversaries. Give some attention to the guest speakers you plan to have for your chapter meetings. Don't wait until right before the meeting to scramble around to find a speaker. It would be best to have your speakers for the next six months already confirmed and announced in the press right before each meeting.

You already are ahead of the game with your chapter plans that you prepared some time ago. Now all

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you need to do is implement them. Good Luck this new season and good recruiting!! ●●



*Dick Strombotne
Membership Retention
Committee Chair*

MEMBERSHIP RETENTION COMMITTEE REPORT

Dick Strombotne

Highlights

* **Since February 2011, Maryland NARFE gained 128 members who rejoined after receiving a letter from President Ted Jensen urging them to reactivate their membership in NARFE.**

* **Since February 2011, more than 100 members of Maryland chapters have signed up for dues withholding after receiving a rebate offer.**

Report

Membership changes. It will not be news to you that NARFE has been losing members. The number of members in Maryland chapters has been part of that trend. In first half of 2012, the number of members in Maryland has declined 4.2% from 19,754 to 18,931. NARFE membership nationally also has declined by that same 4.2%. The good news is that NARFE headquarters has started new activities to recruit and retain members that are beginning to bear fruit. You can see the revised Membership Plan on the NARFE website.

Lapsed members. Here in Maryland, our mailings to lapsed members urging them to rejoin have had a good result. The ratio of reinstated members to non-renewing members in 2012 through mid-July was above the national average. It was 29.6% nationally and 33.0% for Maryland. Since the monthly mailings to lapsed members started in February 2011, some 128 of them have rejoined. They have 182 years of membership and they have paid \$7,064 in national dues and about \$1,092 in chapter dues. Member ID numbers are used to track the results of these and other mailings.

Dues Withholding. Maryland NARFE is one of just nine federations that had an increase in the number of members on dues withholding in 2012 through mid July. While nationally NARFE had a 1.4% decrease in the number of members on dues withholding, Maryland NARFE had an increase of 0.5%, not big but still an increase. Nationally, 27.2 percent of NARFE members who are eligible for dues withholding are on dues withholding. That number for Maryland NARFE is just 16.4% so there is a lot of room for improvement on that score.

Because NARFE has had a dues withholding option in place for decades, the number of members on dues withholding declines as older members die. To have an increase in the number on dues withholding, more have to be enrolled than die and then some more after that. Maryland NARFE offering rebates to selected groups of members starting in February 2011. More than 100 members have opted to enroll in dues withholding after receiving a rebate offer and 83 have applied for and received rebates.

The timing and the amount of the rebate offering apparently affect the response. For the rebate offers of \$5 sent to first-time members from February 2011 through October 2012 there was a 4.2 percent acceptance rate; for the \$10 rebate offers sent to first time members from November through January 2012 there was a 6.4% acceptance rate. After October 2011 the timing of rebate offers was changed from three months before the member's expiration date to seven months before the expiration date. The responses to these early rebate offerings has been disappointing and the mailing schedule is being changed back to three months before the expiration date.

Chapter efforts. The mailing of rebate offers at the federation level here in Maryland is intended to supplement the efforts of chapters to educate their members about the benefits of dues withholding, not to replace those efforts. So continue to remind your members at meetings and in the chapter newsletter that they can save \$6 annually by going on dues withholding.

HQ Renewals. I visited Bridget Boel, NARFE's new Membership Marketing Director at the end of May. The timing of mailed and emailed renewal notices

(continued on page 11)

was one of the things we discussed. Members with email receive emailed renewal notices three months (Month 9) and one month (Month 11) before their expiration date and a third notice to coincide with the expiration date (Month 12). The one sent in Month 11 prominently asks the member to consider joining NARFE's electronic chapter (eChapter) for \$40. The fact is that many NARFE members do not respond to the first renewal notice but wait until they receive the second one in Month 12 or receive their *NARFE* magazine with a wrap-around cover that says "This is your final issue" in Month 15. Some are dropped and then subsequently are reinstated.

Promotion of eNARFE. By suggesting that members with email consider joining the eChapter in Month 11, it is very likely that NARFE headquarters is causing some members to transfer to the eChapter instead of

renewing in their local chapter. (As of July 13, Chapter 2363, the eChapter, had 3,944 members, with 456 of them residing in Maryland.) I have asked National Secretary Elaine Hughes to stop this practice. At the same time I pointed out a way to find out how much their inclusion of the suggestion to consider switching to the eChapter in eRenewal Notice #2 at Month 11 was affecting local chapters nationally.

Notes: The mailings are sent only to Maryland addresses. Only lapsed members with Member ID number exceeding 10 000 000 are sent mailings. In the Dues Withholding Incentive Program, one-time rebate offers have been or will be sent to all retiree members who joined after April 2007 and have a one-year membership at the time of the mailing. ●●

FINANCE



Dick Strombotne
Treasurer

TREASURER'S REPORT

Dick Strombotne

This is a summary report (unaudited) of revenues and expenditures and the resulting net worth of Maryland NARFE from December 31, 2011 through July 31, 2012.

Net Worth: 12/31/11	\$77,798
Revenues thru 7/31	\$44,056
Expenditures thru 7/31	(\$39,890)
Net Worth: 7/31/12	\$81,964

Rebates of Ten Percent funds from NARFE headquarters totaling \$36,456 made up most of the revenues. The remaining revenues came mostly from Mini-convention revenues (\$5,200), Other Income (\$1,200), and Matching funds (\$730). Notable expenditures include \$13,279 for the Mini-convention on 4/30-5/1/12, expenses totaling more than \$8,000

combined for the Executive Committee and Board meetings, and more than \$4,000 each for Training, for Membership Recruitment and Retention, and for the State and Federal Legislation Committees. Any member who wishes to see the complete financial summary may request one from Dick Strombotne, Treasurer, by calling 240.632.9881 or emailing to DickS.narfe@comcast.net. The financial report for the first nine months of 2012 will be available at the Federation Board meeting on October 2, 2012.

As of the end of July, Maryland NARFE's four certificates of deposit held assets of \$36,270. They have current values ranging from \$8,091 to \$9,550, interest rates ranging from 1.30% to 2.23%, and maturity dates from 2/27/2013 to 9/3/2016.

Note added: The Ten Percent fund revenues from March through July are 2.5 percent less than for the same five months in 2011. This is actually good compared with what it could be with NARFE's declining membership numbers. ●●

ALZHEIMER'S and LUPUS REPORT

Barbara Jacobs, Coordinator

Most chapters take time off during the summer and do not hold business meetings. Unfortunately Alzheimer's does not take time off. Each day people are diagnosed as having Alzheimer's disease. Please keep those cards and letters with donations coming every month. During the period Jan-May 2012, we have collected \$9,034.59 for Alzheimer's and \$706.16 for LUPUS.

Here's a twist to my repeated request to have everyone put their chapter number on his or her donated check. The May report from Alzheimer's shows a check donation from a member of Silver Spring chapter 260. This chapter disbanded a few years ago. I have to record this donation as Federation unidentified on my report since I don't know which chapter the person actually belongs to.

The contributions report showing the fiscal year-end cumulative amounts collected as of May 31,

2012, by region and federation, showed that under Region II there was a total of \$38,379. Also, a breakdown showing the State Federations under Region II indicated that Maryland Federation is first with \$16,000.

I have just received word from Alzheimer's Association that as of 6/30/12, NARFE fundraising total is \$9,851,349.33. We are only \$148,651.00 short of our \$10 million goal. President Beaudoin said "Our goal is within reach and with a little extra effort by our members and you promoting the fundraising efforts, we should hopefully achieve our goal by the convention." I'm sorry I won't be at the convention to hear the announcement made.

There will be an Alzheimer's and Lupus Donations Report included in your October Board Meeting packet envelope. This will show how much has been contributed from each chapter. Thank you for all your hard work. ●●

REPORTS, NEWS, EVENTS AND INFORMATION



Ronald P. Bowers RVP II

Report of the National Executive Board (NEB) Meeting

Held at Headquarters, Alexandria / July 17-19, 2012

Ron Bowers

All fourteen (14) members of the NEB were present at the meeting. Guests attending during portions of the meeting were:

District of Columbia Federation: Linwood Watson, President; and Jackie Lowe, Secretary

Maryland Federation: Ted Jensen, President; Barry Grier, 2nd Vice-President (Candidate for RVP II); and Dick Strombotne, Treasurer

Colorado Federation: Frank Impinna, President (Candidate for RVP VII)

Legislative Director Julie Tagen gave a power point presentation on "Legislative Actions Taken in 2012". It reviews the developments over the past three

years and summarizes the various laws and proposals that have been in the headlines. A copy of this has been sent to each of the Federation Presidents.

National Treasurer Dick Thissen is now the Vice Chair on the Board of Directors with the NARFE Federal Credit Union. William (Bill) Shackelford, Immediate Past President of the Virginia Federation, also has been added to the credit union board.

National Secretary Elaine Hughes, Bridget Boel and Rick Whalen (MGI) reviewed what is being done to obtain lists for new prospective members and reinstate members whose membership was lapsed. Elaine also gave the NEB an updated membership plan which has also been sent to the Federation Presidents.

"Lunch and Learn" sessions will be held at the National convention. The topics look like they should generate much interest. These may be limited in attendance because of the size of the meetings rooms. Plan ahead and get in early.

NARFE is at a near "crisis" stage with total mem-

bership: as of June 30, 2012, we are at 275,849. We are losing an average of 2,000 members per month due to death and non-renewal of memberships. New recruits who will stay with us must replace the former. The latter must be given better information about the importance of continuing their membership. Contacting those who are dropped has been improving the reinstatement rates.

In the future if you have e-mail, beginning 30 days prior to your renewal date, a message will appear in your email showing a countdown of days left in your membership. This might be an added incentive for members to go on Dues Withholding!

The 2016 National Convention will be held at the Grand Sierra Resort, Reno, Nevada. The NEB determined that this resort offered the best services and facilities for the best price of all hotels bidding for the convention. My first choice was New Orleans. I really think that our conventions should be in DC every 4 years during the Presidential election year. Otherwise, no one notices our national conventions.

Attorney Canter, of the firm Copilevitz & Canter, LLC, who specializes in non-profit law and tax accounting, identified three changes required to either the BRC proposal or the existing Bylaws from 2010:

- (1) the bylaws should provide for an annual meeting of members;
- (2) the bylaws should state that the president shall preside as chair of the annual meeting of members and as chair of the national convention; and
- (3) the proposed revised standing rules should state that membership lists shall be disclosed "as may be appropriate in accordance with applicable law".

Further discussion ensued about "annual meeting of members" and it was determined that requirement could be met with the currently scheduled Legislative Conference to which all members are invited to attend. However, a report from the National President and the National Treasurer would be added to satisfy the requirement of the annual meeting. There is verbiage in the Act of 2010 which also allows the annual meeting to be provided through electronic means.

Based on the discussion which ensued at the NEB meeting, RVP I Stratoti made the following motion (02-7-12) titled: "Compliance with the DC Nonprofit Corporation Act of 2010" which states: "I move that the NEB advise members that, after review and consultation with legal counsel, the proposed changes to the bylaws and standing rules are in accord with the District of Columbia Nonprofit Corporation Act of 2010." The NEB voted 12 Yea's with one abstention (me).

The delegates at the 2010 Convention adopted the resolution to set up the committee – and the delegates at the 2012 Convention will decide whether to adopt the result, after members are afforded the opportunity to make amendments to the proposed bylaws.

The delegates who attended the Maryland Pre-Convention meetings heard about some of the problems in this revision process. The final version of the Bylaws proposal will be voted on by ballot. Other resolutions will be dealt with by votes from the delegates attending. I hope that each delegate will review the proposed bylaws and other resolutions contained in the book they receive so as to be fully aware of the process. ●●

Observations on NEB Meeting

Dick Strombotne, Treasurer

On July 17 and 18, 2012, I attended the National Executive Board (NEB) meeting as an observer. Barry Grier, 2nd Vice-President and Membership Director, also attended as did Frank Impinna, President of the Colorado Federation, and Linwood Watson and Jacqueline Lowe of the DC Federation. President Ted Jensen attended on Tuesday, July 17.

Summary. This NEB meeting was held on two days rather than the usual three days. The meeting started at 8 am and concluded at 5 pm each day. The highlights for Tuesday included a briefing on legislative issues by Julie Tagen followed by a meeting with Attorney Mac Canter regarding the effect of the new DC statute on non-profit corporations. Wednesday morning the NEB heard a briefing on Membership

(continued on page 14)

Recruitment and Retention activities by National Secretary Elaine Hughes and Membership Marketing Director Bridget Boel followed by a preview by Fred Hamidzada of the new NARFE website set for release on August 1.

Site Selection. RVP Lanny Ross, Chair of the Site Selection Committee, announced the results of voting for the 2016 National Convention. It will be held at the Grand Sierra Hotel in Reno. The site selection process played out over two days with a discussion of 16 potential sites on Tuesday and voting on Wednesday to select one out of the seven top ranked candidate sites. About 35 factors were considered for each of the various sites.

DC Statute. During the meeting with Mac Canter on Tuesday morning several issues affecting NARFE's by-laws in relation to the new DC statute were discussed. There was some initial confusion about the type of corporation that NARFE is under the new statute. Canter clarified the matter citing provisions in the law - NARFE is a "Membership Corporation," pure and simple, and not a "Member Directed Corporation". The "Member Directed" classification applies to organizations where all the members can take part in the day-by-day management, for example a condo association with 10 members. That type of organization is clearly not possible for NARFE with 275,000 members.

The new DC statute is about twice the size of the previous one. Some months earlier Canter had identified three new requirements for Membership Corporations by memo. The Bylaws Revision Committee (BRC) received a copy of the memo and made the necessary changes to their final proposal, the one in the Bylaws book sent to all convention delegates. At the meeting on Tuesday, President Joe Beaudoin asked Attorney Canter to review the BRC proposal from the perspective of the new DC statute. This is important because it has numerous provisions that will apply unless the Articles of Incorporation or the Bylaws say otherwise.

Legislation. In her briefing on legislative issues, Julie Tagen noted that federal employees and retirees could be adversely affected by actions taken in the expected Lame Duck session of Congress. Obviously, the results of the November 6 General Election could

affect what happens in that Lame Duck session. During the August Congressional Recess there will be opportunities for NARFE members to contact their Senators and Representative, and again after Congress adjourns in late September or early October.

Membership R&R. Elaine Hughes and Bridget Boel described new initiatives for membership recruitment and retention. These include contacts with members who have email with two eNewsletters early in the membership year and three eRenewal Notices before the member's expiration date. There is also telemarketing outreach to lapsed members to urge them to renew and one more written renewal notice has been added to the overall renewal process. HQ will be testing the value of alternative mailing lists for direct mail recruitment. The revised NARFE membership plan has been posted on the website.

I have been impressed with the greater number and intensity of HQ's activities for membership R&R in recent months. They are absolutely critical and need to be supplemented by the efforts of federations and chapters to counter NARFE's declining membership numbers.

After the briefing, the NEB decided to add a report on NARFE's Membership Plan to the agenda of the 2012 National Convention, on Thursday, the last day. Bridget Boel has been invited to come to Maryland NARFE's Board meeting on October 2, 2012 to update the report she gave at the May 1 Mini-convention.

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## **Configuration Advisory Board Update**

*Pat Dempsey, Chair*

The Configuration Advisory Board (CAB) began meeting in January of this year. The CAB was established to make recommendations on computer related issues. We recently made our first major recommendation to national headquarters. I would like to use this column to explain that recommendation and why it was made. Partially this is to discuss that particular decision but mostly as a way to give everyone an idea as to why the CAB exists and what it does.

*(continued on page 15)*

The CAB contains representatives from each region and meets monthly. The meetings are held via the INTERNET so that we not have any travel costs. While we make formal recommendations, we also serve as a place where ideas can be discussed. In discussing this issue the CAB members contacted the federations in their regions with questions. In one case we tried to find out if there was a consistent definition about the duties of a certain position, network administrator. We found out there was not. But we were able to get an answer between one of our monthly meetings and the next. We also decided that we should try to document the positions. Our goal here would be to write up position descriptions and then recommend them to the organization. The "A" in CAB stands for Advisory. We do not make decisions, we only recommend. So at this time we have two smaller workgroups writing something for positions at the chapter and federation level.

The recommendation we made involved who should have access to the online reports that NARFE officials use to help run the organization. Before I go into the recommendation let me go over some of changes that have happened involving the reports. I think that most people who read this newsletter are not officers and have not seen the various reports.

For many years the information had been sent in monthly reports. These reports were initially mailed and then made available via the INTERNET. However, they were still monthly reports. If a president looked at a report using the INTERNET it could have been produced weeks ago. This year NARFE provided a new way to look at the data. The Online Activity Module (OAM) provides not only online but also timely reports. As an example, today your chapter president can get a report on new members in the chapter. This provides the president with an opportunity to welcome them and let them know the meeting times of the chapter. A year ago the president would see a new member listed only after a monthly report was produced. Now someone can see all of the new members as of the day he looks at a report. If the chapter meeting is next week then the president can see an up-to-date list of new members to contact before the meeting.

The new reports are also different from the old monthly reports in the amount of information they

contain. The few monthly reports contained information about all, or almost all, members. The new reports are designed for a specific task. Again, let us look at new members. Last year the president could print a report on all members and then mark the new members. The president could then contact them personally or give the list to someone else to contact. Today the person who contacts the new members should get the most recent information, which means using the OAM report.

So the timely reports from the OAM have changed the way that we can do things. In addition, there has always been a concern that not enough individuals had access to the data. Some federations are very large geographically. The federation president is often represented by an area vice president. Today, the area vice presidents do not have authority to access the information. This leaves two options, neither of which is very good. The federation president can print all of the information that the area vice president may need and then mail it to the area vice president. For a large state this can be a lot of paper. Or the president can share his password. Neither option is very good.

A similar situation occurs at the chapter level. Some presidents rely on volunteers to contact new members, lapsed members, etc. In large chapters contacting everyone is no small task. In some chapters the officers may not be comfortable with computers. When members volunteer to help they often wind up getting the reports. In both situations we are seeing passwords being shared. Sharing passwords does get the job done but it also presents a security problem. One feature of most good organizations, which of course include NARFE, is something called an audit trail. If I look at a report then there is a record kept at headquarters that I looked at the report. With people sharing logon passwords we lose the ability to know who really looked at a report.

So we were faced with the need to expand access to reports. However, we did not want to give everyone access to the data. While NARFE does not maintain key pieces of information like your social security number, we do not want everyone getting access to your name and address. Ideally, we would recommend that only those in a position that required access to a report should be allowed to see it. The diffi-

culty with this option was that many, if not most, positions at the chapter and federation level are not well-defined. As I mentioned earlier, we are going to attempt documenting them but this will take a while to document and even longer to get buy-in from the many chapters and federations.

In the end we made a formal recommendation that access should be expanded to those members are identified as having a formal position within the chapter or federation. Your chapter does this by filling out a form F-7 and your federation by filling out a form F-7A. Only presidents, secretaries and membership chairs can update the F-7 or F-7A via the INTERNET. This will expand the number of people who can access the reports while keeping the decision as to who can access them to a few officers.

The CAB welcomes comments. Maxine Howard, co-chair of the Electronic Communications Committee (ECC), is the contact point for the Maryland Federation. ●●

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Convention Planning Committee

Jackie Roberson, Co-Chair 2013 Federation Convention

The 2013 Maryland Convention contract with the CAROUSEL HOTEL and RESORT in Ocean City has been signed by the Federation President and forwarded to the hotel management. All is well. During our Mini-Convention in Bowie, sixteen individuals volunteered for various committees during the planning phase and during the convention itself. We also were given many topics of interest for speakers to address that were interesting to the membership; names of speakers were also given. Regarding the training issues, many valid and necessary proposals surfaced. These are now being explored and will be determined and acted upon following the National Convention in Reno. When regular chapter meetings begin in September, a call will go out to all chapters to poll their membership to determine additional individuals who would like to become involved in the planning, execution and success of this 2013 Maryland Convention. In the meantime, your Co-chairs and the President of the Host chapter are in constant contact. ●●

AROUND THE FEDERATION...

Joint 30th Anniversary Celebration by Three Chapters Saj Durrani

Chapters 1887, 1888 and 1892 were formed in 1982, and we held a Joint Event on June 27, 2012 to celebrate our 30th Anniversary. We were honored to have NARFE President Joseph Beaudoin, RVP II Ron Bowers and Federation 1st Vice-President Evelyn Kirby as our special guests, along with Kristen Soper from Senator Barbara Mikulski's staff. We were glad that Dick Strombotne, Gordon Brown and several other distinguished "elders" were able to join us, plus eight Chapter Charter Members.

The Celebration was held at the Golden Bull Restaurant in Gaithersburg, and was attended by 98 members and friends. After lunch, Joe, Ron and Evelyn talked about NARFE's activities at the national, regional, and state levels, and Kristen spoke about the Senator's efforts to recognize the Federal workers' contributions to the nation. The Event closed with recognition of the Charter Members by their respective Chapter Presidents.

The Celebration was a success due to extensive planning, which started in February. Entertainment was by a French Horn Quartet, and *Goodie Bags* contained items from NARFE Headquarters, GEICO, Blue Cross/Blue Shield and several other organizations. ●●

(continued on page 17)



L-R: D. Tom Longo, Chapter 2274, Joseph Beaudoin, President, NARFE

NARFE PRESIDENT Joe Beaudoin recognized Tom Longo, Chapter 2274 Ocean Area, with a *Citation for Distinguished Service* 'In recognition for your outstanding service to Chapter 2274 and the Maryland Federation of Chapters.' Tom has served as Chapter Vice-President, President, Secretary, Membership and Publicity Chairs, Photographer, and as current Federation Photographer. Also attending this Maryland Chapter meeting was Delaware Federation President Erik Anderson.

A sample of Tom's service to all can be seen in the following letter-to-the-editor published in the *Salisbury Daily Times*.

"The July 4 holiday leads me to contemplation. Some media and politicians relish portraying federal civilian employees as lazy, incompetent, overpaid and worse. As a former federal worker with 29 years' service with the U.S. Department of State's Foreign Service, I know better. I realize from experience that the dedicated and hardworking efforts of federal civilian employees make this country run.

From border protection to airline security to the National Parks, from food and drug oversight to weather and storm forecasting, from the Postal Service to the Public Health Service, consumer protection, law enforcement, Social Security and Medicare-Medicaid implementation and myriad other services, federal civilian employees enhance the life quality of every one of us. And Foreign Service Officers as I once was and others staffing our embassies and con-

sulates abroad carry on, in locales with frequently significant risk to themselves, to promote U.S. diplomatic, business & commercial and security interests and to look out for their brethren U.S. citizen compatriots abroad.

I was in the U.S. Navy. There, the 'infrastructure' of support ships and services that keeps SEALs, aircraft carriers and other combatants operating is often invisible to media eyes. Federal civilian employees are also overlooked except when they are being criticized.

As a federal retiree I am 'proud of my service' no less than my military colleagues. In wishing everyone and the nation a happy 236th Independence Day, I ask only that you take a moment to reflect on the vital functions that dedicated federal civilian employees perform.

*D. Thomas Longo, Jr.
U.S. Foreign Service Officer (retired)
Delmar, MD"*



Social Media Training was conducted in Bowie in May. This picture was taken at the training. The training was dedicated to Membership Chairs as well as the Electronic Communication Committee members. Catherine Read lead the training and she was as interesting and informative as she was in her first training session earlier in the year. People came away with many ideas to increase recruitment and retention.

REGION II VICE PRESIDENT: CANDIDATES' STATEMENTS

Ronald P. Bowers

During the nearly two years of this term, I have attended almost every meeting of each of the 5 Federations, missing only a handful because of conflicting times of some events. In the dealings with the National Executive Board itself, I have tried to represent the long term interests of the Federations and membership. The role of the Regional Vice President is to contribute to the management of NARFE as one of 14 Directors of the Corporation; one of ten who each represent the Federations in their respective region.

I held two meetings of the Region II Federation Presidents and other Federation officers they brought with them. These were very good exchanges of information on the major topics of legislative work, membership recruitment and retention. I hope to have a larger Regional symposium on these matters after the National Convention. Each Federation is different and has different problems and opportunities. An urgent common problem is the difficulty in many chapters to convince members to take on needed jobs to improve or even maintain the chapter's activities and effects. That is another area that might benefit from sharing experiences and methods of communicating this need and the importance of the chapter system to pursue NARFE's fundamental goal of defending the earned income security of Federal employees and annuitants.

I have also been quite outspoken with respect to the duties of the National Executive Board of Directors to openly discuss problems that need solution and give direction to the executive functions, headed by the National President. I do not consider the position of RVP to be in any way similar to that of a Regional Director, such as we have experienced or observed in our government employment experiences.

I hope that the chapters of the 5 Federations will vote to reelect me so that I can continue my efforts to have the NEB reclaim its authority to direct NARFE and continue the effort to bring NARFE's bylaws and other policy and procedural instruction vehicles up to date and written to be reflective of the new statute which governs the organization.

Barry Grier

My fellow delegates, I would be remiss in asking you for your vote of confidence to elect me as your Region II Vice President without presenting you with an ACTION PLAN to earn your support. Please review the Action Plan below which includes my priorities in maximizing the potential of Region II to be a sustaining leader in this organization.

- **PARTNERSHIPS** - Develop a recruitment and marketing partnership with Regions II and X to enhance strategies within the "Mother Lode" of active and retired Federal employees along the north and Southeast coastal corridor. "Mini Conventions" by these two regions to collaborate strategies would be a powerful partnership.
- **CHAPTER COALITIONS** - Chapters in nearby zip code areas should arrange to meet together on occasion and exchange ideas and develop strategies on recruitment and public relations efforts.
- **ACTIVE EMPLOYEE TRAFFIC ADS** - All metro stations, park n' rides, and other commuter traffic areas utilized by Active Federal Employees (AFEs) should be blanketed with billboard and poster advertising.
- **AFF COMMITTEES** - AFEs know more than anyone else as to their specific problems and should be included in strategy sessions and organized into committees at national, federation and chapter levels.
- **STRATEGIC PLANNING** - In order to focus NARFE programs and activities toward specific goals, a strategic NARFE the ability to monitor goal achievements and their impact.
- **ASK ONE TO BE ONE** - Encourage AFEs to be NARFE representatives at their respective agencies to

(continued on page 19)

recruit new members and distribute materials. Offer one-time “gift memberships” to AFE representatives for their support.

- **MARKETING** – to enhance recruiting among minorities, an effort should be made to better mirror the federal employment picture. NARFE’S survival depends on attracting all segments of the federal community.
- **SEMINARS** - NARFE should increase its presence in preretirement seminars throughout the region and develop working relationships with the HR offices and federal agencies involved in these seminars.
- **MOTIVATION** – Very little can be done without the “ENGINE” that runs the entire plan. That my friends is motivation. Without motivation we slip into mediocrity. And, mediocrity is the graveyard for organizations.

Elect Barry Grier Region II RVP “The Man with a Plan”

Evelyn Kirby

Hopefully you have seen my August 3 email to Chapter Presidents and others plus the August 6 GEMS message on my decision to run for the position of Regional Vice President, Region II. I ask for your vote.

I think my qualifications, experience, results and style point to my potential to do a good job as RVP. You in Maryland have seen me in action as a hard worker, a fast learner, and a leader open to new ideas. It has been a privilege to speak with you at many chapter meetings and to have celebrated special occasions with you. Thank you for letting me hear your views and share mine. You have seen me work tirelessly to support all Federation events, launch and guide various legislative campaigns and be a key member or co-chair on major committees, such as convention planning. Training has been one of my priorities. I have had substantial roles in the design, delivery and evaluation of the annual training seminars the Federation hosted. In my primary role in Legislation, my focus has been to build and coordinate Maryland’s federal legislative activism. Working with our State Legislative Committee has been a great experience also, with the offering of incentives to members to attend Annapolis hearings helping increase our presence. On the membership front, I was pleased to have been in on early talks with the Ohio Federation President about recruitment via internet ads and on design of features used in our WBAL site campaign in 2011. At United Seniors of MD Forums in Annapolis my work at the NARFE table netted us some new members and helped make the NARFE brand better known.

Those who have worked with me within the Federation know I am an independent thinker AND a team player, balancing the needs and goals of our organization with reality checks and warranted calls for change. Ted has sought my input and relied on my advice as 1st Vice President on virtually all Federation activities. HQ has shown respect for my work by asking me to represent NARFE at some important political meetings.

My commitment to you is to continue to work hard for NARFE, with an eye toward balanced, long-term objectives. It will be my pleasure to speak personally with delegates to the National Convention to hear your thoughts and concerns. Please contact me at ekirby@atlanticbb.net on any topic. As Region II VP my goals would be to promote legislative activism, increase and retain those on our rolls, develop chapters and leaders, improve communications, help launch effective, user friendly tools for NARFE’s internal business and membership, and build partnerships. For example, hosting a Region II Training Symposium is something I see of good value and should occur. I would encourage other Region-wide sharing and team play too, and be a willing advocate of your concerns to HQ and share HQ views with you in clear, rapid fashion. I like to have good people, like you, at NARFE’s tables. We especially need those interested in the Big Picture—the full range of NARFE’s concerns--as well as those with a passion in one area. I salute each of you. I pledge my best to you and others in NARFE. And I thank you for your vote to send me to the National Executive Board table as Region II VP.



National Active and Retired Federal Employees Association
Maryland Federation of Chapters – Chartered April 5, 1956
Maryland Federation Newsletter

Protect Your Retirement



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CALENDAR OF EVENTS

2012

October 2	Federation Board Meeting
October 26	Federation Training Workshop
October 27-November 1	Maryland Early Voting
November 6	General Election
November 12-December 10	FEHBP Open Season
November 27	Winter Newsletter Deadline

2013

January 29	United Seniors Legislative Forum, Annapolis
February 5	Federation Board Meeting
March 9-12	Legislative Training Conference
April 29-May 1	Maryland Convention, Ocean City