

**HQ** MEMBERSHIP NEWS

## Ready to Recruit? The 2016 Membership Drive Started September 1

— By Monica Williams, Deputy Director, Membership Marketing, [mwilliams@narfe.org](mailto:mwilliams@narfe.org)

With the outstanding successes in 2014 and 2015, Headquarters is once again offering a \$10 incentive for new members – active or retired – recruited between September 1 and December 31, 2016.

Not only will recruiters earn \$10 for each member recruited, they also will be entered into a drawing for a GRAND PRIZE, the popular Apple iPad Air 2. An entry will be put in for each member recruited. So the more recruits you have, the better your chances are!

As we did last year, Headquarters will hold a

drawing in September, October and November for a \$25 Amazon Gift Card. The list will be cumulative, so those who recruit members in September will be in the October and November drawings as well!

To be identified as the recruiter, make sure your NARFE member ID is provided when the new member joins!

Good luck and happy recruiting! Remember to review the many resources available to you in “[Tips, Tools & Templates](#)” under Officer Resources on the NARFE [website](#). ■

## Spotlight on Membership – Plant a Seed, Fill a Need

— By Monica Williams, Deputy Director, Membership Marketing, [mwilliams@narfe.org](mailto:mwilliams@narfe.org)

Wouldn't it be wonderful if prospective members were as passionate about NARFE and the work we do as we are? Sadly, most of our prospects are passionate about what we do, but they just don't know it or about us – yet.

Let's be honest. No one wakes up in the morning thinking, “I need to join XYZ association today.” However, people DO wake up with worries, concerns, a desire to solve a problem or a need for an answer to a question.

Our job as recruiters for NARFE is to tap into those worries, concerns and questions as they relate to federal benefits and retirement and help potential members realize that our organization offers solutions to their problems.

### Let the Prospect Do the Talking

The more you know about the prospect, the more you will be able to address his or her concerns with your information. You'll want to lead with a few questions such as length of service, plans to

**HQ** MEMBERSHIP NEWS

Ready to Recruit? .....	1
Spotlight on Membership.....	1
A Reader's Tips on Gaining Entry Into Federal Buildings.....	3
The Federal Executive Boards .....	3

**FC** FEDERATION AND CHAPTER NEWS

Recruit with Testimonials .....	4
Catch Up on Legislative News.....	5

**MI** MARKETING INSIGHTS

Remind Your Members What NARFE Has Done for Them .....	6
Communicate the Value of NARFE Membership .....	6

**RR** RECRUITMENT RECOGNITION

Top Recruiters .....	8
Recruitment Credit to Members .....	9

retire, attendance at any pre-retirement seminars, satisfaction with agency resources, etc.

Pick up on cues of frustration, dissatisfaction, confusion and concerns. Agree with them and respond with statements such as, “I hear that a lot,” “We understand that is a big concern among federal employees (retirees),” “I had that same experience.”

You then can bring up some of NARFE’s resources that could be of help. Be specific and concise. Stay on topic and avoid the “firehose” method of introducing benefits and services to the potential member. Keep the focus on their concerns and needs. Your reasons for being a member and their needs may be very different. But you can empathize and offer solutions. You are providing food for thought.

**Emotion or Logic?**

How many times have you said or thought, “They should just join! It is only \$40,” or something similar?

The truth of the matter is, no one goes from blissful ignorance to paying customer in one leap. There is a thought process, and the more important or risky the decision, the more thought they give to the decision.

If you think about a scale with Low Risk/Impulse Buy to the far left and High Risk/Considered Purchase to the far right, you would find NARFE membership to the right of the scale. Logic trumps emotion when expense – which is dollars and commitment – and/or other people are involved.

The fact that NARFE is a membership organization immediately pushes the decision to the right of the scale. Prospective members immediately become wary of the commitment involved in joining an organization.

When faced with this issue, we need to be aware of the concerns of potential members and help them to understand that their level of commitment is up to them, now and in the future. One can join right now for trusted help with immediate concerns (low risk/high reward).

Most consumers go through these steps when making a considered purchase – and what we as recruiters and marketers need to do to respond. The table below, distilled from a blog post titled “The Consumer Buying Decision Process” by Bryony Thomas, will give you a good framework to help develop your approach.

Prospect’s Role		NARFE’s Role	
1) Awareness	They realize you have something that can help them with their issue.	Be There	Be where they are – online and in person.
2) Interest	They want to find out more.	Be Relevant	Answer their questions/ concerns.
3) Evaluation	They see if you are trustworthy and credible.	Be Proven	Demonstrate that we are trustworthy, reliable and proven.
4) Trial	They find out what it would be like to buy from you.	Be Helpful	Make it easy to join. Don’t complicate things!
5) Adoption	They become a customer.	Be Friendly	Make them feel comfortable and wanted.
6) Loyalty	They keep buying and tell others about you.	Be Consistent	Always deliver what you promise.

By understanding the mindset of prospective members and how to evaluate their place in the cycle, you will have better success and feel better about rejection as you recruit for NARFE and your chapter. ■



# A Reader's Tips on Gaining Entry Into Federal Buildings

— Submitted by Ben Weiger, 1st Chapter VP, 1201, Arlington, TX

NARFE Headquarters recently asked members to submit best practices on a subject that has been increasingly challenging to our NARFE recruiters – how to gain entry into federal buildings. Below is one reader's contribution:

I retired from federal service in 2013. I joined NARFE in 2008, and became active with my local chapter after I retired. I had strong relationships with my former agency's management and employees. This helped me gain access to the federal building on many occasions.

1. Make contact with your former employer to determine if there are retirement parties/luncheons/dinners for retiring employees. Let your former employer know that you intend to come to the event. Bring [M-2 cards](#) (Prospect Information cards) and [NARFE Membership Applications](#) (F-135). I have recruited a few new members through this process.
2. If your former employer has an annual holiday party, ask if retirees may attend as well. This has been one of my best ways to recruit new NARFE members, as the end-of-year party occurs at a time when employees retire.
3. My former agency has a learning lunch function once a month, where presentations are made. If your agency holds such functions, coordinate with them to see if you may schedule a presentation about NARFE. Encourage recent retirees from the agency to share their experiences and provide a presentation on the NARFE organization. I plan to make such a presentation to my former colleagues this fall.
4. Coordinate with the Federal Executive Board (FEB) in your area to determine if NARFE could have a table exhibit during an upcoming health fair. Unfortunately, they discontinued sponsoring health fairs in the Dallas-Fort Worth federal buildings. However, as a result of my persistence, they were willing to email a flyer about NARFE to the agency directors, who in turn shared them with their employees. ■

**The Federal Executive Boards (FEBs)**, established by presidential directive in 1961, are a forum for communication and collaboration among federal agencies outside of Washington, DC. The need for effective coordination among the field activities of federal departments and agencies was then, as is still, very clear. Approximately 85 percent of all federal employees work outside the National Capital Region. The national network of 28 FEBs, located in areas of significant federal populations, serves as the cornerstone for strategic partnering in government.

#### Federal Executive Boards provide:

- A forum for the exchange of information between Washington and the field about programs, management strategies and administrative challenges;
- A point of coordination for the development and operation of federal programs having common characteristics;
- A means of communication through which Washington can strengthen the field's understanding and support of management initiatives and concerns; and
- Federal representation and involvement within their communities.

– [www.feb.gov](http://www.feb.gov)

Below is a listing of FEBs nationwide. Links to their individual websites may be found at [www.feb.gov](http://www.feb.gov).

**Locations include:** Atlanta, GA; Baltimore, MD; Boston, MA; Buffalo, NY; Chicago, IL; Cincinnati, OH; Cleveland, OH; Dallas-Ft.Worth, TX; Denver, CO; Detroit, MI; Honolulu Pacific, HI; Houston, TX; Kansas City, MO; Los Angeles, CA; Minneapolis, MN; Miami, FL; Albuquerque, NM; Newark, NJ; New Orleans, LA; New York, NY; Oklahoma City, OK; Portland, OR; Philadelphia, PA; Pittsburgh, PA; South Florida; St. Louis, MO; San Antonio, TX; San Francisco, CA; and Seattle, WA.

## Recruit With Testimonials

— Adapted from an article featured in the February 2016 issue of the Dulles (VA) Chapter 1241 newsletter.

**D**o you know someone who is close to retirement or has recently retired from a federal job? The best way to recruit new members is by personal one-to-one contact. Invite that person to come with you to the meeting. Point out the many benefits of NARFE membership and highlight NARFE activities and legislative accomplishments before Congress that help to protect and improve the earned benefits of the federal community. We asked a few members what NARFE membership means to them. See their responses below.

*“With membership in NARFE Dulles 1241, I’ve acquired friendships, enjoyed pleasurable fellowships, and engaged in unity of thought and actions on issues relevant to federal employees.”*

— **Randy K. Sayles, Retired Special Agent, U.S. Dept. of Justice (DEA)**

*“As a volunteer, organization membership offers you the opportunity to join with other like-minded individuals and come together for a cause greater than ourselves ... resulting in successful projects, charity fundraising support, friendship, continuing education and fun!”*

— **Wilma Grant, Area X Vice President**

*“I have enjoyed getting to know fellow government employees and many who worked in the same department as I did. You get to meet so many good people after you retire and are not at work every day.”*

— **Louise Rooney, Hospitality Chair**

*“Membership is having a lot of people who share a specific interest in protecting our earned benefits from erosive legislative actions.”*

— **Bill Schmidt, Immediate Past President**

*“Having worked in downtown DC for the 13 years I have lived in the area, membership in the Dulles Chapter has afforded me the opportunity to meet people in the local area, be part of an organization working for me, and the opportunity to continue using some of my skills.”*

— **Patricia Wolfe, President & Newsletter Editor**



## Catch Up on Legislative News

— Adapted from an article featured in the June-August 2016 issue of the Chapter 478 (CA) newsletter

Below is a collection of websites carrying federal employee and retiree news. Most of them offer the choice to subscribe to free email bulletins on subjects that you select. First and foremost is the NARFE toll-free Legislative Hotline. It is especially useful for those with limited internet access. **Congress.gov** provides a detailed and productive way to monitor legislation in congress.

- NARFE Legislative Hotline **877-217-8234**
- NARFE website [www.narfe.org](http://www.narfe.org)
- Federal Times [www.federaltimes.com](http://www.federaltimes.com)
- Government Executive [www.govexec.com](http://www.govexec.com)
- The Hill (US Capitol News) [thehill.com](http://thehill.com)
- Fedsmith [www.fedsmith.com](http://www.fedsmith.com)
- Federal News Radio [www.federalnewsradio.com](http://www.federalnewsradio.com)
- The Washington Post Federal Page [www.washingtonpost.com/politics/federal-government](http://www.washingtonpost.com/politics/federal-government)
- Library of Congress [www.congress.gov](http://www.congress.gov)
- Fedweek [www.fedweek.com](http://www.fedweek.com)
- Govtrack at US Congress [www.govtrack.us/start](http://www.govtrack.us/start)



### With NARFE Online, You Can...

#### Manage Your Membership

- Renew your membership
- Update your member record (change of address, phone number, name, phone number, email, etc.)
- Find a local NARFE chapter

#### Support NARFE

- Donate to NARFE Programs (NARFE-PAC, NARFE General Fund, Protect America's Heartbeat)
- "Like" NARFE on Facebook
- Follow NARFE on Twitter
- Contact your legislators

#### Learn About Your Benefits

- Watch a NARFE webinar in the [Federal Benefits Institute](#) archive
- Access NARFE publications, *narfe* magazine and *NewsWatch*
- Check the status of legislation that will impact NARFE members
- Research federal benefits topics

## Premier NARFE Benefits

The NARFE Federal Benefits Institute is a members-only resource designed to help NARFE members take charge of their federal benefits and guarantee a secure future. Attend the live online events, and access on-demand presentations, white papers and other resources for FREE.

Check the NARFE Bill Tracker in the [narfe magazine](#) and take action on bills that are especially beneficial to the federal community. Take the initiative to email, send letters or call your representative through the Legislative Action Center on [www.NARFE.org](http://www.NARFE.org). Remind them that you are a constituent. It only takes a minute to voice your concern.

### MI MARKETING INSIGHTS

## Remind Your Members What NARFE Has Done for Them ...

At the recent biennial Pennsylvania Federation Convention held in Valley Forge, NARFE President Richard Thissen gave a brief summary of what NARFE has accomplished legislatively in the last year. Remind prospective and existing members that NARFE's efforts do pay off and can effect positive change for the federal community.

NARFE provides you the tireless advocacy you deserve! NARFE's advocacy efforts have produced winning results, including:

- Preventing the reduction of federal employee and annuitant compensation during the contentious 2014 and 2015 congressional budget negotiations;
- Safeguarding federal retirement annuities by helping defeat proposals that would use a lower measure of inflation – the Chained CPI – to calculate cost-of-living adjustments;
- Protecting the FEHBP (Federal Employees Health Benefits Program) by defeating proposals that would significantly increase your contributions – a change that could amount to \$35,000 in cash from your pocket over the course of 10 years for those with family coverage – for employees and retirees in the upcoming Open Season.
- And much more! Check out [www.NARFE.org](http://www.NARFE.org) to stay current with NARFE legislative progress! ■

## Communicate the Value of NARFE Membership

What do you say when someone asks, “What are the benefits of membership?” The challenge of expressing 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.

Demonstrating 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.

Since 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:** Members can get free advice.  
**Say:** You can get advance notice and dependable advice from NARFE's own federal benefits special-



ists 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 in-depth 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 benefits issues, translate proposed legislation, answer your questions, report on the progress and results of NARFE legislative initiatives, and more.

**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 voice your opinion 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. Eligibility for college scholarships and disaster relief grants are more ways



## NARFE Federal Benefits Institute

### NARFE WEBINARS ARE EXCELLENT RESOURCES TO TEMPT PROSPECTS TO JOIN

As members, they will have FREE access to quality programs presented by experts in federal benefits and retirement.

#### Webinars On-Demand

5-Year Countdown to Retirement

Exploring TSP Withdrawal Options

Claiming Social Security

Survivor Benefits: Key Decisions for Feds of All Ages

What's Your Best Retirement Date?

From Federal Employee to Annuitant: Master the Process

FEHBP & Medicare: Make the BEST Choice

#### Upcoming Live Webinars

All webinars start at 2 p.m. ET and are available to view on the web within 24 hours of the presentation.

Post-Retirement Benefits Checkup  
September 15

FEHBP and Medicare  
October 13

Alphabet Soup of Health Plans  
November 17

How Much Money Do You Need to Retire?  
December 8

[www.NARFE.org/Institute](http://www.NARFE.org/Institute)

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.

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

### Engage new members

**When someone joins, focus on how to keep the member in NARFE.** The 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 NARFE 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. ■

## Top Recruiters This issue covers recruitment statistics for the months of April, May and June 2016

State	Chptr	Recruiter	Count	State	Chptr	Recruiter	Count	State	Chptr	Recruiter	Count
CO	1085	Gregory Kann	34	IA	0148	James R Gearhart	7	OH	0612	Joseph W Cinadr	4
WA	0032	Margie Dennis	24	IL	0441	Michael Wynn	6	TX	0672	Dorothy A Creswell	4
CA	0061	Yoggi Riley	14	TX	1764	Betty J Wiegman	6	VA	0737	Constance T Bails	4
IA	0148	Larry Moore	13	PA	1723	Sandra E Brestowski	5	NJ	0858	John F Farrell	4
TX	1281	Stanley E Sartain	11	MD	2274	Eleanor E Kaul	5	IN	1777	Sylvia B Savage	4
IN	0125	Geneva G Greenlee	7	MA	0484	Blanche R Dorunda	4				





This issue covers recruitment statistics for the months of April, May and June 2016

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

### Alabama

0225 Gloria J Bodine .....	1
0318 Jean S Ingram.....	1
0443 Barbara E Boomershine.....	2
1480 Willa D Morgan.....	1
1511 Gary L Vice .....	1

### Alaska

1779 Paul McIntosh.....	1
2076 Hollis D Hall.....	1

### Arizona

0266 Lorraine E White.....	1
1395 Jacquelyn D Cunningham...	1
1505 Linda Connelly.....	1
1505 Beverly J Lundberg .....	1
1874 Rebecca Magnotto .....	1
1905 Allan Rockne .....	1

### Arkansas

0966 Pamela Allen.....	2
1156 James Kuzilik .....	3
1668 Wynell W Choate .....	1

### California

0003 Doris R Mitchell .....	1
0004 William B Doll .....	1
0004 Elizabeth H Skelding .....	1
0016 Helen L Zajac .....	1
0061 Yoggi Riley.....	14
0065 Leslie J Ching .....	2
0068 Marsha A Catlett-Weimer....	2
0073 Louis Earthman.....	1
0190 Carl Bailey .....	2
0587 Carol W Tiffin .....	2
0706 Carol Amano .....	1
0748 Kerry Lytle .....	1
0877 Kenneth F Cunningham .....	1
0970 John E Basinski .....	1
1028 Rose S Haupt.....	1
1317 Judy L Lynn .....	1
1330 Barbara Godwin .....	1
1330 Nora H Lee.....	1
1494 Andrea P Heckman.....	1
1496 Forney A Lundy .....	1
1496 Deborah A Weaver .....	1

1596 Daniel H Mahoney .....	2
1718 Sharon W Johnson .....	1
1718 Gaylin Zeigler .....	1
2323 Arthur C Jarrett.....	2
2323 Donna Newton Lett Kittrell ...	1
2352 Royal W Mink .....	1

### Colorado

0241 John Conroy .....	1
0241 Larry F Lightfoot .....	1
1040 Monte B Commons.....	1
1040 Paula H Simmons .....	1
1085 Gregory Kann .....	34
1085 Beth Ann Koehler .....	1

### Delaware

1174 Kathy Adams .....	1
1174 Elizabeth Kramarck .....	1
1690 Robert F Clark.....	1

### eNARFE

2363 Robert C Bryant .....	1
2363 Gerald Day .....	1
2363 Patricia B Edwards .....	1
2363 Barbara Hatten .....	1
2363 Joseph Mitchell.....	1
2363 Raymond Pyos.....	1
2363 David Snell .....	1
2363 Alan D Witt .....	1

### Florida

0033 Donzleigh Dowie.....	1
0162 Fernande Bayda .....	1
1137 John R Ledman.....	1
1140 Daniel Moran .....	1
1263 Robert Williams .....	1
1405 Luisa M Meruelo .....	1
1984 Richard A Carroll .....	1
2247 Patricia L Vevera.....	1

### Georgia

0219 Peggy W Hawkins .....	1
0380 Kim Amis .....	1
0380 Marilyn F Benson.....	1
0380 Jimmy F Davenport .....	1
0545 Carol Winkle.....	3

0548 William Walinow .....	1
1020 Elizabeth F Barnhart .....	1
1033 Loretta B Winslow .....	1
1044 Katherine Lane .....	1
1348 Cheryl D Grattan .....	1
1417 D Hope Dow .....	1
1419 Janet A Hebert.....	2
1419 Fred A Martich.....	1
1818 James C Gothard .....	1
2142 Shirley May.....	2

### Hawaii

1802 Mary L Hanano .....	2
--------------------------	---

### Idaho

1959 James W Simpson .....	1
1970 Lynn Card.....	1

### Illinois

0268 Wilbur C Schaefer.....	1
0332 Deborah Hesse.....	2
0399 Connie M Baker .....	2
0399 Kirk D Edgcombe .....	1
0399 Jeannine T Peters .....	1
0399 Coral Theone Ruffner.....	1
0402 Robert Todd Moriconi .....	1
0441 Michael Wynn.....	6
1019 Patrica A Smith.....	1
1067 Frank B Klostermann .....	1
1097 Malcolm J Todd.....	1
1106 Stephen Rossberg.....	1
1771 Margaret Murphy .....	3

### Indiana

0125 Geneva G Greenlee .....	7
0145 Janice Boettcher .....	2
0145 Peggy Rychuralski .....	1
0151 Mary E Hahn.....	1
0847 Larry E Dent .....	2
1612 Russell E Mathis .....	1
1777 Sylvia B Savage.....	4
1777 Vickie Fessel .....	1
1777 Donald Savage .....	1
1847 Richard Uebelhor.....	1
2197 Dennis P Danielson.....	1
2197 Malcom D Griner .....	1

**Iowa**

0148 Larry Moore.....	13
0148 James R Gearhart.....	7
0148 Joseph A Dygas.....	3
0148 Dorman Otte.....	1
0198 Eugene V Baker.....	2
0436 Ann C Edleman .....	1

**Kansas**

0138 Anita L Frey.....	1
0280 John F Ourada.....	2
0383 Vanetta L Brumbaugh .....	1
0384 Donald D Dix .....	1
1995 Leland N Austin .....	1
2137 Martin F Fadden .....	1

**Kentucky**

0097 Paula G Bayer .....	3
1135 Robert A Nicely .....	1
1587 Joseph Horcher .....	1
1760 Norma Moore .....	1

**Louisiana**

0041 Patricia Ashton .....	1
0099 Sallie E Monk.....	1
0137 Robert East .....	1
0502 Charles Coker .....	1
1398 Kim E Janneck .....	3

**Maine**

0485 Brian J Steinwand.....	1
1796 Edward H Desgrosseillier ....	1
2132 David W DeMerchant .....	2
2132 Lloyd H Woods.....	1
2169 Paul A Satkowski.....	1

**Maryland**

0306 Dorothy C Smith.....	1
0409 J D Brooks.....	1
0409 Eugene B Cahill.....	1
0409 Thomas E Wiley.....	1
0969 Linda E Long .....	1
0969 John Sweet.....	1
1363 Jo Anne Groves .....	2
1363 Steven Groom .....	1
1522 Frances Kapral .....	1
1887 Linda Amendt .....	1
1892 Kendra Wells .....	1
1936 Winston S Sherman.....	1

2262 P A Jeffries .....	2
2274 Eleanor E Kaul .....	5
2274 Daniel H McGrath.....	1
2274 Jeanne A Walsh.....	1

**Massachusetts**

0189 Sharon O Leary .....	1
0484 Blanche R Dorunda .....	4

**Michigan**

0012 Thomas E DeMeritt.....	1
0089 David Adams .....	2
0089 Addie D Smith .....	1
0285 James L Kimmery.....	3
0572 Jean E Rowe.....	1
1163 Josievet Moss .....	1
1163 John Patterson.....	1

**Minnesota**

0140 Roxanne Ianovich.....	1
0150 Joan Marie Curtis.....	1
1049 John H Hurlbert .....	1
1049 Margaret Ann Schluter.....	1
1590 Joan E Trahan .....	1

**Mississippi**

1501 Jack Fowler .....	1
1572 Janie P Carter.....	1
1572 Julie E Hanson .....	1
1659 Gerald M Janci .....	1
1729 George W Heburn.....	1

**Missouri**

0011 Laura N Cowart.....	1
0312 Norman S Baker .....	1
0313 Richard G Thissen.....	3
2212 Kathryn J Smith.....	1

**Montana**

0843 William Dwyer.....	1
-------------------------	---

**Nebraska**

0144 Joan Gratz .....	1
0199 Doris E Carpenter.....	2
1370 Thomas Sanders.....	1
1509 Roger G Andrews.....	1
2110 Sharon K Riley.....	1

**Nevada**

0142 Rebecca A Miller .....	1
0423 Ronaldo Dizon .....	1
0423 Barbara C Riordan.....	1

**New Hampshire**

1694 Elizabeth P Stafford .....	2
---------------------------------	---

**New Jersey**

0424 Edward D Gabel.....	2
0858 John F Farrell.....	4
1664 Thomas Defiore .....	1

**New Mexico**

0182 Carol Main.....	1
0182 Roy B Willoughby .....	1
0186 William E Britton .....	1
1411 Lorna M Howerton.....	2
1411 Pamela M Stern.....	1

**New York**

0124 Diane Allocco .....	3
0124 Mary E Cunningham .....	1
0124 Timothy R Montroy.....	1
0124 Kenneth A Roesch.....	1
0153 Judith Hardie .....	1
0200 Michael E Lapoint .....	1
0439 Patricia Sheridan .....	1
0471 Mark J Bernstein.....	1
0471 Roderick J Geoghegan .....	1
0471 Marianne Polo.....	1
1221 Karen C Young .....	1
1264 Diane L Hakam .....	2
1264 Carol R Nasta.....	1
1712 Judith W Taylor .....	1
1799 Joan M Guthrie .....	1
2334 James Forsythe.....	1

**North Carolina**

0105 Gwen S Austin .....	1
0211 Judith E Connolly .....	1
1530 Nancy G Batchelor .....	1
2289 Richard A Pulsifer.....	1

**North Dakota**

0119 Gladys Howlett.....	1
0895 Leon T Lauer .....	1



**Ohio**

- 0310 William E Settles..... 1
- 0612 Joseph W Cinadr..... 4
- 1030 Lois A Velliquette ..... 1

**Oklahoma**

- 0022 Claudia N McElvania..... 2
- 0130 Ellen McKenzie ..... 1
- 0167 Juanita Perry Ruiz ..... 1
- 0184 Augusta Burge..... 1
- 0278 D Jean McBride-Samuels..... 3
- 0278 Patricia Arganbright ..... 2
- 0730 Florence S Beets..... 1
- 0730 Mark A Stokes..... 1
- 0946 M Sue Guy ..... 1
- 0947 William J Barton..... 1
- 1621 Laquinnia Lawson..... 2
- 2184 Gary D Flinchum..... 1
- 2184 James W Gillispie ..... 1

**Oregon**

- 0029 Michael P Parker ..... 2
- 0136 Linda Silverio ..... 1
- 0212 Jacqueline M Allen ..... 1
- 1003 Eric William Petersen..... 1

**Pennsylvania**

- 0102 Timothy Murphy ..... 1
- 0143 Arthur D Beckerink ..... 1
- 0143 Joseph Wasiulewski..... 1
- 0301 Bonnie Ann Palumbo ..... 1
- 0373 Victor E Foose ..... 1
- 0377 Mary L Eill..... 1
- 0664 Isolene Dent-Nelson..... 1
- 0664 Joseph W Littlejohn ..... 1
- 0664 Betty J Robinson..... 1
- 0740 Mary F Devine ..... 1
- 1384 Ralph V McDermott ..... 1
- 1723 Sandra E Brestowski ..... 5
- 1723 Jan Robinson ..... 2
- 1723 Elizabeth Tighe ..... 2
- 1723 Helen Vogue ..... 2
- 1816 Constance M Kuntz ..... 1
- 1816 Colette D Smedley..... 1
- 2093 Myrtle Jean Miller ..... 1

**Republic of Panama**

- 2325 Vincent A James ..... 1

**South Carolina**

- 0087 Ernest J Williams ..... 2
- 1015 Marcelene L Vogel ..... 1
- 1082 Joseph Kohut..... 1
- 1082 John J Pennella ..... 1
- 2319 Betty L Hawkins ..... 1

**South Dakota**

- 0201 Karen A Jensen..... 2
- 0584 Roger E Youngman ..... 1
- 0872 Rose M Stee ..... 1
- 0894 Arlene Brandt-Jenson..... 1
- 0899 Bob Eickhoff..... 1
- 0899 Eugene W Grabin..... 1

**Tennessee**

- 0108 Benjamin F Davis..... 1
- 0108 Larry Minniear..... 1
- 0519 Rhonda Mooney ..... 1

**Texas**

- 0229 Mary K Osborne ..... 1
- 0229 Fred M Stanley ..... 1
- 0586 Jason Beechwood ..... 1
- 0672 Dorothy A Creswell..... 4
- 0672 John Creswell..... 1
- 0672 Bonnie Walchak..... 1
- 1281 Stanley E Sartain ..... 11
- 1350 Thad S Yarbrough..... 1
- 1375 Philip R Kraus..... 1
- 1430 Jeanne M Krumrey ..... 1
- 1594 Joyce Zerr ..... 1
- 1764 Betty J Wiegman..... 6
- 2011 Demetrio Baeza Corralez ..... 2

**Utah**

- 0155 John Betts ..... 1

**Virginia**

- 0005 Robert H Burger ..... 1
- 0005 Denise M Murden ..... 1
- 0135 Lawrence Strauss..... 1
- 0164 Karl Esser..... 1
- 0180 Marilyn D Gaven ..... 1
- 0401 Christine E Bonham..... 1
- 0489 Bruce W Reynolds..... 1
- 0489 Raphael Wong..... 1
- 0682 Thomas J Yager ..... 1

- 0737 Constance T Bails ..... 4
- 0893 Nyda N Budig ..... 1
- 0893 Dennis K Martin ..... 1
- 0974 Donald K Warren ..... 1
- 1116 Kathy R Arpa ..... 1
- 1116 Margarite C Dvorscak..... 1
- 1134 George W Hawkins ..... 1
- 1159 Douglas Jones ..... 1
- 1241 Charles Boning..... 1
- 1241 Shirley Carpenter..... 1
- 1293 Bobby L Whittington ..... 1
- 1757 Robert B Howe..... 1
- 1823 John E Krainock..... 1
- 1885 Clifton Wilks ..... 2
- 2065 William Martin..... 1
- 2343 Sandra R Reed..... 1
- 2358 Wilhelmina Santiful ..... 2
- 2358 Alfred S Dansker ..... 1

**Washington**

- 0032 Margie Dennis ..... 24
- 0032 Arlene Patton..... 1
- 0043 Anne M Tiernan ..... 1
- 0131 Myra T York ..... 1
- 0193 Steven Roy ..... 1
- 0237 Therese J Sannar..... 1

**West Virginia**

- 1023 Sue Haddix..... 2
- 1236 Delmar Barrett ..... 1
- 1236 William C Ritchie ..... 1
- 1579 Ralph R Beckman..... 1

**Wisconsin**

- 0094 George Warner ..... 1
- 0120 James A Honer ..... 2
- 0120 Kathleen Vos..... 1
- 0416 Jo E Helf..... 1
- 0437 David M Hanke ..... 1
- 0437 June D Schneiderwind ..... 1
- 0437 Nathan Wright ..... 1

**Wyoming**

- 0452 Blaine Murphy..... 1
- 0833 John Swett..... 1



**National Active and Retired  
Federal Employees Association**  
606 North Washington Street  
Alexandria, Virginia 22314-1914

NonProfit Org  
U.S. Postage  
PAID  
Alexandria, VA  
Permit No. 05731

## Find *Recruiting & Retention Journal* Online!

Downloadable and printable in PDF. Just log in to [NARFE.org](http://NARFE.org) as a member and click on “Officer Resources,” then click on “Newsletters.”



### How to Contact NARFE Membership

#### **Recruitment and Retention – 800-627-3394**

Recruitment assistance, pre-retirement seminar and event kits and supplies, tabletop displays, managing chapter R&R programs. [rr@narfe.org](mailto:rr@narfe.org)

#### **Member Records – 800-456-8410**

Report address changes, notification of death, chapter transfers, roster updates and corrections, and all billing inquiries. [memberrecords@narfe.org](mailto:memberrecords@narfe.org)

#### **Supplies**

F-18 orders should be sent directly to the NARFE Mailroom. Email F-18s to [mailorder@narfe.org](mailto:mailorder@narfe.org) or fax form to 703-838-7781. Blank forms may be ordered or obtained on NARFE’s website, [www.narfe.org](http://www.narfe.org).

#### **List of officers who receive *Recruiting & Retention Journal*:**

Chapter President; Membership Chair; Chapter Editor; Federation President; Federation Membership Chair; Federation Editor; Pre-retirement Speaker; Federation PR Chair; Federation Area Officer; Regional Vice President; and National Officer.

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

**Editor:** Eunice Dharma

**Graphic Design:** Beth Bedard

**Printing:** NARFE Print Shop

