

NARFE Leadership Report
Prepared for
North Carolina Federation President
Elaine Hughes

Recruiting officers to lead NARFE Chapters.
The following suggestions were submitted:

1. **The key to a strong chapter is member participation.**
 - a. The question is how can we get our members to participate?
2. **Identify strong officers** who can mentor new potential officers.
3. We should move potential members into leadership positions, when ready, at their own speed. Do not impede potential officers' progress because of a lack of seniority.
4. **Establish a common purpose.** Chapters/members need a clear definition of the chapter and our national organization's purpose.
5. We must **convince proven leaders** that NARFE is worth volunteering their time to protect our benefits.
6. We should establish committees from the ranks of our active members to assist the Legislative Officer, the Membership Chair, Retention Chair and the Service Officer.
 - a. These committees should meet at a designated time to set goals, determine actions and to review progress.
 - b. We should get every active member to join one of the committees.
7. NARFE needs to **avoid** the pitfall of becoming **sidetracked** by distractions that can dilute our efforts toward our primary mission.
8. It should be recognized that we are **not** just looking for past management experience to lead our chapters. We need leaders with **political experience** since politics is the foundation of our organization. Some of the best political leaders have never served in management positions.
9. Chapters should put a limit on a chapter president's term.
10. A chapter president should be given a few **perks** while serving.
11. **Remove the restriction** within the federation bylaws that restrict elected federation officers from holding a chapter office.
12. Each chapter president should schedule **other officer to preside at designated chapter meeting**. It was suggested that doing so would relieve the fear of addressing the chapter and build confidence toward accepting more responsibility.
13. Chapters need to **articulate** the **difference** they create on the political front within the state and nationwide.
14. We need an up to date **e-mail address system**. Many members who have e-mail capability will not share their address with NARFE. We must seek ways to overcome this resistance.
15. Saturday was identified as a negative factor for chapter meeting attendance. The thought was that members either have grandkids to entertain on the

weekends or weekend golf partners. It was suggested that week days should be given first consideration. In addition to **choosing the right day**, the place where the meeting is held is also important. It should be centrally located with ample parking. Good food at a reasonable cost is helpful too.

16. The chapter meetings have **got to be interesting**. Most members of NARFE are paying dues to have someone work to protect their benefits. The baby boomers "especially" only want to meet when there is an urgent need. It has been suggested that we can make inroads if:
 - a. Members feel there is something to be gained from attending the meeting. Perhaps we should explain WEP-GPO- Premium Conversion, state issues Etc. The persons explaining each would probably learn as much as the audience.
 - b. If members feel they can **make a contribution**.
 - c. If members feel that they belong **to the group**. We must make all attendees feel welcome.
17. There should be a system to contact those who did not attend the meeting and a **calling tree** to reach and remind members of up coming meetings.
18. Perhaps a well **organized rally** at the NC assembly to promote NARFE issues might help.
19. Chapters/Areas should sponsor a **"meet the local candidate night"** during election campaigns. It would cost a little time and effort but it would create an awareness of NARFE plus the involvement of our membership.
20. We should seek donated **permanent space** to house a local/area office. For instance, the Charlotte Credit Union might be willing to donate space since the persons seeking NARFE information would also be potential members of the credit union and vice versa. Senior centers might be another source.
21. Purchase holders for NARFE material and place them in high traffic federal employee locations.
22. **Invest in recruitment ads** in the local newspaper under the help wanted section. "Needed retired and current federal employees to help protect our annuity. The national public relations will match dollar for dollar advertising projects.
23. **Create a leadership academy** to prepare potential leaders to accept more responsibility. This should be given consideration. Perhaps it could be held in conjunction with the federation convention.
 - a. If this approach is endorsed, I would suggest that President Hughes appoint Jim Whitten, Charlie Pratt, and Walt Smith as a committee to draw up and teach a lesson plan. Note: We have been provided a couple of excellent presentations from Region V and VII that would be a good start.
24. Region V and VII have created a professional presentation that I suggest we have each Area VP share with each chapter within their area. We can also use them as a basis for our own leadership class.