



**REGION X REPORT**  
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**Spring 2015**

When I assumed office on November 1st as the Regional Vice President for NARFE Region X, there were 174 chapters within the five Federations which make-up the Region - - Kentucky, North Carolina, Tennessee, Virginia, West Virginia. The total number of chapters is now 170.

Through recent conversations with the five Federation Presidents, I have learned that several chapters will be closing or are currently considering closure. Some of the reasons given for the closures are 1) lack of attendance at chapter meetings; 2) loss of membership within the chapter and; 3) lack of members willing to step-up and assume a leadership position.

Reason #1 can be resolved through increased contact with chapter members on a regular basis either telephonically or electronically urging them to attend to renew friendships gained through their NARFE membership. Also, at the chapter level, presentations of interesting programs may attract members back into the fold.

While loss of membership (Reason #2) may be due to the untimely passing of members, I urge chapters to develop ideas that could lead to a very active recruitment program. Check with other chapters within the Federation for ideas. Additionally, establishment of a Chapter Membership Committee to address the categories of "dropped members due to failure to renew" as well as those that receive "second notices" regarding dues renewal may forestall the loss of membership at the Chapter level.

The problem of members being unwilling to assume chapter leadership positions (Reason #3) has been a long-standing problem within NARFE. Members need to be reminded that NARFE is 90 plus years old and there has never been an individual born into a leadership position. Each of us can look back into our past and identify one or two persons that have served as mentors on NARFE procedures and issues. Additionally, each Federation has some form of officer/leadership training that is excellent. And finally, let us not forget those individuals who have stepped down from leadership positions - - - These persons are ALWAYS willing to assist in the development of new leaders.

As most you are aware, the process of moving NARFE forward as a viable organization to continue the work protecting and enhancing the earned pay, retirement and health care benefits of federal employees, retirees and their survivors was established in 2013 with the creation of the Future of NARFE (FON) Committee. During the 2014 Convention, resolutions were passed by the delegates expressing the need for change and directing that a Strategic Planning Committee be

established and that the foundation of the new strategic plan be the recommendations set forth in the FON Report.

Many times in the past, NARFE as a national organization has either contracted out or developed plans internally, i.e., One Group Report, Future of NARFE Committee, etc. with limited or no input from the individual members.

At the recent National Executive Board (NEB) meeting, March 11-13, your national officers and NARFE Headquarters staff began the development of a strategic planning process with the goal being to build an ongoing multi-phase plan for our organization that addresses problems and issues noted in recent years and to ensure that NARFE can continue its mission well into the future.

All of us associated with the NEB welcome feedback. This newest effort will be developed with input from NARFE stakeholders throughout the organization. Comments and ideas may be submitted to [stratplan@narfe.org](mailto:stratplan@narfe.org). These submissions will be collectively reviewed and considered on a regular basis. However, it will not be possible to provide individual responses.

Overall the goal will be to:

- **CREATE** a Strategic Plan that will provide the path for the continuing viability of NARFE and will be revised at least every two years as experience and member feedback warrants.
- **DEVELOP** strategy to insure the future financial security of NARFE to enable funding of the NARFE mission/operations.
- **DETERMINE** the best overall structure to sustain and improve NARFE mission accomplishment.
- **INSURE** that the NARFE advocacy program mission is maintained as strong and respected and that grass-roots efforts are enhanced.

A Strategic Planning Team and a Strategic Planning Committee (SPC) have been appointed to build the plan. Region X is well represented on the SPC by Gaston Gianni of the Woodbridge Chapter 1270 in Virginia. Gaston also serves as the Virginia Public Relations Chair. You are welcome to send your thoughts the strategic plan address shown above or to either Gaston ([GastonGianni@aol.com](mailto:GastonGianni@aol.com)) or myself ([RVP10@narfe.org](mailto:RVP10@narfe.org)).

The plan will result in a series of recommended changes and actions that will be presented for approval. An ongoing communication plan will ensure that we provide regular updates on this process as it moves forward.

Please share the message as widely as possible and REMEMBER this is our organization and now we have the opportunity as a group to make it better and insure its future success.