Bimonthly News for NARFE Leaders
National Active and Retired Federal Employees Association
Volume 6, Number 1
January 2018

NARFE Next and Beyond
By Barbara Sido, Executive Director

I’m pleased to report that NARFE Next initiatives, those efforts which prepare us for our centennial celebration in 2021, continue at a strong and steady pace. We want to make certain that we enter our 100th year as the go-to resource for the federal community, policymakers, the media and the public. Resources are being allocated to provide new and outstanding value and to ensure we have the tools and systems in place to work smart and efficiently toward our goals.

FEDcon18, this year’s premier NARFE conference in Jacksonville, Florida, is an exciting example of these efforts. You’ll be hearing plenty about this wonderful event, including in this very issue of NARFE Insider. Our federal community will come together for outstanding educational sessions; to hear from nationally recognized speakers, industry experts and even celebrities; and celebrate together as proud civil servants. From early morning wellness programs in the relaxation lounge to welcome receptions and a grand gala, there will be ample opportunity to both meet new federal colleagues and enjoy the company of old friends. Online registration will open February 1. Be sure to visit the FEDcon18 website and register while early bird rates still apply!

As plans are laid and prep continues for this great event, work continues to make certain we meet the needs of active and retired federal employees into the future. Surveys sent to current, former and potential members are helping to identify the most pressing needs of our community. A group of member collaborators will be the first “testers” of new offerings and aid us in fine-tuning our value concepts before we take them on the road at FEDcon18. With ongoing development of new NARFE products, programs and services, we will continue to strengthen the NARFE brand.

All the while, in the background here at headquarters, a highly important initiative is taking place. In order to most efficiently and effectively serve our members and attract new ones, NARFE must focus on a critical asset – the member database. We have completed a needs assessment and will shortly publish a request for proposal (RFP) to vendors. It is only when critical data can be easily retrieved, updated and analyzed that we will realize our business potential. We’ll enter our 100th year with a system that allows us to not only meet best business practices, but also to take a leadership position in data management within the greater association world.

I’m sure you’ll join all of us here at headquarters in looking forward to the ongoing development of NARFE Next! ●

In this issue …
Letter From the Executive Director ....................1
NARFE Adopts New Organizational Chart  ...2
NARFE 2017 Year-End Report .........................3
FEDcon18..........................................................3
Thrift Savings Plan Modernization Act ............4
Legislative and NARFE-PAC Update ..............5
2018 NARFE Elections ..........................7
NARFE-FEEA Scholarship .........................8
2017 Fall Membership Contest .................8
2018 Photo Contest ............................9
2018 NEB Meeting Dates .....................9
NARFE in the News ...............................10
Passages...............................................10
Committees List.....................................11
NARFE Adopts New Organizational Chart
By Barbara Sido, Executive Director

NARFE staff is now organized into four main teams:

- Advocacy (formerly Legislation), led by Staff VP Jessica Klement
- Communications, led by Staff VP Susan Boswell
- Finance and Administration (new), led by a staff VP to be hired mid-2018
- Marketing and Member Resources (formerly Marketing), led by Staff VP Bridget Boel

Please refer to the organizational chart to see which staff functions are within each team. The only staff who are not currently part of one of those four teams are Governance Coordinator Lynette Green, Executive Assistant Towanda Franklin and HR Business Partner Stuart Wales.

I encourage you to begin using the new team names and titles. It may take a while to get used to this, but the structure and titles have been changed for good reasons and are connected to the strategic plan.
FEDcon18 – NARFE’s Premier National Conference

By Jennifer Bialek, Deputy Director of New Business Development

Preparations are well underway for FEDcon18, taking place at the Hyatt Regency Jacksonville Riverfront in Jacksonville, Florida, August 26-28. This premier event is shaping up to be the conference to attend in 2018 with leadership workshops and education sessions. Registration opens February 1. Be sure to register early to receive early bird registration rates before they fly away on March 31!

We are pleased to announce four of the keynote speakers have been confirmed. Monday morning will kick off with a political update from NPR Correspondent and contributor to Fox News Channel Mara Liasson. In the afternoon, attendees will recognize excellence in civil service while hearing from astronaut Mike Massimino (who you may have seen on “The Big Bang Theory.”) Tuesday morning will feature federal benefits expert Tammy Flanagan and actor/director/author Henry Winkler, best known for his role as the Fonz on “Happy Days,” will close out the event on Tuesday evening.

Conference attendees will have the opportunity to choose from more than 25 breakout sessions on topics ranging from navigating federal retirement, to legislative updates to chapter and leadership development, and much more. (See page 4 for a list of breakout sessions.)

Additional FEDcon18 Highlights:

- **NARFE Gala** - Don’t forget to purchase your tickets for the NARFE Gala celebration taking place Tuesday evening. Say farewell to friends, new and old, at this fun event featuring good food and live music!
- **Relaxation Lounge** – start your day with wellness in this new area with activities such as yoga and thai chi.
- A new NARFETown – where members can speak directly with federal benefits and advocacy experts.
- **New Member Meet and Greet** on Sunday gives new members a chance to get acquainted with NARFE and everything they can get from their membership.

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**FEDcon18 Registration Fees**

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**NARFE 2017 Year-End Report**

Closeout: 208,825
Membership increased from the previous month in each of the last three months of 2017.

NARFE closed out the year at 208,825, which was 6,935 less than December, 2016. (This compares to losses of 17,028 in 2014, 11,332 in 2015 and 9,798 in 2016.)

The number of new members in 2017 was 13,060. (This compares to 9,922 in 2015 and 10,126 in 2016.) This shows positive impact of the Federal Benefits Institute and optional chapter membership.

NARFE had 26,561 non-renewals in 2017 and reinstated 12,976 or 49 percent (up from the 46 percent reinstatement rate in 2016.)

At the end of December, 38.6 percent of memberships are national members and 61.4 percent have continued their chapter membership.

There were eight federations that had increased membership for 2017 led by North Carolina and South Carolina with significant increases.

NC: 167  ID: 12  MT: 9  UT: 2
SC: 52   WY: 11  DE: 3  GU: 1

In addition six other federations lost 20 members or less for the year:

NV: -9   NH: -16  MN: -18
AZ: -10  VT: -16  NM: -20

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Spread the word about FEDcon18! We are looking to you to share this information with your local chapter members about why they should attend! Check for updates on FEDcon18 by visiting www.narfe.org/FedCon18.

TSP Modernization Act
By James Marshall, Deputy Director, Federal Benefits Institute

The TSP Modernization Act was signed into law on November 17, 2017, offering more flexible withdrawal options for Thrift Savings Plan (TSP) participants, giving them more control over their own retirement savings. The legislation passed Congress with NARFE’s endorsement, and NARFE members are waiting on implementation of the new withdrawal options.

The upcoming March issue of narfe magazine will include a feature article, written by Mark Keen, discussing TSP withdrawal options.

This new law:
- Allows multiple, partial post-separation withdrawals, which individuals can time to their individual needs
- Permits multiple, age-based withdrawals for participants who are still working and are older than age 59-1/2, and subsequent post-separation partial withdrawals
- Provides greater flexibility for those receiving periodic payments by: (a) allowing the election of quarterly or annual payments, (b) allowing periodic withdrawals to be changed at any point during the year, (c) allowing periodic payments to be stopped while leaving the account balance in the TSP and (d) permitting the purchase of an annuity or a partial withdrawal while in periodic payment status
- Eliminates the withdrawal election deadline

The Federal Retirement Thrift Investment Board (FRTIB), which oversees the TSP, states, “there are substantial programming changes and form revisions that must be made to allow participants to begin using these new options. There are many publications and webpages that will need to be changed to reflect the new policy and changes.”

In addition, pursuant to administrative law, the FRTIB must publish any new regulations necessary to implement the new options. Once published, a 30-day period for public comments will take place, and then all comments will be considered prior to making any final regulatory changes. The FRTIB is very motivated to enact these new options soon.

To learn more, visit www.tsp.gov/PDF/formspubs/tspfs10.pdf to see answers to frequently asked questions about changes to TSP withdrawal options associated with the passage of the TSP Modernization Act.
It's a new year, and NARFE's Advocacy Department is looking for opportunities for legislative wins on the state level. However, before we can do that, NARFE needs to hear from federation presidents and federation state leadership chairs on the current status of your state advocacy programs. Understanding your federation's program is vital for future advocacy success.

**State Advocacy in 2018 and Beyond**

Has your federation carried out past work on state legislative issues? How about a project you are currently working on? NARFE's Advocacy Department wants to know if your federation has an active state legislative program. Even if your federation hasn't had an active program for some time, the Advocacy Department would like to know so we can help craft the future of the program.

Many federations have worked with their state representatives on legislation affecting their benefits. Is there an area of concern regarding your federal pay and benefits and state law? How about the state tax treatment of your annuity? Together, we can explore options and put together an advocacy campaign that can help enact change.

NARFE's advocacy efforts are not just on the federal level. In fact, building a grassroots program within your state will help further NARFE's causes throughout the country. Getting NARFE members engaged at all levels of government drives activism and furthers NARFE's ability to protect your earned pay and benefits. Many state legislators go on to serve in Congress and having a state advocacy program allows future members of Congress to be familiar with NARFE before they even enter the halls of the Capitol.

NARFE's State Advocacy Program is being facilitated by NARFE's Advocacy Associate Ross Apter. If you are the federation state legislative chair, please send information regarding your federation's state advocacy program to rapter@narfe.org. In the event that your federation does not have a state legislative chair, the Advocacy Department requests that the federation president kindly notify the department with that information.

**NARFE-PAC Sets Ambitious 2018 Goal**

A strong NARFE-PAC is vital to advancing NARFE’s priorities and pushing back on threats to federal earned pay and benefits. For that reason, NARFE-PAC has set four ambitious goals for the two-year election cycle (2017-2018). Below is a look at the progress on these goals now that we're halfway through the cycle:

1. **Raise $1.5 million from NARFE members**

For NARFE-PAC to change the narrative around the federal community, it needs to be well-funded. That’s why NARFE-PAC set an ambitious goal of raising $1.5 million from NARFE members. As of the end of 2017, NARFE members have contributed $874,417 towards this goal. That is over 58 percent toward our goal!

In comparison, at the end of 2015, NARFE-PAC had raised $725,921. That means NARFE members have increased their contributions this cycle by $148,496. Thank you!

2. **Disburse $1 million to candidates and committees**

NARFE-PAC has ambitious fundraising goals because it also has ambitious disbursement goals. We are looking to increase our disbursements to candidates and committees so NARFE’s concerns stay at the forefront of legislators’ minds. By the end of 2017, NARFE-PAC disbursed $366,500 to candidates and committees.

While that is not quite halfway to our goal, getting to the halfway point wasn’t the goal. However, it is...
a dramatic shift from the 2015-2016 election cycle. By the end of 2015, NARFE-PAC had only disbursed $166,000 to candidates and committees. This increase of $200,500 reflects the importance of getting in front of members of Congress while important decisions are being made about the federal community during the first session of Congress. This increase in disbursements has helped push back on efforts to undermine the earned pay and benefits of the federal community.

3. **Send NARFE members to 100 fundraisers**

Not only do NARFE-PAC disbursements allow NARFE staff to attend fundraisers and events in DC, but they also allow NARFE-PAC leaders to attend events in their states. This helps build local relationships between members of Congress and their NARFE constituents, driving home the fact that policies affecting the federal community affect people (and voters) in their home districts and states. As of the end of 2017, NARFE members attended 41 events in their states. NARFE-PAC appreciates the dedication of NARFE-PAC leaders and the time they’ve committed to attending these events and advocating on behalf of NARFE. We hope to accelerate participation in these events in order to reach our goal for the cycle.

4. **Increase NARFE-PAC sustainers by 50 percent**

In order to have a strong NARFE-PAC, an increase in sustainers is crucial. Sustainers pledge to make a monthly, automatic contribution by credit card. This gives NARFE-PAC a solid foundation upon which to build and allows us to better budget our disbursements. As of the end of 2017, NARFE-PAC had a 23 percent increase in sustainers from last cycle.

As NARFE-PAC continues its hard work in 2018, we will be reaching out with ideas on how we can all work together to achieve these important goals. If you have any questions about these goals or about NARFE-PAC in general, contact Max Goldman at mgoldman@narfe.org or 571-483-1266.

### The State of CDL Programs

**By Molly Checksfield, Grassroots Program Manager**

As of December 2017, NARFE's Congressional District Leader (CDL) program is operational in 27 states across the nation, and over 200 NARFE members hold a position of CDL or Senatorial Leader (SL). For the remainder of this article, both CDLs and SLs will be called “CDLs.”

Federations with a CDL structure appoint NARFE members to serve as the liaison between a member of Congress' office and the NARFE fed chapters and members represented by that office. In their role, CDLs ensure that a legislator and his/her staff are aware of NARFE’s legislative priorities. By employing a CDL structure, federations are streamlining NARFE communication with the congressional office. To learn more about the CDL position please click [here](#).

Over the last several years, the CDL program has grown extensively, with NARFE looking to build upon that success in 2018. The Advocacy Department is looking to assist states without this structure put it in place, and for those with CDLs, we're ready to help them hone in on their advocacy skills. Increasing the number of congressional districts with CDLs serves to position NARFE as a finely tuned advocacy machine and THE trusted source of information about the federal community for legislators and their staffs.

Building an effective CDL program, whether from an existing structure or from the ground up, takes dedication from NARFE federation leaders. Currently, the status of NARFE's CDL program differs from federation to federation. There is a wide range of participation across the country, so in 2018, NARFE staff is looking to provide further training for those federations with existing CDL structures, and also lend a hand to federations interested in creating a program.

Federation leaders with CDL programs should review their existing CDL structure and brainstorm how their program could be improved, and which tools would help strengthen their connection with their legislator. NARFE leaders should work in tandem with CDLs to inform members of ongoing communications with congressional offices and encourage members to raise their voices about NARFE’s legislative priorities.
Federation leaders without a CDL program should brainstorm which NARFE members would be qualified for, and interested in, representing NARFE as a CDL. The map below shows which states employ a CDL program. If your federation does not have CDLs, you are encouraged to contact federation leaders in your region with an existing program to ask for suggestions about how to integrate CDLs into your federation.

NARFE's goal of eventually appointing a CDL for each congressional office will only be met with the strong support of leaders like you. If your federation has an existing CDL program and would like to schedule training on CDL best practices, or if your federation is interested in implementing a CDL program, please contact Molly Checksfield to schedule a training session. Let's move forward together to create a stronger NARFE, with a greater presence in legislative arena across the nation.

2018 NARFE Elections – Your Vote Counts

In accordance with the One Member, One Vote bylaws amendment, passed by the delegates at NARFE's 2016 National Convention, significant changes have been made to the voting process. In the coming months, the elections process will unfold.

In the upcoming March 2018 issue of narfe magazine, NARFE candidate statements will be published

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<td>January 2018</td>
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<td>February 1, 2018</td>
<td>Bylaws and Resolutions Committee Final Report Due</td>
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<tr>
<td>March 2018 Issue</td>
<td>Candidate Statements Published in narfe Magazine</td>
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<td>April 2018 Issue</td>
<td>Bylaws and Resolutions Committee Report Published in narfe Magazine</td>
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<td>June 2018 Issue</td>
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<td>Voting Cutoff</td>
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and are also available online at www.narfe.org/2018Balloting. In addition, federation elections information will be published with websites and contact names and phone numbers.

The Bylaws and Resolutions Committee report will be published in the April 2018 issue of narfe magazine, and will be available to download from the NARFE website beginning February 2 at www.narfe.org/2018Balloting.

Voting for candidates as well as bylaws and resolutions will get underway on May 10, when the internet voting site will be live. NARFE members with an email address on file will receive an email announcement about the internet voting site as well as a PIN number and instructions for online voting. Take time today to verify that your email and postal mail addresses are accurate.

A ballot will be inserted into the June 2018 narfe magazine issue and complete voting information will be included in the magazine along with instructions for voting by mail or online. The magazine typically reaches members at approximately the same time the internet voting site is live, although this varies by geographic region and the issue may arrive approximately a week later. Voting by mail or online will end on June 30, 2018, at 11:59 p.m. EDT, and all mail ballots must be received by the election company by this date.

**Grand Prize Winner Selected for 2017 Fall Membership Campaign**

Congratulations to Yoggi Riley of Van Nuys, CA, who was selected as the winner of the grand prize in the NARFE 2017 Fall Membership Campaign. Riley is a member of Chapter 61 and recruited 17 members from the Van Nuys area. She will receive the grand prize of an Apple Watch.

From September 1 through December 31, 2017, NARFE members had the opportunity for additional rewards and potential to win prizes for recruiting new NARFE members. Every new member recruited resulted in a $10 incentive for the recruiter.

A total of 995 members were recruited during this period from the participation of 368 individual recruiters. In addition to the grand prize, monthly drawings for September, October and November rewarded three lucky recruiters with a $25 Amazon gift card (see sidebar at right).

Congratulations to our 2017 Membership Recruiting Contest

**NARFE-FEEA Scholarship Applications Now Available**

The NARFE-FEEA Scholarship application is now available online. Twenty scholarships of $1,000 each are available to children, step-children, grandchildren, step-grandchildren, great-grandchildren or step-great-grandchildren of any NARFE member in good standing.

The deadline for all applications is March 21. Applicants must be high school seniors planning to attend their first year of a two- or four-year degree program at an accredited college as a full-time student in the fall/winter 2018.

To fill out an application or for more information, click here. Winners will be announced in fall 2018 and published in the December 2018 issue of narfe magazine.

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winners and ALL of the NARFE members who stepped up their recruiting efforts for this campaign.

2018 Photo Contest Now Open
Theme: ‘The Glory of America’ — Submissions Accepted Through April 15

What does glory mean to you? Capture your vision of America for the 2019 NARFE Calendar “The Glory of America.” Winning photos will be used in the 2019 calendar. The deadline for entries is April 15.

Please spread the word about the 2018 NARFE Photo Contest by providing a link to the guidelines www.NARFE.org/photocontest on your website or e-newsletter. Also, please include the guidelines in your upcoming newsletters.

Guidelines:
• All NARFE members in good standing are eligible to enter whether or not they’ve already had a photo appear in past calendars. Exception: Members who work as professional photographers are not eligible.
• Photos must be horizontal in format and 8”x10” or 8-1/2”x11” in size.
• Each member is limited to five photo entries and must put the following information on a piece of paper and tape it to the back of each photo: photo title, your name, address, chapter number (if applicable), email address and phone number.
• No photos of children or pets, please. Photos sent by email will not be accepted. No Polaroids.
• Photos will not be returned.
• By entering, you grant NARFE a nonexclusive license to use your photo in perpetuity in any medium, including editing, publishing, distributing and republishing it in any form. Entrants retain the copyright to their images. NARFE assumes no liability for any misuse of copyright.
• Photos for the 2019 calendar will be selected and winners notified by the end of June 2018.
• Send photos to: NARFE Photo Contest, Attn: M. Williams, NARFE, 606 N. Washington St., Alexandria, VA 22314.

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2018 NEB MEETING DATES AND LOCATIONS

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<td>August 23-24</td>
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<td>Joint NEB/Federation Presidents meeting</td>
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<td>NEB meeting (afternoon only)</td>
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<tr>
<td>November 28-29</td>
<td>NEB Meeting</td>
<td>Alexandria, VA</td>
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Passages

Former NARFE VP Golato Passes Away

Former NARFE Vice President Al James Golato passed away in November 2017 at age 94. Born in Philadelphia, PA, Golato was drafted into the U.S. Army in 1943 and entered World War II as a member of the 629th Combat Engineers, tasked with mine detection.

After World War II, Golato attended Temple University and became a revenue agent with the IRS, specializing in fraud and racketeering. A resident of Bowie, MD, he retired in 1982, after becoming a charter member of the Senior Executive Service, a two-time recipient of the Commissioners Award for Exceptional Service, the IRS National Director of Public Affairs, assistant to three national IRS commissioners and chief spokesman for the agency.

Following retirement, he became an active NARFE member and was the Greater Bowie-Crofton Area Chapter 1747 president from 1986-1988. He was elected National Vice President of NARFE in 1990 and 1992. He also served as a NARFE state coordinator and public relations consultant.

He is survived by two daughters, Donna Sondberg of Selbyville, DE, Denise Moroney of Huntingtown, MD, and one son, James Golato, of Bowie, MD.

NARFE in the News

Since October 2017, NARFE has appeared in numerous national, state and online news outlets, and has increased its media presence as a result. Each issue of NARFE Insider features selections of major media coverage and occasionally local news coverage generated by chapters and federations.

In the past three months, NARFE has been quoted on subjects ranging from the unveiling of the Alzheimer’s stamp to federal benefits being threatened. Here are the top stories from around the web:

U.S. Postal Service Previews Alzheimer’s Stamp

USPS - November 2, 2017 / Article talks about Alzheimer’s stamp with NARFE President Richard G. Thissen and Grassroots Program Manager Molly Checksfield in attendance.

OPM experiences delay in adding to federal retirees to Combined Federal Campaign


Federal workers and budget negotiations


If 2017 posed problems for feds, 2018 could be worse with attacks on pay, benefits

NARFE has formed six new standing committees and an ad hoc committee. These committees will develop an annual work plan consistent with the current strategic and operating plans, in consultation with its staff liaison. A Regional Vice President has been appointed to serve as a National Executive Board (NEB) liaison to the committees, with the exception of the Bylaws and Resolutions Committee. The President and Executive Director are ex officio members of all committees, with the exception of the Bylaws and Resolutions Committee. NARFE congratulates these volunteers on their appointments.

### New NARFE Standing Committees

#### ADVOCACY ADVISORY
Pierce Johnson, Chair  
Jeff Anliker  
Sharon Reese  
Bernard “Gene”Niewoehner  
John Szpyhulsky  
Staff Advisor: Jessica Klement  
NEB Representative: Edward Konys

#### BALLOT OVERSIGHT
Jacquelyn Lowe, Chair  
Michael Cornelison  
Kathleen Freund  
Staff Advisor: Barbara Sido

#### COMMUNICATIONS ADVISORY
Nancy Crosby, Chair  
Lorna Howerton  
John Bultsma  
Maria Ritzman  
Robert Ruskamp  
Will Kullman  
Staff Advisor: Susan Boswell  
NEB Representative: Evelyn Kirby

#### FINANCE ADVISORY
Jon Dowie, Chair  
Richard Karakantas  
James Gillispie  
Karen Thygeson  
James Downey  
Staff Advisor: Barbara Sido  
NEB Representative: Jon Dowie

#### MARKETING AND MEMBER RESOURCES ADVISORY
Gerald “Jerry” Hall, Chair  
Rhonda Mooney  
Kerri Gibbs  
Huelyn “Lynn” Harper  
Dorman Otte  
Staff Advisor: Bridget Boel  
NEB Representative: Helen Zajac

#### BYLAWS AND RESOLUTIONS
Robert Allen, Chair  
Theodore Van Hintum  
Kathryn Hensley  
Timothy Gartner  
John Creswell

#### STRATEGIC PLANNING AND INNOVATION ADVISORY
Bruce Coleman, Chair  
Mark Bernstein  
Marc Harris  
Henry Brattlie  
Ann Sulkovsky  
Staff Advisor: Barbara Sido  
NEB Representative: Richard Wilson

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The following members receive NARFE Insider for NARFE Leaders: Officer codes 1-Chapter President, 2-Chapter Vice President, 3-Chapter Secretary, 4-Chapter Treasurer, 5-Chapter Secretary/Treasurer, 6-Chapter Legislative Officer/National, 7-Chapter Membership Chair, 8-Chapter Public Relations, 9-Chapter Service Officer, 11-Chapter Editor, 12-Chapter Alzheimer’s Chair, 13-Chapter NARFE-PAC Officer, 14-Chapter Financial Secretary, 15-Chapter Other, 16-Chapter Net Coordinator, 17-Chapter Legislative Officer/State, 20-Federation President, 21-Federation Executive Vice President, 22-Federation Vice President, 23-Federation Secretary, 24-Federation Treasurer, 25-Federation Secretary/Treasurer, 26-Federation Legislative Chair/National, 28-Federation Legislative Chair/State, 29-Federation PR, 31-Federation Service Officer, 33-Federation Membership Chair, 34-Federation Editor, 35-Federation Alzheimer’s Chair, 36-Federation NARFE-PAC Coordinator, 37-Federation Immediate Past President, 38-Federation Other, 39-Federation Executive Committee, 40-Pre-Retirement Speaker, 41-Federation Net Coordinator, 42-FEEA Coordinator, 43-Federation Area Officer, 44-Regional Alzheimer’s Coordinator, 45-Regional FEEA Coordinator, 49-Regional Vice President, 50-Immediate Past Regional Vice President, 51-National Officer, 52-Past National Officer