



From: National President <natpres@narfe.org>

Sent: Wed, Jul 31, 2013 11:13 am

Subject: Future Of NARFE Committee

Dear Volunteer for the "**Future of NARFE Committee**",

Your name has been submitted as an excellent candidate for the Future of NARFE Committee that I will be appointing within the next few days. In order to assist you in deciding whether or not you still want to be on the committee, I have included some "thoughts" for the committee's consideration (see attachment). The "thoughts" were not meant to be all inclusive – they were only meant to generate discussion and to get you started. The committee can and should consider all aspects of NARFE – today and tomorrow (we will provide the committee other suggestions/reports for their consideration).

NARFE has evolved from a small group, in 1921, to almost one-half million members in the mid-1980's, to our present membership of a little less than 260,000. Initially everything we did was done via telephone or USPS mail. Today, more and more of NARFE's operation is done over the internet – which is faster and cheaper than the previous method.

- NARFE, over the years, went from one chapter to over 2360 chapters - to the present 1300+ chapters (a loss of over 1,000 chapters).
- We have gone from allowing members to join as 'national only members' to requiring them to join a chapter to become a member (MCM).
- We have instituted electronic chapter(s).
- We have established federations and Regional Vice Presidents.
- We went from a high of approximately 90+ staff at headquarters to our present staff of approximately 56 which includes 4 national officers.
- We moved from DC to larger quarters in Alexandria.

Besides the abbreviated list above, NARFE has grown and shrunk over the years. We have changed directions over the years (in 2004 we included "Active" in our name). During most of the changes that we have experienced or encountered, we have been

reactionary instead of pro-active. We need to "***plan for the future***" and that is what the committee will be asked to do – to assist us in planning for the "***Future of NARFE***". We want committee members who can look into the future (through their crystal ball or any other means) in order to assist us to plan for the future. The committee will look at our present structure to determine whether our present structure is the structure we want or will have in the future (1-2-3 decades from now).

- Will we still have traditional chapters or will they be gone and will we have other type of chapters to replace them (ex. – state chapters, electronic chapters, etc.)?
- Will we need the 4 or 5 layers that we presently have (chapters, district vice presidents, federations, RVP's and headquarters)?
- With the type of communication we have today and that we will have tomorrow, should headquarters deal directly with federations and/or chapters (eliminating one or two or more layers)?
- Is there an advantage to having so many layers?
- Do the messages that originate at headquarters and/or the chapters get lost as they go through the layers?
- Should we have a COO at headquarters?
- Do the national officers have to be resident officers or can they remain home and do their job?

I could continue the above but I think you probably get the message that we need "visionary's " to look at where we are and where we will be in the future.

REQUEST: If you are still interested in being on the committee, I am requesting that you provide us with a short bio in order to assist us in picking the committee members. Please send your bio and any additional information that will help us in selecting committee members with vision to; Towanda Franklin at tfranklin@narfe.org. Please provide this information ASAP but no later than Tuesday, August 6.

Unfortunately, all of the names submitted will not be selected (it would be too large a committee to be effective). I hope to appoint a small committee (between 5-10 members) that will accomplish the majority of their work electronically. We may have one or two in-person meetings. I would hope that those volunteers that are not on the committee will work with the committee as; advisors, resource persons, etc. I'm sure that the committee members will be looking for assistance and input.

If possible, I would like the committee to provide an interim report at the November NEB meeting (Nov 19-21). Once the committee has finalized their recommendations/report, this information will be shared with our members at the 2014 federation conventions and through the various publications that we have available. I would also expect that the

committee's report/recommendations will be discussed at the 2014 national convention in Orlando.

Thanks for volunteering and for providing us with the requested information.

Sincerely,

Joseph A. Beaudoin

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