

“Let Us
Do Together
What We
Cannot Do
Alone”

The

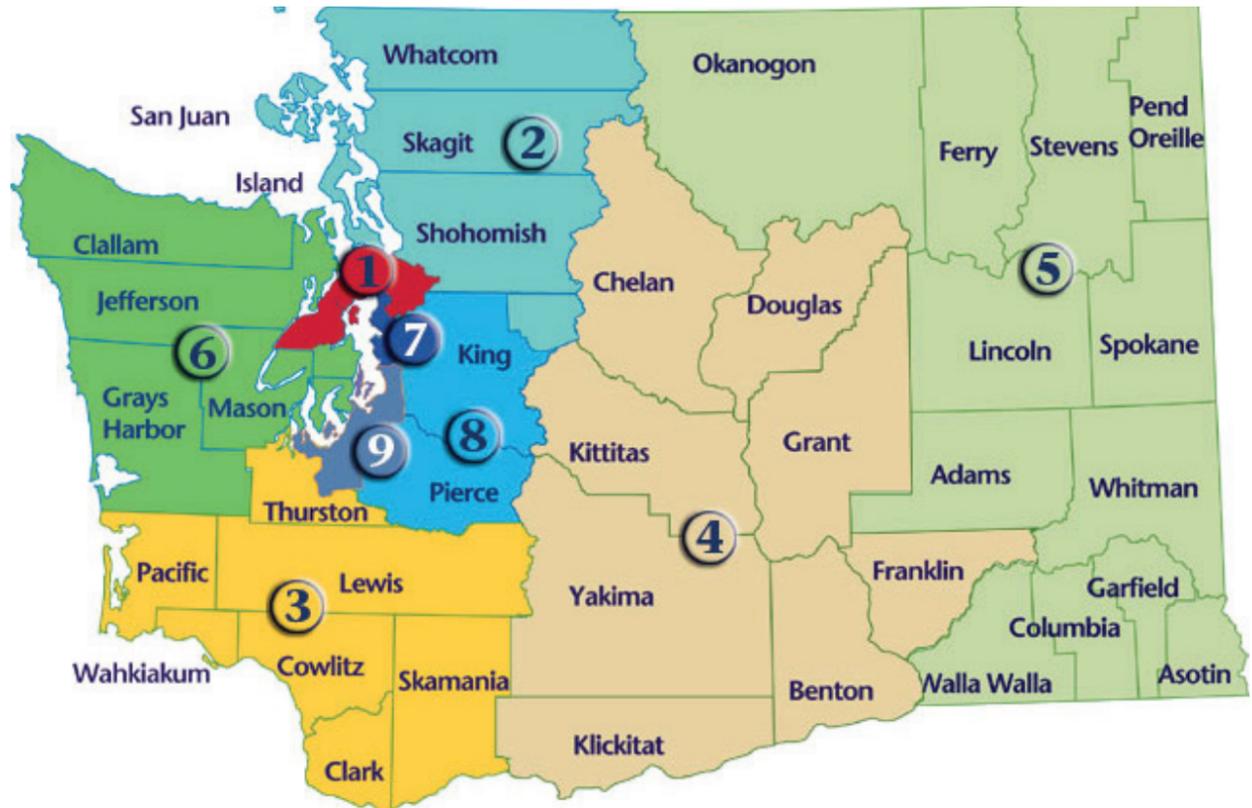
Evergreen

Postmaster

Jan/Feb 2013

Washington Chapter, No. 25, National Association of Postmasters of the United States

Congressional Districts



Upcoming Events

2013 Leadership
Conference
March 16th-21st
Washington D.C.

2013 Washington State
Summer Convention
June 21st-23rd
Bellevue, WA

2013 National
Convention
Aug 17th-22nd
Bellevue, WA

2014 National
Convention
Atlantic City, NJ

2015 National
Convention
Mobile, AL

Do your share, contribute to PAC

Contact Wendy
Morris-Heller
morris98812@
yahoo.com
PO Box 614
Brewster WA 98812



I don't know how it can be that a city 2700 miles away can feel like home, but somehow Washington DC does. In March we once again have the privilege to visit our home away from home. We'll get to visit with friends, revisit favorite places like the Lincoln memorial and King Street Blues, ride that wonder of transportation, the Metro, and most important of all, we will have the opportunity to educate and persuade our legislators on mat-

NAPUS Leadership Conference March 16th-20th

ters essential to the well-being of Postmasters and the USPS. The NAPUS Leadership Conference in Arlington VA is March 16-20. You can register online at www.napus.org for \$145. The room block guarantee at the Marriott Crystal Gateway Hotel ended on Feb 8, but there are other hotels nearby or you can contact others attending that may provide an opportunity for room sharing; give me a call if you need a roommate and I should be able to give you the names of some folks that may be able to accommodate you. Chapter Officer breakouts will be held Sunday the 17th, with Monday the 18th being comprised of general sessions and the banquet. Tuesday the 19th is set aside for Capitol Hill visits where you will be able to voice your concerns to your Congressman/Senators or their aides.

At the time I'm writing this we don't yet know the specific issues we'll be meeting with legislators about, but certainly Postal viability, a universal government-run Postal Service, and protecting Postmaster benefits will be on the agenda. In early February the two-page NAPUS Legislative Agenda should be on the National website, with the comprehensive Leadership booklet available in early March. Changes in the 113th Washington Congress include new district lines as well as a 10th District, whereas there only used to be 9. New Congressmen include Suzan DelBene (D) District 1, Derek Kilmer (D) District 6, and Dennis Heck (D) District 10. You can go to www.house.gov/ to find your representative using your home zip code; there is a link provided on our state website, www.napuswa.com, which also has contact information for our US Senators and Congressional legislators. Scholarships are available to attend Leadership Conference to help defray the costs of attending. Please see Retiree President Louise Sole's article for retiree scholarships of \$300. All other members are eligible for a scholarships up to \$900~ further information is available in this Evergreen or on our website. What does NAPUS do for you? It provides you this opportunity to head to Washington DC en masse to voice your concerns as a Postmaster. Choirs are more readily heard than a single voice. Join us in the other Washington and be heard.

Legislative Representative
Michelle Lee
Postmaster Granger

The Evergreen Postmaster
PO Box 606
Omak WA 98841-0606
Change Service Requested

Non-profit org.
U.S. Postage
PAID
Permit No. 241
Wenatchee WA 98801

Deadline For Next
Evergreen Issue:
April 1st

President

Bill Carlton, Postmaster Elma WA 98541
305 N 18th St, Elma WA 98541
360-239-8180
golfingpostmaster@hotmail.com

Vice President

Teri Johansen, Postmaster Hoodspport WA 98548
3122 66th Ave SW, Olympia WA 98512-7148
360-480-6208
terijohansen@comcast.net

Treasurer

Kristen Luther, Postmaster Mabton WA 98935
PO Box 333, Mabton WA 98935-0333
509-830-6427
lutherbunch@gmail.com

Secretary

Wendy Allen, Postmaster Castle Rock WA 98611
PO Box 21, Castle Rock WA 98611-0021
360-430-4890
my-angel85@live.com

Service Rep/Membership Chair

Mary Christiansen, Postmaster Quinault WA
360-591-1788
cantillyoucant@earthlink.net

Legislative Rep

Michelle Lee, Postmaster Granger WA 98932
PO Box 462 Granger WA 98932-0462
509-961-9303
michellemybell1@msn.com

Editor

Angela Hawley, Postmaster Omak WA 98841
PO Box 606, Omak WA 98841-0606
Cell 509-429-0593
angilolly@hotmail.com

PM Representative

Lisa Davis, Postmaster
360-560-9397
happytrails986@hotmail.com

Retirees President

Louise Soles, Retired PM Veradale WA 99037
400 N Timberfield Lane, Unit A Liberty Lake WA 99019
509-413-2060
darlousoles@yahoo.com

I would like you to welcome :

**Janice Gegg, Loraine Mikolon, Janice Kelleen, Jessica Stump,
Scott Alan Weisneski, Cynthia Wright, and Leif Robertson.**

WE welcome you all. If there is anything any of us can do for you to help you in your new appointment please don't hesitate to ask. We want everyone to succeed.



The Washington State NAPUS chapter is also hosting the next National Convention in Bellevue this August. The last time the National Convention was in

The many benefits of NAPUS

Washington State was in SEPT 1974 that was 39 years ago. So please try to attend, its amazing to meet fellow Postmaster active and retirees across the country. Ask your neighboring Postmaster if they are a NAPUS member, if not; sign them up so they may also have the experience of going to the National Convention. To my wonderful NAPUS family, we just had our winter convention at Lake Chelan. What a beautiful place. The one of many things I love about NAPUS is the place we go for convention. Many places in Washing-

ton I would never have gone to if it had not been for NAPUS. We have such a beautiful state. I also got the chance to meet a new friend her name is Nancy and she is the Postmaster of Grayland. She is also hosting the next area 85 meeting for NAPUS in Grayland. She is a very delightful person and I feel I can call on for help. Nancy thanks for coming to the convention.

Vice President
Teri Johansen
Postmaster Hoodspport

**Two Ways To Get Help In Your Time Of Need -
NAPUS FCU and Postal Employees' Relief Fund!**

NAPUS FCU knows that the effects from Hurricane Sandy are still being felt by many and we want to assure you that we are here to help you in any way that we can. We are ready and willing to: Get new credit or debit cards quickly. We can get you replacement cards out express mail so that you have access to your money when you need it. Please contact us if your card has been lost or damaged. Need more money? We can increase the line of credit on your credit card or on one of your existing line of credit loans to help

with your unexpected expenses. Loans are available for both personal and business reasons. We realize that not only homes but businesses were damaged by Sandy. Contact us to apply for your personal or small business loan today and get started on the repairs needed. Need a helping hand? NAPUS FCU is here to talk through all your options if you are unable to make your loan payments. Please contact us so we can give you a helping hand. Want to help your fellow postal workers? Make a donation to PERF!

Want to apply for assistance? You can apply for help on the PERF website at www.postalrelief.com. NAPUS FCU is here for you, your family, and your business. Contact us at 800-336-0284 800-336-0284 FREE or by email at cumail@napusfcu.org and let us help you through this tough time. We consider you a part of the NAPUS FCU family and want to be there for you when you need us most.

Sincerely,
NAPUS Federal Credit Union

I took the Plunge!!!



Mid-Winter conference has come to a close and, as I reflect on the experience, I am amazed by the changes I see in our Postal World! Our focus has gone from Learning the Job and Maintaining, to Trying to keep up with the changes being thrown at us and attempting to figure out how we can possibly achieve adequate results on the tests of each day when we don't understand the materiel. I know that we are being pushed out of our comfort zones! Finding our way is not as easy as it used to be! But thanks to NAPUS and a Scholarship Fundraiser, I think I have found the answer!!! The Polar Bear Plunge!!! That's it! Jump in!!! No matter the

temperature of the water, the air temperature or the wind-chill factor, Jump in! Shed the outer shell protecting you and face the torrent head on! Take that leap of faith into the unknown and be caught up in the celebration and excitement of a new adventure. The first step is the hardest, to leave the familiar, then you will see, it is all downhill from there! Run with the crowd and know that your NAPUS family is waiting to wrap you up in warm blankets and towels and hurry you to the fire of knowledge to chase away the chills and shivers of not knowing where to turn for help! I can tell you this parody is very real for me. Though, I am still in mourning for the life I used to have, I will survive this wave of change and I will be a better person for it! I will rise above and make the most of a "Bad situation". I will continue to "Take the Plunge" for myself and most certainly for a Good Cause!

Service Rep/Membership Chair
Mary Christiansen
Postmaster Quinault

**We Are Looking For Nominations For
POSTMASTER OF THE YEAR 2013**

Now is the time to nominate that special fellow NAPUS Member whom you feel deserves the honor of Postmaster of the Year! Nominee must be a Postmaster or Retiree and a NAPUS member in good standing.

In your own words describe why you think your nominee deserves the award. Include service to NAPUS, community involvement, service to the Postal Service and any other awards or credentials that apply.

Nominated by:	Nominee:
Office	Office
Zip	Zip

Send your nomination to Vic Rohret,
PO BOX 1, Naches WA 98937-0001;
or email to Vic by June 1st. vic98937@gmail.com
Just a reminder, do not use penalty envelopes to mail your submissions.

**2013
Evergreen
Deadlines**

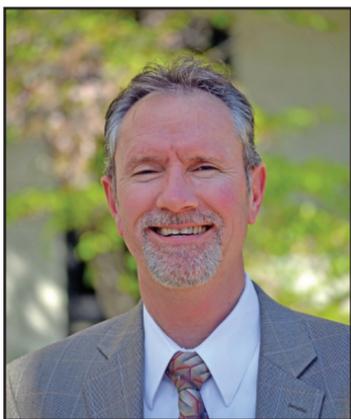
April 1st

May 24th

July 26th

Sept 20th

Nov 22nd



On the way home, I tried to think of the many things I needed to do to tie up this conference and move on to the next. While doing so, I kept getting sidetracked with the memories that I have from this event. Seeing the friends and fellow Postmasters that I haven't seen in a while was comforting. Seeing them in action to promote our organization was priceless. Everyone was positive, open minded and ready for what-

everthat was good because there were so many changes. I want to thank everyone for their understanding and flexibility.

We spoke a bit about membership and also about active membership. NAPUS assists their members in so many ways it is sometimes difficult to name them all. From Postmaster Representation to our great Federal Credit Union and all of those relationships and networking in between to name just a few. It sure seems as though we shouldn't be struggling so, to keep our membership active and rebuilt after retirement incentives. NAPUS provides a voice for Postmasters that is heard on Capitol Hill. Our Congressional leaders listen to our members and respond when we write about our concerns. These opportunities are only afforded through the Management Organizations. Belong-

Well, we survived the Plunge in Chelan

ing to NAPUS is good for you as a Postmaster and good for your fellow Postmaster as well. I think we can all agree that when we get to know someone better, we understand them better, respect their opinions and see their qualities that were previously hidden. Along with the relationships that you build with membership to NAPUS you gain knowledge. Knowledge in your professional and your personal life will grow. I know that it will because it has for me. Let's get to know those Postmasters, OICs and PMRs that are now our neighbors. Ask them to join a meeting and see what they think. One little invite might lead to a new member and then who knows?

We have some challenges ahead of us that really need to be addressed during my tenure as your State President. I believe that our Officers that serve

on the Executive Board and the Committee Chairpersons currently serving will do a great job in attending to those challenges. I also believe that with the dedication of our current members and the willingness of our retirees to do whatever is necessary, we will succeed.

Now that I have completed a few years of Postmaster Representation duties, which I would like to state was a very eye-opening, rewarding experience. (Wasn't so sure I wanted to give that up)! This weekend proved that there is life after PM Representation. I truly enjoyed the "Plunge"

Literally a few of our members did "Take the Plunge" for a great cause, our scholarship fund! Mary, Deanna, Dianna, Dana, and Sara.....great job!

Now off to Leadership, we have a lot to say to our Postal Leadership in DC as well as our Rep-

resentatives and Congressmen.

Please let your fellow Postmaster and your neighboring PMR or OIC know that their membership to NAPUS is much more than dues and a phone call if they may need representation. This is a network that only benefits its members but makes the Postal Service a stronger organization.

I look forward to seeing everyone in Bellevue at the summer convention. We will be tending to business and doing a lot of last minute planning for the big event in August. If you have any questions regarding the national convention please contact one of the state officers. We need a lot of volunteers to support this event. Thanks for your support.

WA State President
Bill Carlton
Postmaster Elma

Make plans to attend National



As we start a new year with so much going on, I will request that you please begin to make plans on coming to National Convention in Bellevue. The earlier you register the less you will need to pay- we are going to need all of your assistance and talents to make this the best NAPUS event ever! The Steering committees will continue to plan and get ready for the event. Our state summer convention will be held at the Hyatt in Bel-

levue. to get us familiar with the hotel and the surroundings.

I'm still looking for individuals who will take members from other states to go shopping and pick up their supplies for their hospitality rooms. We will be holding a golf tournament on Friday Aug 16th and would like to have individuals to help take players to and from the course. Most of my committees are ones that I will need help with when we get closer to the event. So I don't need a total commitment until summer convention. If you would like to be involved please contact one of the committee members. If you have never attended a National Convention now is the time since its in our home state.

Treasurer
Kristen Luther
Postmaster Mabton



A week has passed since our midwinter convention in Chelan and I am sitting here with mixed feelings. I am feeling so happy and rejuvenated from the weekend at convention but also feeling sad that our time together as postmasters is always so short, time passes too quickly and we

don't get together often enough. I understand how difficult it has become for all of us to get time away from our offices and our families but I can't express how important it is to attend convention. It's stressful, even for me, to get away, but once I set foot on the grounds of the convention site I become excited. With each step I see a familiar face and hear a friendly laugh and I am reminded that I am part of a larger group. I am not alone in the ever changing face of the postal service and neither are you. I am part of the family of NAPUS and you are too. In March we as a group will be headed to Capitol Hill to speak out for our jobs and the importance of our roles

in the postal service. I urge you to join the group going to speak to our senators and congressmen on the topics that the USPS is facing in its current financial state. Scholarships are available for this trip, check out the website. If you can't make that trip, plan on coming to summer convention in Bellevue. Registration this year is really expensive..... FREE. So, what's stopping you? Come join the family and the voice of our future as Postmasters of the United States.

Secretary
Wendy Allen
Postmaster Castle Rock

Rejuvenated thru NAPUS

Thoughts from a Happy Housewife



Sometimes I feel like a mother hen, trying to keep all my little chicklets under my wings and out of harms way. We had an electrical fire in a vehicle on Christmas Eve, no one was hurt, a little mail was lost, the LLV melted, and now every time the lights flicker the carriers are ready to jump out of their vehicle. I want to give them the tools they need to do their jobs, I want them to be safe, and I want them to go home every night to their families. But I can't buy them new vehicles. They have to make do with what they've got. As I get ready for a new PM

class I feel the same way. I want to give them all the skills they need to be successful, but there are so many! How can one person master all of the skills necessary to do it all? They can't. They have to make do with what they've got. And the best thing they've got is the vast network of knowledge around them in the form of fellow Postmasters. If you are reading this, I'm talking about you. YOU are a NAPUS member, chances are you have been to conventions, you have had training, and you know who to call for the things you don't know. Share that with the new ones. Reach out to the newly promoted level 18s, the APO/RMPOs, the newly hired PMRs. Take them under your wings and help them be successful too. I was new once, and my former Postmaster took the time to help me understand how things worked, and what it meant to hold the title of Postmaster. He took me, not just invited me, but actually drove me to

a NAPUS convention and introduced me to that wonderful network that I now rely on. If we could all do that now; our membership would double, the new PMR down the road would stop calling with questions, the APO that was a level 11 last year, and now runs 3 offices, would have the confidence they need to do that job. They would call with funny stories instead of tears and frustration. Imagine, a call from a happy Postmaster, that would be nice! So I ask you, my fellow NAPUS members, to reach out and help these people by sharing your knowledge, your time, and your gas. Don't wait for them to call you. Go visit them. Take them to the next meeting or convention. Just remember to let them out of the trunk when you get there

Postmaster Representative
Lisa Davis
Postmaster



Diana Schuler, Postmaster Ferndale with her husband George



WA Ladies and Dale Pomeroy dancing to I feel like a woman



Vic Rohret, Ret PM Naches; Marjie Gallagher, Ret PM Nespelem; and Lon Posenjak, Ret PM Leavenworth



Osa Siegner, Ret PM Tracyton; Bonnie; and Debbie O'Keefe, Ret PM Grayland



Tom Runyan, Ret PM Centralia and Anne Dickie



Retired but active!!

It was the middle of winter and it was cold! But the Midwinter Conference in Chelan was both productive and great fun. There were 20 active Postmasters in attendance and we were kept busy. Jackie Gurr was convention Chair for newly installed NAPUS President Bill Carlton. Jackie just plain has a knack for putting on great conventions! Jackie's sister Bonnie hosted the hospitality room and, likewise, Bonnie has a talent for hosting and cooking. Debbie O'Keefe and Osa Siegner helped out in the kitchen and bar and made the Hospitality Room a warm (they kept the wood fireplace going) hub of activity. Being at the conference kind of reminded me of attending college at Central Washington. We worked hard during the day and played hard with good friends in the evenings. There was work to be done and issues to resolve. And then we relaxed. I needed these NAPUS get-aways when I was an active Postmaster and I enjoy them even more now.

We Retirees enjoyed hosting the Conference Lunch. Rich Melewski (husband of Postmaster Wendy Melewski - who will soon be a Hawaiian Postmaster) led everyone in a great rendition of the Beatles "When I'm 64". It was grand! Rich is so very good on his guitar we prodded him into entertaining us in the Hospitality Room and out at the bon fire. We had our auction and raised \$336 for members to attend the

Legislative Conference. Thanks to those who donated auction items: Marjie Gallagher (purse), Sue Stiritz (framed photo), Lon Posenjak (obsidian/elk horn knife), Tom Runyan (metal wine holder & wine), Karol Kusunose (WSU & UW knitted hats), Karen Lemmon (tote), Wendy Melewski (framed stitchery by Char and Mel Williams), Eric Soles of Edward Jones (truffles & wine basket) and Louise Soles (mialbox & wine and WA NAPUS calendars). Some of the items were hand made and showed the talent of our own folks. As a matter of fact, we have so much talent among the Retirees that the group decided we will pay for a vendor booth at the Bellevue National Convention! Lon Posenjak, Marjie Gallagher, Deanna Nielsen and Dave Reid are on the committee for developing the booth. Retirees and their family members selling items in the booth will return 10% of their proceeds back to the organization. We know that Lon and his family will be selling Native American items such as canoe paddles, drums, dream catchers and knives. Marjie will bring Pendleton bags and related items. We are encouraging Karol Kusunose to knit items, Mike Lange to make cribbage boards and Osa is thinking about selling quilts. What do YOU want to display and sell? Contact one of the committee members for more information. This is a great project and we want many to participate.

Would you believe about 7 of the conference attendees took part in the Chelan Winter Festival Polar Plunge?! EVEN the retirees were represented when Deanna Nielsen plunged right on in to that icy cold water! It was fun to WATCH! For those of you who missed all the fun, please plan to be at the

Washington State Convention June 21 and 22 in Bellevue. In all my 20+ years in NAPUS, this is the first time I have seen FREE registration. It is a weekend convention with the purpose of preparing for the National Convention in Bellevue in August. There is a lot of work involved that will require lots of workers. Retirees and Active are needed. I anticipate it will be a good time. Call your former postmaster friends and have them meet you there. Start arranging for roommates now. If you need help with that, call me or Vic Rohret and we will try to be of assistance. Lastly, think about attending the 2013 Legislative Leadership Conference in Washington DC March 16-21. Retirees approved spending \$1500 for scholarships for up to 5 people (\$300). Contact Treasurer Marjie Gallagher if you want to go. You then need to get registered, attend required meetings and visit Legislators and you will be given a check. Marjie will be representing me at the Conference this year. Jackie Gurr, Deanna Nielsen, Osa Siegner, Karen Lemmon and Vic Rohret are all funded by other groups to attend. I know Pat Flores and Karol Kusunose are thinking about going with a scholarship. I hope you will consider going also. Kerry Petre went for the first time last year and I know he loved it. If you haven't been to our Capitol yet, don't wait. This is the best way to see it. Really enjoy my Postal family and NAPUS. Hope life is good for all of you who are retired and I look forward to seeing you.

Retirees President
Louise Soles
Retired Postmaster Veradale



Deanna Nielsen, Ret PM Burlington



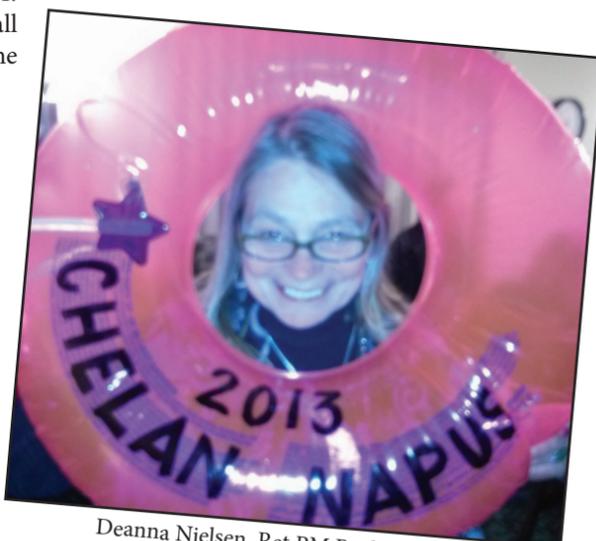
Karol Kusunosa, Ret PM Renton



WA Active and Retired Postmasters and guests



Michelle Lee, Postmaster Granger and Marjie Gallagher, Ret PM Nespelem



Deanna Nielsen, Ret PM Burlington



Deanna Nielsen, Ret PM Burlington; Diana Schuler, Postmaster Ferndale



~ In Loving Memory ~

Mary Beth Smits was welcomed home on November 14, 2012. It is with grief and sadness that we bid her farewell. She will be greatly missed by all who knew her. Mary Beth was born on April 1, 1923, in Hereford TX to Elizabeth Montague and Clifford Hicks. She graduated from Hereford High School and from McCullough Business College in Hereford. She married Russell Thomas in 1944, and they moved

to Soap Lake WA in 1951, to take part in the healing waters of Soap Lake. They enjoyed an active life of square dancing, boating and water skiing together, until Russell passed away in 1970. Mary Beth married Gerald Smits of Wenatchee in 1979, and together, they worked to promote the benefits of Soap Lake water and to support the town she had grown to love. Jerry has been her companion, best friend, loving husband and devoted caregiver during the time they shared together. She was a tireless volunteer for the city. She served as head of the Suds 'N Sun Celebration in the late 60's; and was active in the Chamber of Commerce; often gave interviews or appeared in documentaries about Soap Lake; and was Grand Marshall for the Fourth of July Parade in 2011. Mary Beth is best known for her

career with the Postal Service. She became a clerk at the Soap Lake Post Office in 1953, and rose to the position of Postmaster. She received many awards for Outstanding Service while serving in that position. She also served as a visiting Postmaster with the U.S Postal Service until her retirement in 1983. She spent many Christmas Eves personally delivering late packages to local families. Mom was a generous person and was always willing to go the extra mile to make sure everyone was well taken care of and that each job was done as it should be. This was true in her personal life, as well as her professional life. After her retirement, Mom and Jerry continued to volunteer in the community and were able to travel and share many winters with their good friends in the south.

Bellevue in the Summer

Some of you might think we haven't even gotten through winter yet and that we just finished our Mid-Winter Conference in Chelan. You're correct on both counts. But I'm here to tell you all about where we are heading next in the state.

Our State Convention will be at the Hyatt Regency Bellevue. The dates are Friday June 21st through Saturday the 22nd. We are having an abbreviated convention to conduct chapter business and get geared up to be ready to host the 109th National Convention in Bellevue on August 16-21, 2013.

Yep.....It's finally here in Washington State and we want to put on the best convention possible, so that means we need all the help we can get from our members!!!!

So to entice you to help at our National Convention we are offering "FREE REGISTRATION" for our Summer Convention in June.

Check out the registration form below and also on our web site www.napuswa.com. The room rate is \$133.00 a night from 1 to 4 people in the room. The cut off for the hotel reservation is May 24, 2013. Our group reservation code is WAPM.

So let's not be Tardy for the Party and get those reservations made and send the registration form to me ASAP!!!!

2013 WASHINGTON STATE SUMMER CONVENTION

When: June 21-22, 2013
Where: Hyatt Regency Bellevue
900 Bellevue Way NE
Bellevue WA 98004
425-462-1234
www.bellevue.hyatt.com

*****SPECIAL RATE*****

Registration for summer convention:
FREE
Includes Saturday Dinner

*****ROOM RATE*****

\$133.00 up to 4 people
(Group Reservation code)
WAPM
(Cut off date 5-24-13)

Registration requests will be honored if received by the Convention Chairman by May 1, 2013. Registrations forms received after that date must be approved by the Executive Committee

Name _____
Office /Title /Zip _____
Mailing Address _____
Guest _____
Phone # _____ Email _____

Mail To: Jackie Gurr – Convention Chairman email: jjgurr8@gmail.com
2512 E. Willow St #103
Signal Hill CA 90755

2013 Leadership Conference Scholarship

A "scholarship" has been created to help reimburse non-funded (by any source), NAPUS members who travel to Washington D.C. to participate in the 2013 Leadership Conference, on March 16-20 2013

There will be up to \$3,000, available for as many as, six (6), individuals who are "Active" Postmaster, OIC, Associate, PMR NAPUS members in good standing at the time of the Conference. No single reimbursement scholarship will exceed \$900.00.

The purpose of this scholarship is for active members to participate in, gain exposure to, and expence a large National Level NAPUS event. It is also intended for those who are considering taking on a future leadership role within NAPUS at a National, Chapter, or Local District Level.

A scholarship award recipient would have the following responsibilities:

1. Attend all General Sessions.
2. Assist the Legislative Rep, as requested.
3. Attend all visits to "Capitol Hill" representatives as assigned by the Legislative Rep.

After successful completion of the above stated, responsibilities, a reimbursement check in the amount of the award would be disbursed by the Chapter 25, Treasurer.

To apply for a scholarship, You must send a COPY of your paid Leadership registration to WA NAPUS, Chapter 25 Treasurer, Kristen Luther, PO Box 333 Mabton Wa 98935-0333 or you may email it to me at lutherbunch@gmail.com

This is a first come, first served process. Confirmation of receipt from the Treasurer will set your place as a successful award recipient. I will email or call you when I receive your request.



Dianna Schuller, Postmaster Ferndale; Tony Leonardi, NAPUS Presidential Candidate and Michelle Lee, Postmaster Granger



Kristen Luther, Postmaster Mabton and Yul Melonson, Seattle District Manager

My "First Timer" Experience

I wanted to take a few minutes to say how much my first experience has been like for me at the WA State Mid-winter NAPUS conference. I was postmaster of a level 11 impacted office,(Humptulips) when in July I received a phone call from a fellow NAPUS postmaster asking if I was interested in being OIC in Grayland because Debbie O'Keefe, another fellow NAPUS PM was retiring. I emailed my MPOO right away and made the request. By the end of July, Debbie spent her last 3 days sharing her office and introducing me to her beloved community of Grayland. So, as of October 6th, 2012, I am now the newly installed PM of a level 15

upgraded to an 18 office in Grayland, WA. I have been a NAPUS member since I was a PMR in 2006. I seldom went to meetings and then it was only the local quarterly chapter meetings. I sent in my registration, wanting several times to back out. It has been an overwhelming year personally and professionally. All I have ever heard is, "Go, you will get the training that USPS won't give you" and "you will learn so much". My experience has been all good. I have learned a lot and made connections with people. I have been able to put a personal face-to-face connection with a name, email address, and a title. I have more of an idea of who does what,

and who to call for different situations. People had made a point to call or approach me to invite me along to various events outside the meetings, or just to make sure that I wasn't alone and feeling left out. I was definitely feeling the love there! You know sometimes it feels when working alone in my office that I am alone on an island. My eyes have been opened. I am not alone, nor have I been. This has been made very clear to me this weekend. We have each other's backs. I am looking forward to many more conferences, and being a part of it all. As I am starting to see more of the business side of NAPUS, I am really realizing how important it is to belong. Our

job security depends on it. To have an organization of passionate people who are interceding in Washington DC on our behalf is a comfort, to say the least. I have been humbled to be in the company of such a wealth of knowledge.

Two more things:

1. Carpooling there and back and
2. Rooming with others.

These two events allowed me another opportunity to talk about work, and just to get to know others on a more personal level. Thank you all for a wonderful experience.

Nancy Ransom
Postmaster Grayland

NAPUS WA CHAPTER 25 - 2012 FINANCIAL STATEMENT					Jan 12 - Dec 31 2012				
RECEIPTS	Budget	Actual	Difference		DISBURSEMENTS	BUDGET	ACTUAL	DIFFERENCE	
1 Dues/Withholding	\$ 47,000.00	\$ 38,838.69	\$ (8,161.31)		(continued)				
(includes \$3 from \$ Fund)	\$ -	\$ -	\$ -		NATIONAL CONVENTION				
2 Cash Dues	\$ 760.00	\$ 773.30	\$ 13.30	34	President	\$ 900.00	\$ 900.00	\$ -	
3 Dividends/int. on checking	\$ 100.00	\$ 37.81	\$ (62.19)	35	Vice President			\$ -	
4 Insurance promotion (GMAC)	\$ 100.00	\$ 211.04	\$ 111.04	36	Editor			\$ -	
5 State Conv/Conf receipts	\$ -	\$ -	\$ -	37	Secretary	\$ 900.00	\$ 900.00	\$ -	
6 Hospitality Room donations		\$ 1,485.11	\$ 1,485.11	38	Postmaster Rep	\$ 900.00	\$ 900.00	\$ -	
7 Pins, Pictures	\$ 500.00	\$ 80.00	\$ (420.00)	39	Postmaster Rep			\$ -	
8 Miscellaneous	\$ -	\$ -	\$ -	40	Service Rep	\$ 900.00	\$ 900.00	\$ -	
9 Voided Checks	\$ -	\$ -	\$ -	41	Treasurer	\$ 900.00	\$ 900.00	\$ -	
10 Deficit	\$ -	\$ -	\$ -	42	PAC Chairman	\$ 900.00	\$ 900.00	\$ -	
				43	Door Prize	\$ 100.00	\$ 100.00	\$ -	
TOTAL RECEIPTS	\$ 48,460.00	\$ 41,425.95	\$ (7,034.05)	44	WA Chpt Hosp Rm	\$ 2,000.00	\$ 848.40	\$ (1,151.60)	
				45	HOSPITALITY ROOM				
DISBURSEMENTS				46	Mid-Winter Conference	\$ 300.00	\$ 300.00	\$ -	
ANNUAL EXPENSES - OFFICERS				47	State Convention	\$ 500.00	\$ 500.00	\$ -	
11 President	\$ 1,100.00	\$ 1,100.00	\$ -	48	National Convention	\$ 500.00	\$ 500.00	\$ -	
12 Vice President			\$ -	49	CHAPTER OPERATING EXPENSES				
13			\$ -	50	Notices, Postage, Supplies	\$ 1,000.00	\$ 281.13	\$ (718.87)	
14 Editor	\$ 850.00	\$ 850.00	\$ -	51	Computer Software/Hardware	\$ 1,000.00	\$ 582.65	\$ (417.35)	
15 Legislative Rep	\$ 850.00	\$ 850.00	\$ -	52	Transfer of monies to \$ fund	\$ 3,000.00	\$ 2,408.00	\$ (592.00)	
16 Secretary	\$ 850.00	\$ 850.00	\$ -	53	EVERGREEN publication	\$ 7,000.00	\$ 4,823.11	\$ (2,176.89)	
17 Service Rep	\$ 850.00	\$ 850.00	\$ -	54	Web Page costs	\$ 50.00	\$ 107.87	\$ 57.87	
18 Treasurer	\$ 850.00	\$ 850.00	\$ -	55	MISCELLANEOUS				
19 Postmaster Rep	\$ 1,100.00	\$ 1,100.00	\$ -	56	National Photo CD	\$ 50.00	\$ 25.00	\$ (25.00)	
20 Postmaster Rep			\$ -	57	Mid-Winter Start-Up	\$ 2,000.00	\$ 2,000.00	\$ -	
21 Retiree Pres.	\$ 400.00	\$ 400.00	\$ -	58	State Convention Start-Up	\$ 2,000.00	\$ 2,000.00	\$ -	
LEADERSHIP CONFERENCE				59	Misc Exp (EB 10% line 1)	\$ 4,700.00	\$ 2,600.62	\$ (2,099.38)	
22 President	\$ 1,000.00	\$ 1,000.00	\$ -	60	Pins, Pictures	\$ 500.00	\$ 590.00	\$ 90.00	
23 Vice President			\$ -	61	Retirees @ \$10 per member	\$ 2,500.00	\$ 2,200.00	\$ (300.00)	
24			\$ -	62	President's Gift	\$ 150.00	\$ 150.00	\$ -	
25 Editor			\$ -	63	Service Rep Promo Gift	\$ 100.00	\$ -	\$ (100.00)	
26 Legislative Rep	\$ 1,000.00	\$ 1,000.00	\$ -	64	Scholarship Comm. Postage	\$ 50.00		\$ (50.00)	
27 Secretary	\$ 1,000.00	\$ 1,000.00	\$ -	65	PAC postage	\$ 150.00	\$ -	\$ (150.00)	
28 Service Rep	\$ 1,000.00	\$ 1,000.00	\$ -	65	PM/Year Award & Plaque	\$ 560.00	\$ 523.25	\$ (36.75)	
29 Treasurer	\$ 1,000.00	\$ 1,000.00	\$ (1,000.00)		TOTAL DISBURSEMENTS	\$ 48,460.00	\$ 38,790.03	\$ (9,669.97)	
30 Postmaster Rep	\$ 1,000.00	\$ 1,000.00	\$ -						
31 Postmaster Rep			\$ -						
32 Career Development Chairman	\$ 1,000.00		\$ (1,000.00)						
33 PAC Chairman	\$ 1,000.00	\$ 1,000.00	\$ -						
Column 1 totals	\$ 14,850.00	\$ 12,850.00	\$ (2,000.00)						

NAPUS WA CHAPTER 25 - 2013 FINANCIAL STATEMENT					Jan 12 - Dec 31 2012				
RECEIPTS	Budget	Actual	Difference		DISBURSEMENTS	BUDGET	ACTUAL	DIFFERENCE	
1 Dues/Withholding	\$ 47,000.00	\$ -	\$ (47,000.00)		(continued)				
(includes \$3 from \$ Fund)	\$ -	\$ -	\$ -		NATIONAL CONVENTION				
2 Cash Dues	\$ 760.00	\$ -	\$ (760.00)	34	President	\$ 900.00		\$ (900.00)	
3 Dividends/int. on checking	\$ 100.00	\$ -	\$ (100.00)	35	Vice President	\$ 900.00		\$ (900.00)	
4 Insurance promotion (GMAC)	\$ 100.00	\$ -	\$ (100.00)	36	Editor			\$ -	
5 State Conv/Conf receipts	\$ -	\$ -	\$ -	37	Secretary	\$ 700.00		\$ (700.00)	
6 Hospitality Room donations			\$ -	38	Postmaster Rep	\$ 700.00		\$ (700.00)	
7 Pins, Pictures	\$ 500.00	\$ -	\$ (500.00)	39	Postmaster Rep			\$ -	
8 Miscellaneous	\$ -	\$ -	\$ -	40	Service Rep	\$ 700.00		\$ (700.00)	
9 Voided Checks	\$ -	\$ -	\$ -	41	Treasurer	\$ 700.00		\$ (700.00)	
10 Deficit	\$ -	\$ -	\$ -	42	PAC Chairman	\$ 700.00		\$ (700.00)	
				43	Door Prize	\$ 100.00		\$ (100.00)	
TOTAL RECEIPTS	\$ 48,460.00	\$ -	\$ (48,460.00)	44	WA Chpt Hosp Rm			\$ -	
				45	HOSPITALITY ROOM				
DISBURSEMENTS				46	Mid-Winter Conference	\$ 550.00		\$ (550.00)	
ANNUAL EXPENSES - OFFICERS				47	State Convention	\$ 500.00		\$ (500.00)	
11 President	\$ 1,000.00		\$ (1,000.00)	48	National Convention	\$ 1,000.00		\$ (1,000.00)	
12 Vice President	\$ 800.00		\$ (800.00)	49	CHAPTER OPERATING EXPENSES				
13			\$ -	50	Notices, Postage, Supplies	\$ 1,000.00		\$ (1,000.00)	
14 Editor	\$ 800.00		\$ (800.00)	51	Computer Software/Hardware	\$ 450.00		\$ (450.00)	
15 Legislative Rep	\$ 800.00		\$ (800.00)	52	Transfer of monies to \$ fund	\$ 3,000.00		\$ (3,000.00)	
16 Secretary	\$ 800.00		\$ (800.00)	53	EVERGREEN publication	\$ 7,000.00		\$ (7,000.00)	
17 Service Rep	\$ 800.00		\$ (800.00)	54	Web Page costs	\$ 50.00	\$ -	\$ (50.00)	
18 Treasurer	\$ 800.00		\$ (800.00)	55	MISCELLANEOUS				
19 Postmaster Rep	\$ 1,000.00		\$ (1,000.00)	56	National Photo CD	\$ 50.00		\$ (50.00)	
20 Postmaster Rep			\$ -	57	Mid-Winter Start-Up	\$ 2,000.00		\$ (2,000.00)	
21 Retiree Pres.	\$ 400.00		\$ (400.00)	58	State Convention Start-Up	\$ 3,600.00		\$ (3,600.00)	
LEADERSHIP CONFERENCE				59	Misc Exp (EB 10% line 1)	\$ 4,700.00		\$ (4,700.00)	
22 President	\$ 1,000.00		\$ (1,000.00)	60	Pins, Pictures	\$ 550.00		\$ (550.00)	
23 Vice President	\$ 1,000.00		\$ (1,000.00)	61	Retirees @ \$10 per member	\$ 2,500.00		\$ (2,500.00)	
24			\$ -	62	President's Gift	\$ 150.00		\$ (150.00)	
25 Editor			\$ -	63	Service Rep Promo Gift	\$ 100.00	\$ -	\$ (100.00)	
26 Legislative Rep	\$ 1,000.00		\$ (1,000.00)	64	Scholarship Comm. Postage	\$ 50.00		\$ (50.00)	
27 Secretary	\$ 1,000.00		\$ (1,000.00)	65	PAC postage	\$ 50.00	\$ -	\$ (50.00)	
28 Service Rep	\$ 1,000.00		\$ (1,000.00)	65	PM/Year Award & Plaque	\$ 560.00		\$ (560.00)	
29 Treasurer	\$ 1,000.00		\$ (1,000.00)		TOTAL DISBURSEMENTS	\$ 48,460.00	\$ -	\$ (48,460.00)	
30 Postmaster Rep	\$ 1,000.00		\$ (1,000.00)						
31 Postmaster Rep			\$ -						
32 Career Development Chairman			\$ -						
33 PAC Chairman	\$ 1,000.00		\$ (1,000.00)						
Column 1 totals	\$ 15,200.00	\$ -	\$ (15,200.00)						

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I started thinking about the subject of this article with the perspective of talking only about office transfers. I started jotting down ideas and before long my mind started to drift.

I started to scroll through my memories of visiting various offices in and out of AREA 1. I have visited a lot of offices through out our district. I've been a team leader in the city route inspection process, a city route examiner, F4 audit team member, QWL/EI rural District Coordinator, rural timekeeping trainer, F4 scheduling and staffing coordinator, service review team member and of course as I mentioned above office transfer official. I am also a former president of WA NAPUS.

When I go into an office I notice stuff unrelated to why I'm visiting. I notice how the supervisors are relating to employees, housekeeping, record keeping, color coding and what the employees are doing. I really notice how the manager of the facility relates to subordinate supervisors and employees. I have to say over the years I've noticed a lot of stuff and have a suggestion at the close of this article how our agency can do better.

So, although I will write a little about office transfers I will throw in a few tidbits that come to mind..

I've titled this article "Together We Can Do Better..." but NOT at the expense of our well being and personal health. Our District Manager at quarterly meetings usually begins with a question to a "new" 204b that is attending for the first time.

"What's most important: safety, attendance, or performance?" The 204-b will fidget for a few moments and usually pick safety. Not always but often. Then our District Manager will correctly point out its "attendance", because if you're not at work you can't be safe or perform!

So true you got to be at work! This is to say employees must be regular in attendance and it's each of our responsibilities to take care of ourselves so that we can show up to work on time and ready to work. I would take it a step further that you really don't benefit anyone if you don't take care of yourself. Be you a husband, wife, father, mother, sister, son, daughter, good friend to someone, you must take care of your personal health to truly benefit the people you care about and love.

Having said that, to be truly effective in your job you need to take care of yourself first, by having your life in balance and then devote yourself to your job while you are at work.

As a postmaster or officer in charge YOU are responsible for your unit. If you signed the ps form 971 or the newly created 971p you have acknowledged in writing that you are taking responsibility for that office. YOU are the leader and the highest ranking official there. Included in your responsibilities are the finances. But for some reason, the finances are often the neglected unwanted step-child of the manager.

Our DM will often say that if goals, jobs, tasks etc (I'm para-

phrasing) don't get done is because the person assigned them does not know or does not care. In my travels I find that most managers do care, but unfortunately they just don't "know". With the high paced life of a manager navigating his or her way through deadlines, commitments, and the expectations of their MPOO, they apparently never learn the basics of financial internal controls and record keeping.

If it was only that we could recover with a quick coaching session or class, but unfortunately the "not knowing" runs deep due to the void left by our recent postmaster retirement offers. We have a lot of new OICs coming up from the ranks taking over our smaller offices. They need coaching and mentoring. They need someone to visit their office and go over the "basics" of finances. How to do two independent counts of the retail and the reserve. How to keep track of those counts on the ps form 3368. How to complete a 3369. How to keep the accountabilities separate and transfer stock with proper verifications and record keeping.

Lori Cleaver Postmaster of Carnation is our lead office transfer official in AREA 1. She was the first back when we had an internal control department and drew me into the process. She and I will contribute information about office transfers through the Evergreen as requested by the editor. Due to security we only address audit procedures, record keeping and

the purpose of the office transfer.

Now I will close this article with what I promised at the beginning. We have lost a lot of our leadership. With absolute certainty we are going to lose more. A lot more within the next few years. Why because the recent incentivized retirement offers was insufficient bait for postmasters that have a 3 or more years of a retirement horizon. 2016 is going to roll around and recent changes will result in many offices being run by PMRs. People are going to move on. And that's just the smaller level offices. Take a look at our larger offices and for various reasons there will be new faces there too.

We can do better. Postmasters and managers that have successfully developed skill sets that have resulted in excellent performance results should be sharing their knowledge with the upcoming newer managers. The internal transfer of knowledge is one of the most important processes that sustain the success of a business. Its ability to continually transfer knowledge through organized training, development, leadership and mentoring is its prized asset. Difficult to find that quality on a balance sheet or end of year report, but it's what investors in the private sector have learned to do. "Buy management" is a term investors will use as part of their decision making when they figure out if they should invest their funds into a company. When there is a successful management team

at the helm it is often the deciding factor if there will be a release of capital to that organization.

The vision of one can be the vision of all. Leaders reading this should take it upon themselves to develop their personnel. Lead through example. Demonstrate how a manager should talk to an employee about performance. How to conduct an attendance review that is consistent and direct with all employees. How to communicate expectations to employees. You get the point. Help your neighbor and coach your supervisor and employees to achieve what is imperative at this time in our history. We need break through performance. Newer OICs and postmasters, you have a lot to learn. Seek out a leader and own your development. The future of our agency in large measure will depend on you. Together we can do better... and by the way we're not a company. We're a quasi-government agency. If we were a company we would be bankrupt and in receivership. We have the privilege of public service so let's work on providing SERVICE at affordable rates. We are not broken. We have simply been let down by our legislator's inability to be the good stewards they should be of the greatest postal service in the history of the world.

Ron Serafini
Postmaster Fall City

Together we can do better

I need your help



Those of you who attended the Mid Winter Conference in Chelan Martin Luther King weekend have already heard what I have to say but for those

of you who were not able to attend I am going to put it down on paper. I need your help. The Evergreen is a huge undertaking and this last year has been a difficult one for me both personally and professionally. In December I contacted Bill to let him know he should probably find someone else to serve as Editor. He immediately called me and we discussed the issues I have been having as well as some things that could be done to make the task of Editor more manageable.

I then attended the Mid

Winter Conference and explained the situation to everyone there. I very much appreciate the response I got and all of the entries I received from Postmasters across the state.

The main issue with putting the Evergreen together is that it is designed in a format where it must be either 4, 8 or 12 pages. We had originally planned for it to be 8 pages with an occasional extended issue of 12 pages. Unfortunately, I consistently receive submissions to cover approximately 5 and a half to 6 pages. This means I must

either fill the remaining 2 to 2 and a half pages myself or omit enough material to fit the issue in to 4 pages. Omitting people's submissions is not a good way to encourage them to submit more material so the problem perpetuates. And, I simply do not have it within me to make up the difference right now.

This issue of the Evergreen is being printed with the blank space. I am not willing to leave anything out this time. Between now and the next issue I will be working with the printer to hopefully establish

a new format that will allow us more flexibility with the number of pages available. I appreciate your patience and understanding as I work thru this. Hope to see you in Washington DC at this year's Leadership Conference. It's still not too late to make plans to attend.

Editor
Angela Shapley
Postmaster Omak