



# Show-Me Postmaster

The Official Publication of the Missouri Chapter No. 3 of the National Association of Postmasters of the United States  
Volume 47 Issue 1

January February 2012

## Missouri's Congressional Representatives

Leadership  
Conference  
March 24 - 28

They're  
Awaiting  
Your Arrival!



Roy Blunt



Claire  
McCaskill



William Clay



Todd Akin



Russ Carnahan



Vicky Hartzler



Emanuel  
Cleaver



Sam Graves



Billy Long



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## u·ni·ty

[yoo-ni-tee]

*noun, plural -ties.*

1. **the state of being one; oneness.**
2. **a whole or totality as combining all its parts into one.**
3. **the state or fact of being united or combined into one, as of the parts of a whole; unification.**
4. **oneness of mind, feeling, etc., as among a number of persons; concord, harmony, or agreement.**

We spoke about this word at our Missouri NAPUS Executive Board in January. I had hoped to impress to the Board the importance and yet simplicity of this idea. This forms the very basis for whom and what we are as an organization. Without the united numbers of a strong membership behind us we lose a part of our identity. Anytime Postmasters have a struggle with a national program, such as the DUO Program or Discontinuance of Offices, they need the large and loud voice of many members behind them. NAPUS needs to speak with a large and loud voice. We are not a union but an association of like-minded individuals and as such, all we can do is communicate with the upper management as we seek to negotiate for that which will only lead to a better, sounder postal working environment. The larger the numbers, the louder the voice, the more likely it is to be heard.

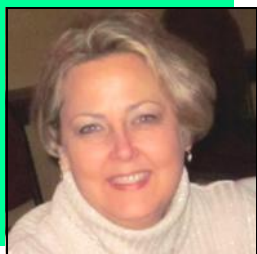
Know that NAPUS is not alone as we speak out in one voice. The importance of Legislation for our organization cannot be overlooked. United, working with our Countries Congressional members allows our voice to be heard over a greater range. Therefore I feel it is imperative we all take it upon ourselves to become self-educated in the ways of our Countries Congress as they work on Legislation to help with our postal woes. This way we can be the local expert our fellow Postmasters turn to when there are questions they need answered. It has been said time and time again it will have to be a Legislative solution that will provide long term relief for the United States Postal Service. I have also asked the Missouri State Executive Board to work extra hard this March when we go to Leadership Conference in Washington DC. The invaluable insight they gain into our countries legislative workings as they work toward a solution to our Post Offices crisis, as well as the networking they achieve going to the break-

out training provided by NAPUS will only help unify our cause. NAPUS is working hard for its members on several levels and fronts to help achieve the maximum success possible whenever and wherever they are needed.

NAPUS will also to continue to be a viable Association into our future by being fiscally responsible with its members' dues. To this cause I have taken on the responsibility of reducing the 2012 Missouri State NAPUS Budget in several areas. The proposed 2012 budget is included in this issue of the Show Me Newsletter in its entirety for our members to see. I hope that with our reductions we can achieve an increase of our on-hand cash, so to speak, to see us through any hardships we may run into over this next year. This will also help us to expand and continue several programs we run so members can become more involved with NAPUS, such as helping to offset the cost of going to the Leadership Conference in Washington DC by paying a stipend to all members who go. Please feel free to contact me on any budgetary questions you may have or if you have any other financial suggestions at [president@monapus.com](mailto:president@monapus.com).

As we move forward this next two years it is my wish to continue to all work together toward a common goal with an "oneness of mind" that brings about a little harmony in our lives. To work together as a whole is always better than having someone herding the whole group blindly. I want to help any Postmasters that have been caught up in this "the sky is falling" mentally and hurt in any way. NAPUS wants what upper management wants, smart Postmasters working for a stronger, financially stable, better Postal Service. We need to get past the doom and gloom rumors and deal with the facts as they come at us one by one together.

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# Secretary-Treasurer

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## Happy New Year!!

This is my first article as your new Secretary/Treasurer. I want to thank everyone for your vote of confidence in me to do this job. I can already see it is going to be a challenging position but one that I am looking forward too.

We just returned from executive board meeting at Lake of the Ozarks. It was great to see your officers tackling the issues at hand. This is a very trying time for our organization as well as the Postal Service. I have faith that we as Postmasters are up for the challenges ahead.

I want to encourage all of you to attend the upcoming Leadership Conference in March. The dates are March 24-28. The state will pay for the registration fees for active and retired postmasters. We will be giving each active postmaster attending \$350 towards their expenses. If you attend the Tuesday morning meeting where Rick Ayers will be handing out our Hill assignments, you will also receive \$20. It is a crucial time for us to make our presence known on the hill. You will find a

registration form in the Show Me or on line at NAPUS.org. Please mail your registration to me at PO Box 146, Willard MO 65781 by February 8 so that I can mail all the registrations together. Any questions, please give me a call.

As you know I have been your state time and place chairman for the past six years. I have really enjoyed this position and working with each district to ensure a successful state convention each year. This will be my last year in this position. I have asked Robin Ward to become your new chairman. I know that Robin will do a great job and I look forward to working with her in this transition. I just want to thank everyone for this opportunity and for everyone stepping up to the plate when I have asked you to do something. Our state conventions wouldn't be successful without each of you.

Thank you again for this opportunity to serve you as your secretary/treasurer. Hope to see all of you in Washington DC in March.

## 2012 Executive Board Meeting



*Show Me Postmaster*

## **NAPUS MISSOURI CHAPTER**

### **EXECUTIVE BOARD MEETING JANUARY 15, 2012**

The Executive Board Meeting of the Missouri Chapter of National Association of Postmasters of the United States was called to order by President Craig Slate. The invocation was given by Steve Meier and the Pledge of Allegiance was led by Legislative Chair Rick Ayers.

The roll call of districts was called by Secretary Shelly Hays. Six districts were accounted for with no one from the St. Joe, St. Charles or Rolla districts present. The minutes from the June 11, 2011 executive board meeting was read by Shelly Hays. Maurice Anna made a motion to accept the minutes as read. Gerri Ann Wood seconded the motion. The treasurer's report was given by Shelly Hays. Shelly reported our net worth as \$26,259.55 as of January 1, 2012. Motion was made by Janis Booth and seconded by Connie Smothers to accept the treasurer's report as read. Wendy O'Kelley gave the audit committee report stating all available accounts were audited and found in good standing. Diane Moore made a motion and it was seconded by Marla Eschbacher to accept the audit report as read.

Craig Slate, in his remarks, mentioned the tough times we are facing as an organization and as a business. He discussed DUO and that NAPUS can't do anything about it except to be sure that the guidelines are being followed. If not, let him know. He also mentioned that as we lose offices, we are losing members. We must think out of the box on how to get new members. Encouraged everyone to attend the Leadership Conference in March. He stressed unity and how we need to be one voice and work together as one.

State Convention report was given by Shelly Hays. This year's convention will be held in Hannibal MO, June 8-11, 2012. Current registration is \$100 until March 31 then it will increase to \$125. Each district asked to give \$100 towards door prizes/expenses for the state convention. Currently have 27 registered. 2013's Convention will be held in Springfield MO, June 6-10. Early registration was set at \$90 and will increase after this year's convention to \$110. Shelly said that this will be her last year as the time and place chairman and that Robin Ward will be taking her place.

Education and Development report was given by Janis Booth. She said there is a possibility that she will be retiring soon and Sharlene Lack is going to work with her in this position. She suggested that we allow our vendors to give a short 5 minute presentation during general session to let the members know what they offer to us. Janis asked our opinion on how we wanted to do seminars this year. It was brought up that maybe we could just do an all day general session on both days, breaking for lunch, having training as part of these general sessions. Everyone agreed that we should give this a try.

Membership report was given by Debbie Francy. Our current membership is at 64.55%. She bought binders for the new members and was looking for ideas to entice new members. It was discussed that the disk that Sharlene Lack has used in the SEMO district for new PMR's be given to the new Postmasters who become members. Service Rep report was given by Debbie Kidwell. She says now is a great time to get home and car loans through the credit union. Their rates are at an all time low. Encouraged everyone to become a member of the NAPUS credit union and if you are not a member to see her and she would be glad to show you how.

Legislative Report was given by Rick Ayers. Reminded everyone that Leadership Conference is March 24-28. Banquet would be on Monday and a dance on Tuesday. Hill visits will be scheduled on Tuesday. He said there are 19 Postal Bills in legislation. Must get down to one. He hasn't received the agenda from Bob Levi letting us know what our talking points will be when we go on the hill.

PAC Report was given by Lee Scriven. She says we came in just under \$10,400 for last year. This was an increase of over \$3000 from the previous year. She has set our goal for this year at \$12,000. Reminded us that PAC

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is job insurance. She said to look forward to the upcoming PAC show at this year's state convention. Something about male pole dancers.

Scholarship report was given by Steve Meier. We gave out 4 scholarships this past year. He says to check the Show Me as it has all the information about applying and the due dates for the applications. He has asked each district to donate to the scholarship fund to help cover the cost of prizes or donate a prize to be given away at this year's convention.

The Editor/Webmaster report was given by Don Knoth. He said that the Show Me won 3 awards at the National Convention this last year. Articles were written by Rick Ayers, Debbie Francy and Steve Vanderhoof. He said he now mails out 1250 issues of the Show Me. He can tell we are losing members just by this number.

Don also spoke as our Area VP. He shared some of the changes taking place at the National level. One of them being that family members of the board will no longer have their way paid beginning in 2013. The executive is looking at many ways to save money. There is talk that Leadership and the National Convention will be combined possibly in 2015. Encouraged us to contact our legislators regarding the closing of small offices and plants.

Margie Edmonds gave the retirees report. She listed the names of the new officers for this upcoming year. She thanked all the active postmasters for making the retiree's feel welcome. She asked that we take a look at the way they are paid for their members. Margie said Steve Vanderhoof was still taking care of the post office closings.

Mike Honold gave the PM Rep report. He says he is getting more and more involved in EEO cases. Has been very busy the past few months. Encouraged networking among the postmasters.

Our Mid America VP, Marla Eschbacher didn't have any news to report.

There was no old business to discuss.

Under new business, motion was made by Marla Eschbacher and seconded by Steve Meier to allow Craig Slate to purchase a new laptop and wireless printer. The current laptop that the president uses is over 5 years old and out-dated. Discussed how far to let Mike Honold go on these EEO cases since this really isn't an issue for PM Reps. It was decided to table this discussion until our next executive board meeting in June.

Next the fiscal policy for 2012 was discussed. Motion was made by Sandy Cantwell and seconded by Gerri Ann Wood to reduce the amount given to our state officers, not including President, Secretary and Editor and Legislative Chairman, for the reimburse of legislative expenses. They will be given \$750. Also all other members attending will receive \$350 to go towards their expenses. The motion passed.

A motion was made by Janis Booth and seconded by Wendy O'Kelley to not have a state dinner because of the change in the legislative agenda where the banquet will be on Monday night and this is usually the night we go to dinner. Instead, we will meet on Tuesday morning so that Rick Ayers can give us our assignments for the hill. All members and retirees that attend this meeting will receive \$20 to use however they wish. Motion passed.

A motion was made by Gerri Ann Wood and seconded by Debbie Kidwell to stop making the trading pins for national convention. Motion passed.

Motioned was made by Debbie Francy and seconded by Lee Scriven to allow Shelly Hays to purchase the Intuit Home and Office program for the secretary/treasurers computer to use for financial tracking. Motion passed.

Benediction was given by Steve Meier.

Motion to adjourn was made by Keith Waddell and seconded by Connie Smothers. Motion passed.



# PM Rep

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## From your State PM Rep....

### Missouri State EEO Rep?

A lot of time at the recent Executive Board meeting was devoted to the costs of handling EEO Complaints by your humble Postmaster Rep. To be clear, I would now say more than half my time is taken up handling EEO cases rather than actual disciplinary matters. It is very hard to separate the two in reality, but I think some clarification is necessary.

Since I am not paid, my time is not a consideration. Most of my budget is for travel, and my expenses continue to grow. When I must go physically to assist a Postmaster who is filing an EEO, mileage and, occasionally, lodging expenses are involved. I do not charge per diem, since I figure I would eat something, no matter where I was. I genuinely try to provide service to Missouri Postmasters at the least possible cost to NAPUS. We should all be aware that NAPUS, like any other group, is feeling the pinch of the poor economy and declining membership. For those who don't know, all Executive Board travel budgets were cut by about 25% this year. The USPS is not the only organization implementing cost-cutting!

The main causes of this dilemma are twofold. The first is the complexity and tight timelines for response to EEO complaints. Most Postmasters are a bit overwhelmed at first when they look at the forms which must be completed. While each case is different, of course, I am at least familiar with the format and intention of the forms. Most of the deadlines for response are 10 days, which unfortunately makes the use of the mail difficult. (No intent to denigrate the USPS, but that IS a root of the problem the USPS faces!) The second is that, while Missouri Postmasters can select any representative they want, either from inside or out of the USPS, most select me to assist them. I am happy to do what I can, but EEO was never envisioned as a primary duty for a PM Rep, in my opinion.

I should also point out that after an EEO complaint goes to the formal stage, NAPUS representation is NOT part of our Legal Defense Plan. When an EEO goes formal, it becomes a matter of civil litigation. NAPUS cannot and will not assume the role of a lawyer.

The PM Rep (or anyone else) can be listed as a technical advisor, but NAPUS representation ceases at this point. National PM Reps strongly suggest that the services of an attorney who is familiar with EEO procedures and the USPS specifically be sought at this formal stage.

I recommend that anyone who intends to file an EEO obtain and read carefully USPS Publication 133

“What You Need to Know about EEO”. I realize that many Postmasters feel frustrated by the present actions and attitudes of higher level management. I also know that many feel that after their protests under ELM guidelines are exhausted, they have no recourse but EEO. I expect that EEO will continue to be used more heavily as the USPS financial crisis continues. Both NAPUS and I as PM Rep wish to represent the needs of Missouri Postmasters as well as humanly possible, but the bottom line is this: ***EEO is an expensive proposition with VERY little chance of success. The settlements made in favor of plaintiffs in EEO cases are less than 5%.*** I feel strongly that my job is to guide NAPUS Postmasters through the process, AFTER they have decided that EEO is the best way forward for them. I neither encourage nor discourage a Postmaster from filing an EEO... That must be solely his or her decision.

I will be addressing EEO issues and procedures for my next several articles, so stayed tuned...

Mike Honold State PM Rep

***“EEO is an expensive proposition with VERY little chance of success. The settlements made in favor of plaintiffs in EEO cases are less than 5%”***



# Pac

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## I'M BACK...

It's a great feeling to be serving my fellow Missouri postmasters once again as your PAC Chair! I think it's pretty obvious that we have our work cut out for us in 2012. Seemed as though I had hours of on-line training to complete in the last couple of weeks (guess that's because I did...). Probably all of you too had to take the EAP Motivational Training. I thought it ironic that they would give us this training just after HQ reneged on their pay package agreement with EAS employees. It seems to me that when they say at the beginning of our fiscal year (or six months into it, as it sometimes is), "These are your goals. If you meet or exceed these goals, we will reward you accordingly." So that is, of course, what we in good faith all strive to do. Then when we have done our best to achieve these goals, they announce that they have changed their minds – money is tight – times are

tough - no deal. Well, frankly, I did notice a glaring omission in the Motivational Training, and that was the importance of keeping your commitments to your employees. It is beyond my understanding how they think treating some of their most dedicated employees in this manner is acceptable. As I said, we have our work cut out for us.

I have to salute Marla Eschbacher, outgoing PAC chair, for all her efforts in getting people signed on to e-PAC. The list has grown at least five-fold! Thank you, Marla, for all your hard work for PAC and your fellow postmasters!

We had a good year in 2011 with just over \$10,000 collected for PAC from Missouri postmasters. Most of you know me well enough to know

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### NAPUS PAC FOR POSTMASTERS MEMBERSHIP CONTRIBUTION

*Please return this with your contribution to:*  
**Marla Eschbacher, PAC Chair,**  
**PO Box 935, St. Joseph, MO 64502**

Date \_\_\_\_/\_\_\_\_/2009

I'll do my share. Enclosed is:  
\_\_\_\$10 \_\_\_\$25 \_\_\_\$50 \_\_\_\$100 \_\_\_Other  
\_\_\_ check \_\_\_ cash

Name \_\_\_\_\_

Member ID # \_\_\_\_\_ District \_\_\_\_\_

Office Name \_\_\_\_\_

Home Address \_\_\_\_\_  
\_\_\_\_\_

PAC for Postmasters will neither favor nor disadvantage anyone based on the amount of a contribution, or failure to make a voluntary contribution, to this non-partisan political action fund.

### CHANGE OF ADDRESS

Logon to  
[www.napus.org](http://www.napus.org)-  
membership services  
and change your address  
using the code above  
your name from the  
Gazette label.

If you do not have computer access, send change of address to:

Debbie Francy  
23909 S. Old Drum Road  
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### Stand Tall, Stand Proud, Stand Together

PMS is getting to all of us these days! Yes, postmasters everywhere are experiencing “postal misery syndrome”. We’ve all heard the saying “no news is good news” and that has never been more true than in today’s postal service because generally the news is not good news. Many of us wonder when we will get the news that our offices are closing so every day that goes by with no news is definitely good news for those on the list. But still postmasters continue to provide outstanding customer service and deliver the mail. Most of us are not highly paid executives that get big salaries and big bonuses, but we are the ones who keep the mail moving and the post office doors open. We are the ones our customers depend on to deliver the mail and that is why we call ourselves postmasters. Don’t let PMS destroy the pride you feel in being the postmaster of your community. Continue to do your job to the best of your ability and remember that you are not alone. PMS backwards is SMP, “SO MANY POSTMASTERS” working together.

It is time once again to gear up for leadership conference, state convention, and national convention. These events give you the opportunity to receive valuable training at seminars. But I believe one of the most valuable things you gain from attending is networking with other postmasters. The friendships you make will not only provide you with a valuable resource but also moral support in these changing times. Change is inevitable but how we deal with it is not. Make a commitment to yourself to do your best in all things.

#### **How Do You Tackle Your Work? by Edgar A. Guest**

How do you tackle your work each day?  
Are you scared of the job you find?  
Do you grapple the task that comes your way  
With a confident, easy mind?  
Do you stand right up to the work ahead  
Or fearfully pause to view it?  
Do you start to toil with a sense of dread  
Or feel that you're going to do it?

You can do as much as you think you can,  
But you'll never accomplish more;  
If you're afraid of yourself, young man,  
There's little for you in store.  
For failure comes from the inside first,  
It's there if we only knew it,  
And you can win, though you face the worst,  
If you feel that you're going to do it.

Success! It's found in the soul of you,  
And not in the realm of luck!  
The world will furnish the work to do,  
But you must provide the pluck.  
You can do whatever you think you can,  
It's all in the way you view it.  
It's all in the start you make, young man:  
You must feel that you're going to do it.

How do you tackle your work each day?  
With confidence clear, or dread?  
What to yourself do you stop and say  
When a new task lies ahead?  
What is the thought that is in your mind?  
Is fear ever running through it?  
If so, just tackle the next you find  
By thinking you're going to do it.

Tackle your work with confidence because there are SMP (So Many Postmasters) waiting to lend a hand.



# Service Rep

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## What's Your Job Worth?

I recently attended our MONAPUS Executive Board meeting. One thing discussed at this meeting was the NAPUS Legislative Conference to be held in Washington, DC March 24<sup>th</sup> thru the 28<sup>th</sup>. As a board, we voted to compensate each NAPUS member up to \$350, and pay their registration to the conference to encourage members to attend.

Why should you go? Well, what is your job worth? With all the changes and potential closures of Post Offices, DUO process taking routes out of offices, 5 day a week delivery, changes in health care benefits, does this affect your job? Does it affect your salary and your benefits? What can you do about it?

If you didn't know, it is Congress that controls much of what the Postal Service can and can't do. Congress can mandate six day a week delivery. Members of Congress caused the Postmaster General to put a five month

moratorium on the potential closure of 3700 Post Offices.

The most important thing that we do when we go to the Legislative Conference is go to Capitol Hill, and visit with each one of the Missouri Representatives and Senators. We have the opportunity to make our voices heard, and help Congress guide the Postal Service in the direction that will benefit our customers, help fellow Postmasters, and ensure that we will be a viable Postal Service for future generations.

YOU are being handed the opportunity to change the course that the Postal Service has been taking. YOU can make a difference. YOU are encouraged to go, join with us in making YOUR voice heard. It's YOUR job on the line; can you afford NOT to go?

See you there!



# Membership

**DEBBIE FRANCY**  
23909 S. Old Drum Road  
Garden City MO 64747

**Home: 816-626-3003**  
**Office: 660-656-3413**  
**membership@monapus.com**

I hope everyone had a very Merry Christmas and a Happy New Year! It sure was good to see everyone at the Executive Board meeting at Port Arrowhead. It is always good to get together with my fellow Postmasters. It reminds me that I am not alone and that there is always someone who I can call and talk to about anything that is going on whether it is work related or not.

Our membership is currently at 64.55%. We have 141 vacant offices. With all of the changes going on in the Postal Service we need NAPUS more than ever. Our membership is crucial for all of us so that we can keep NAPUS going so that we will have the resources we need to know how to help protect our jobs. Please let

me know if there is a new OIC or Postmaster so that I can send them a membership package and invite them to join NAPUS. Talk to your neighboring offices and invite them to join. Share with them what NAPUS has done for you. You can contact me at membership@monapus.com.

Don't forget about the Leadership Conference that is coming up in March. Make plans to attend and help NAPUS storm the hill to make our voices heard.

Please welcome our new members: Donald Culver and Stephan Likerman.



## Area 15 National Vice President State Editor & Webmaster

**DON KNOTH**  
519 Natchez Trace Drive  
Jefferson City MO 65109

Cell: 573-999-3706  
Jefferson City MO 65101  
PO: 573-636-4186  
editor@monapus.com

# ATTEND THE LEADERSHIP & LEGISLATIVE CONFERENCE MARCH 24-28, 2012

- Free Registration for Postmasters and Retirees paid by MONAPUS
- Registration includes President Reception and Banquet ticket
- Receive up to \$350.00 for attending general sessions and \$20.00 for attending a meeting on Tuesday with Rick Ayers, Legislative Chairman.
- Walk the "Halls of Congress" with fellow Missouri Postmasters and visit the office of your Missouri Representatives.
- Meet fellow Postmasters from Missouri and around the country.
- See the Cherry Blossoms, visit historical sites and national monuments.

The Leadership registration form needs to be completed and sent to Missouri  
NAPUS, Shelly Hays, PO Box 146, Willard MO 65781  
Deadline February 8, 2012

### 2012 Executive Board Meeting





WWW.NAPUS.ORG  
REGISTER ONLINE

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_  
(as it should appear on your badge)

Title: (Please check one that applies)

Postmaster     Postmaster Retired     Associate Member     Guest

Post Office You Represent: \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Day Time Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

Email: \_\_\_\_\_

PLEASE NOTE ONE ATTENDEE PER REGISTRATION FORM

|   |                                  |                           |
|---|----------------------------------|---------------------------|
| <b>REGISTRATION FEE:</b>                        | On or before February 10th, 2012 | After February 10th, 2012 |
| <small>(Please circle fee that applies)</small> | \$135                            | \$155                     |

**PAYMENT** (Payment in full using one of these options must accompany this form):

|   |  |
|---|--|
| <input type="checkbox"/> Check Payable to NAPUS | Card Number: _____                         |
| <input type="checkbox"/> Travel Order #: _____  | Exp. Date: _____ Card Security Code: _____ |
| <input type="checkbox"/> Visa/MasterCard        | Signature: _____                           |

**REGISTRATION CANCELLATION REFUND POLICY:**

Requests for cancellation refunds must be made in writing and be sent to the address below. Requests must be postmarked by February 10th, 2012

**HOTEL RESERVATIONS:**

NAPUS has reserved a block of rooms at the discounted rate of \$213 Single/Double/ Triple/Quad plus tax. You must call the Crystal Gateway Marriott Hotel directly to make reservations at (703) 920-3230. This rate will be available on a first come, first served basis until February 10th, 2012; rooms may be depleted well before January, so please call as quickly as possible.

**BANQUET SEATING:**

Registrants will be seated with their chapters on a first come basis. Registrations received after February 10th, 2012 are not guaranteed to be placed at chapter tables and will be seated where space is available. Banquet tickets will be enclosed in your conference materials distributed at the beginning of the conference.

**PLEASE MAIL/FAX REGISTRATION FORMS TO:**

NAPUS Leadership Conference Registration  
c/ o Let's Meet Inc.  
18222 Flower Hill Way #301  
Gaithersburg, MD 20879 Fax(877) 332-5186

REGISTER ONLINE AT **WWW.NAPUS.ORG**

**2012 MISSOURI NAPUS STATE CONVENTION**  
**Hannibal MO**  
**June 8 – June 11, 2012**

***WE INVITE YOU TO JOIN US FOR THE***  
***78th ANNUAL MISSOURI NAPUS CONVENTION***

**OFFICIAL REGISTRATION FORM**

**NAME** \_\_\_\_\_

**ADDRESS** \_\_\_\_\_

**CITY/STATE/ZIP** \_\_\_\_\_

**OFFICE/ZIP** \_\_\_\_\_

**FIRST TIMER** \_\_\_\_\_ **PM RETIRED** \_\_\_\_\_ **OIC/PMR** \_\_\_\_\_ **GUEST** \_\_\_\_\_

**MAKE CHECKS PAYABLE TO:**  
**MO NAPUS 2012 CONVENTION**

**NEW REGISTRATION CANCELLATION POLICY**

**REQUESTS FOR CANCELLATION REFUNDS MUST BE MADE IN WRITING TO THE CONVENTION CHAIRMAN AT THE ADDRESS BELOW. REQUESTS MUST BE POSTMARKED BY APRIL 1, 2012, FOR 75% REFUND; AND BY MAY 30, 2012 FOR 50% REFUND. NO REFUNDS AFTER MAY 30, 2012.**

**REGISTRATION FEES**

|  |                 |
|--|-----------------|
| <b>REGISTRATION THROUGH MARCH 31, 201</b>                              | <b>\$100.00</b> |
| <b>REGISTRATION – <u>SUNDAY ONLY</u> – THROUGH MARCH 31</b>            | <b>\$ 40.00</b> |
| <b>REGISTRATION – <u>APRIL 1</u> – CONVENTION</b>                      | <b>\$125.00</b> |
| <b>REGISTRATION – <u>SUNDAY ONLY</u> – <u>APRIL 1</u> – CONVENTION</b> | <b>\$ 50.00</b> |
| <b>RETIRES THROUGH MARCH 31, 2012</b>                                  | <b>\$ 60.00</b> |
| <b>RETIRES – <u>APRIL 1</u> – CONVENTION</b>                           | <b>\$ 70.00</b> |

***Quality Inn & Suites***  
***120 Lindsey Drive***  
***Hannibal MO 63401***  
***Phone: 573-221-4001***

***Room rates: \$89.95 plus tax***

***Send Registration to:***  
***Shelly Hays***  
***Convention Chairman***  
***PO Box 133***  
***Willard MO 65781-0133***  
***417-742-3311 (wk)***  
***417-343-1663 (cell)***



# Scholarship

**STEVE MEIER**  
2146 County Road 330  
Jackson, Mo 63755

Home 573-243-5501  
Altenburg MO 63732  
PO 573-824-5266  
meierhsp@netscape.net

## Scholarship Time!

The first semester is done for the high school seniors, and the second semester is well underway. Therefore it is now time to prepare for what comes after graduation. Will it be to a university or college; or will it be to a vocational school. Whatever the choice made, we have to be prepared for tuition also. Yes the cost of education, like most everything else in life, has gone up, again.

That is where you NAPUS family can help. Each year the Missouri Chapter of NAPUS offers scholarships to its members graduating seniors. The member may be an active member or a retired member, it matters not.

How do they apply? It is very easy, just follow these directions and the first step will be done. There are four things for the graduating senior to do to apply.

- 1) Fill out the application page included in this publication.
- 2) Have a handwritten essay stating your background, future plans and any other information you feel should be considered (at least one full page).
- 3) Provide two letters of reference written by non-relatives
- 4) Give a summary of your high school/community/church activities, awards & honors.

That is all that has to be done to apply. Then after gathering these few items together, mail them to:

NAPUS Scholarship  
P O Box 7  
Altenburg, Mo 63732-0007

All applications will need to be postmarked by April 2, 2012.

Good luck to all!

*(Continued from page 8)*

I'm going to set that bar a little higher for 2012 with a goal of \$12,000. I know we can get there – we've done it before – and never could it be more needed than now. And I'm promising you right now a great PAC show at state convention. Not going to give away any secrets, but ladies, especially, you may want to bring extra \$1 bills. All for

a great cause – YOU.

Hope I will be seeing all of you at the PAC table in Washington DC!

Lee

**Scholarship/Vocational Scholarship Application  
National Association of Postmasters of the United States  
Missouri Chapter**

Applicant's Name: \_\_\_\_\_  
Last
First
Middle

Home Address: \_\_\_\_\_  
 \_\_\_\_\_

DOB \_\_\_\_\_ Telephone: \_\_\_\_\_

Parents Name: \_\_\_\_\_

Name of NAPUS Sponsor: \_\_\_\_\_ Active Postmaster/Retiree  
 (Please circle one)

Post Office and Zip code of NAPUS Sponsor: \_\_\_\_\_

Relationship to NAPUS Sponsor: \_\_\_\_\_

High School Name and Address: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Principal's Name: \_\_\_\_\_ Date of Graduation: \_\_\_\_\_

Grade Point Average: \_\_\_\_\_ ACT/SAT Score: \_\_\_\_\_

Collage or Vocational/Technical College you plan to attend:  
 Name: \_\_\_\_\_  
 \_\_\_\_\_

Have you applied for admission? Yes / No      Have you been accepted? Yes / No  
 Have you applied for financial aid (FAFSA)? Yes / No

Are you currently employed? Yes / No      Average hours per week worked \_\_\_\_\_

Name and address of employer: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

- Required Attachments:
- 1) Hand written essay stating your background, future plans and any other information you  
 Feel should be considered. (At least one page in length)
  - 2) Two letters of reference written by non-relatives
  - 3) Summary of you high school/community/church activities, awards & honors

Please send completed application and required attachments to:      NAPUS SCHOLARSHIP  
 P. O. Box 7  
 Altenburg Mo 63732-0007

\_\_\_\_\_  
 Signature of Applicant

\_\_\_\_\_  
 Date of Application

\_\_\_\_\_  
 Signature of NAPUS Sponsor

\_\_\_\_\_  
 must be postmarked by:  
**APRIL 2, 2012**



# Legislative

**RICK AYERS**  
**11301 Audrain Road 9908**  
**Mexico MO 65265**

**Home: 573-581-8365**  
**Mexico MO 65265**  
**PO: 573-581-5967**  
**legislative@monapus.com**

## And Then There Was One

Your Missouri NAPUS executive board has just completed the winter meeting and has started the clock ticking that will lead the Missouri delegation to the halls of Congress. It is once again time to prepare for our annual trip to Washington to attend the Leadership Conference. The dates this year are a little later than in past years. The dates are March 24<sup>th</sup> through the 28<sup>th</sup>. We should see the city adorned with the beautiful cherry blossoms and the aroma that they produce. If you have never attended, this would be a great year to do so. The board has once again set aside funding to help offset the costs of your traveling and lodging expenses. Call anyone on the board or myself to explain this to you.

We are all aware of the financial status of the postal service. We have experienced first hand many changes that do not favor Postmasters. We have lost our convention leave and had our salaries frozen. Many have seen rural carriers move out of our offices in the DUO process, and others have added the extra workload associated with the addition of these carriers. Many have had to deal with staff shortages, vehicle shortages and plant issues. We also have less district support and are required to pick up this slack in our daily operations. I don't think that I speak out of school when I say that these are the good old days. Things will continue to

tighten and more will be required from each of us. Now is not the time to give up the fight. We need to come together as one unit to make our voices stronger. That is why it is urgent that you make the decision to join is in Washington.

We have our work cut out for us. This is an election year and many of the House and Senate members are working to get re-elected. The legislative calendar is getting cluttered with all of the bills being initiated in



these two chambers. Currently there are 19 postal bills that deal with the financial shortages and numerous other problems that exist. Somehow one bill must stand above the rest as the answer to the postal issues. This will be no easy task to achieve. That is why we need you to help us as we meet with our elected officials. Your voice is very valuable! Don't leave this fight up to other Postmasters. Isn't your job and benefits worth defending? Join us as we go on the offensive and take the fight to Congress. See you on The Hill!

## The Mission of NAPUS

The National Association of Postmasters of the United States is a professional organization for all Postmasters. The mission of NAPUS is:

- to represent, promote, and protect Postmasters;
  - to foster a favorable image of public service, and to assure users of the mail the best possible service;
  - to be an advocate with the Congress of the United States, and
  - to work closely with the United States Postal Service in the development of strategies for the enhancement of Postmasters and the Postal Service
- Our Mission The National Association of Postmasters of the United States is a professional organization for all Postmasters.





# Chaplain

**STEVE MEIER**  
**2146 County Road 330**  
**Jackson, Mo 63755**

**Home 573-243-5501**  
**Altenburg MO 63732**  
**PO 573-824-5266**  
**meierhsp@netscape.net**

## An Order for Everything

“To everything there is a season, and a time for every purpose under Heaven.” I’m sure you have heard these words many times before, but have you ever taken time to contemplate on what the words actually mean. I want to take you on a little educational tour as we think about this statement.

First let’s look at the birds of the sky. It takes 14 days gestation for a canary egg to hatch. It takes 21 days for a chicken egg to hatch. Ducks and gees take 28 days, a mallard takes 35 days and an ostrich will take 42 days to hatch. When I look at this I see an amazing fact, everything is divisible by 7, which is the days of the week the Lord created.

Consider the food we eat. Is it happenstance that every substance will be alike? Take for example; Each watermelon has an even number of stripes on its rind; every orange has an even number of segments. Each ear of corn will have an even number of rows of grain and each stalk of wheat will have an even number of grains to its head. Every bunch of bananas has on its lowest row and even number of bananas. All grains are found in even numbers on the stalks, and the Lord specified thirty fold, sixty fold and one hundred fold. Could this be coincidence? Or is it the hand of God directing even the slightest detail.

I am awed to know that under all kinds of weather conditions, the ocean waves will roll to shore at twenty-six times per minute. When I see my wife’s flowers, and realize that certain varieties only bloom at precise times of the day I am overwhelmed.



Have you ever created a new recipe? Did it work out to be as perfect as these wonders? Was each measurement ¼, ½ or 1 whole? Probably not because we have to “make” things work, not like the Lord’s creations that would be orderly and precise.

The wonders of God are far beyond our understanding as humans. But we must also realize that we are also one of those creations. To each of us there is a season, and time for every purpose under heaven. May we be wise enough to be seeing the wonders all around us and in us, and know that it is a miracle created not by any human, but by a gracious and loving God.

Lord may your word go from my ears to my heart, my heart to my lips, my lips to my life. That it may accomplish that for which you sent it.

*(Continued from page 3)*

There are some members who have told me I am becoming the Missouri State President at the worst possible time in our history. To that I say, while I am the first to admit NAPUS will not be able to make all our problems go away we can still help. There is a huge amount of compassionate and benevolent wisdom to be found here in our Missouri State NAPUS and this can make a significant difference when one knows they are not alone. There will be many personal and tough decisions that will have to be made by myself and our Postmasters over the next couple of years and NAPUS will be here to listen and help when needed...

In closing I want to pass on a favorite quote that I live by every day: **“The only way to accurately predict the future is to make the future”**. I invite all Missouri NAPUS members to help me “make” our future, united or combined into one...

Craig W Slate  
Missouri State NAPUS President



## Mid-America VP

**MARLA ESCHBACHER**  
**PO Box 935**  
**St. Joseph, MO 64502**

**Cell 816-383-4543**  
**Platte City MO 64079**  
**PO: 660-783-2660**  
**[vpmidamerica@monapus.com](mailto:vpmidamerica@monapus.com)**

I am honored to serve as the new Mid America Vice President, thank you for your vote of confidence and I hope I can serve you well. We had a great Executive Board meeting at the Lake of the Ozarks in January.

The Legislative Conference is coming up in March. If you have never been, this is a must! You will see how our government works and there are so many sights to see. I have been going for several years and I try to see something new every year! Missouri NAPUS does help with your expenses by paying your registration and also giving you \$350. Please consider going and taking a friend or two, it is well worth it! Check out MONAPUS website for registration form.

I am getting the most calls about the CPMS logs. We have pushed back on these, but as of now we

still have to complete them. I understand your frustration, but we have to follow orders until we can get them changed. We have not given up yet!

The office closures are on hold for now. If you hear of any offices closing please let me know.

I am here for any of your concerns or just an ear to listen. In most instances NAPUS cannot help you if you are not willing to put your name out there. I know it is a hard thing to do, but nothing will change if you are not willing to let your MPOO know what and who the complaint is from. We should all be treated with dignity and respect!

Here's hoping 2012 will be a better year for Postmasters and the Postal Service!



## Gateway VP

**TAMMY WILCOXSON**  
**2495 County Road 2415**  
**Higbee MO 65257**

**Cell – 660-651-0109**  
**PO 660-277-3400**  
**[vpgateway@monapus.com](mailto:vpgateway@monapus.com)**

### 2012 Executive Board Meeting



*Show Me Postmaster*





**Registration Form NAPUS 108th National Convention  
Oklahoma City, OK September 1-6, 2012**

Registration also available on line at [www.napus.org](http://www.napus.org)  
Please Note: one attendee per registration form

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Title: \_\_\_\_\_ First Name (as it should appear on your badge): \_\_\_\_\_

Post Office You Represent(ed): \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_

Your Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Day Time Phone: \_\_\_\_\_ Evening Phone: \_\_\_\_\_

**Registration Fee:**

*(Please circle fee that applies)*

|   | 9/10/11<br>to<br>12/31/11 | 1/01/12<br>to<br>4/30/12 | 5/01/12<br>to<br>7/31/12 | After<br>8/01/12 |
|---|---------------------------|--------------------------|--------------------------|------------------|
| Postmaster / Spouse/Guest   | \$150                     | \$200                    | \$225                    | \$250            |
| OIC/Associate   | \$150                     | \$200                    | \$225                    | \$250            |
| Postmaster Retired/ Spouse/Guest<br><i>(Postmaster Retired Luncheon Included)</i> | \$130                     | \$175                    | \$195                    | \$215            |
| Children (17 and under)<br><i>(Includes child's meal at the Grand Banquet)</i>    | \$75                      | \$75                     | \$75                     | \$75             |

Are you planning on attending the NAPUS Annual Golf Tournament? Yes No  
For \$90 per golfer, this will include transportation to and from the Coffee Creek Golf Course, range balls, cart and green fees. Provided with this offer is a Continental breakfast prior to the start and a lunch after the tournament. Prizes will be awarded.

**Payment:**

Check payable to NAPUS # \_\_\_\_\_ | Cash

NAPUS-FCU Visa  American Express  
 Visa/MasterCard

Card Number: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Card Security Code: \_\_\_\_\_

Convention Fee: \$ \_\_\_\_\_

\_\_\_\_ Additional Tickets for the  
Postmasters Retired Luncheon  
@ \$25 each \$ \_\_\_\_\_

Golf Tournament Fee \$ \_\_\_\_\_

Total Amount Included \$ \_\_\_\_\_

Signature: \_\_\_\_\_

**Check out the GREAT things Oklahoma City has to offer at  
[soonerpostmaster.org](http://soonerpostmaster.org)**

# Retirees Corner



## President

**MARGIE EDMONDS**  
PO Box 25  
Anderson, MO 64831

Cell: 417-825-5470  
meexpm@hotmail.com  
retiredpresident@monapus.com

## ROAMIN' WITH THE RETIREES

It has been several years since I wrote an article titled as this one is but the title still fits. There are some of the same roamers and lots of new ones.

First I would like to introduce you to the members of the Executive Board for NAPUS Retired for 2012:

Steve told you in his farewell article that I had agreed to serve as President but that was a half truth I was sort of roped into it but will do my best. Debbie Brewer will continue as Vice-President and Connie Williams as Sec/Treas. Steve will serve as the Post Office Closing Liaison, Richard Skaggs as Legislative Chair, Pam Graham as Membership Chair and Carla Sanders as PAC Chair. My thanks to all of these retirees for agreeing to do their part. If you are out there and would like to take a more active role in the Missouri Retiree Chapter just let me know and I'll find you something to work with. The Post Office Closings have only gone away for a short while so I'm sure Steve will need help down the road.



Executive Board meeting was held last weekend at Port Arrowhead and Connie and I attended. The meeting was similar to those I attended years ago and as always good information was shared.

The main subject right now is getting ready for Legislative Conference and I have tried to contact

### 2012 Retiree Officers

**Margie Edmonds** - President  
**Debbie Brewer** - Vice-President  
**Connie Williams** - Sec/Treas.  
**Steve Vanderhoof** - Post Office Closing Liaison  
**Richard Skaggs** - Legislative Chair  
**Pam Graham** - Membership Chair  
**Carla Sanders** - PAC Chair

all retirees that have attended in the past with the information that they need to get registered. If I missed someone, please forgive me and drop me a note so I'll have your information for future use. Connie will be attending for the Retirees this year and I will go next year if things go as planned. If you have a concern you want addressed at one of the meetings let her know. One or more of the attendees will do the article for the Show-Me next month giving all of you the happenings "On the Hill".

Long articles will not be the norm for me. I have been out of the loop to many years to spout bright remarks but will try to get some to do articles that have something worthwhile to say. If you would like to do an article later in the year just let me know.

I wish you and yours a Happy and Healthy New Year and hopefully many of you will "Roam" to Hannibal in June and Oklahoma City in September for State and National Convention. We are always welcomed and included by the active Membership and enjoy seeing our Retiree friends again.

## Missouri NAPUS Financial Statement

| Year Ending 2011             |                    |                    |                    | 2012               |
|------------------------------|--------------------|--------------------|--------------------|--------------------|
| Final - 12/31/2011           |                    |                    |                    | Proposed Budget    |
| Income                       | Plan               | Actual             | Difference         | Income             |
| State Pins                   | \$200.00           | \$50.00            | \$(150.00)         | \$0.00             |
| Other Income                 | \$2,000.00         | \$0.00             | \$(2,000.00)       | \$2,000.00         |
| Member Due W/H               | \$62,000.00        | \$76,323.02        | \$14,323.02        | \$68,800.00        |
| Interest Income              | \$500.00           | \$70.53            | \$(429.47)         | \$100.00           |
| State Conv. Income           | \$0.00             | \$0.00             | \$0.00             | \$0.00             |
|                              | \$0.00             | \$0.00             | \$0.00             | \$0.00             |
|                              | \$0.00             | \$0.00             | \$0.00             | \$0.00             |
| <b>TOTAL Income</b>          | <b>\$64,700.00</b> | <b>\$76,443.55</b> | <b>\$11,743.55</b> | <b>\$70,900.00</b> |
| Expenses                     |                    |                    |                    | Expenses           |
| Executive Board              | \$7,000.00         | \$6,614.79         | \$(385.21)         | \$6,500.00         |
| Leadership Conference        | \$20,000.00        | \$32,797.00        | \$12,797.00        | \$25,000.00        |
| Postage                      | \$300.00           | \$0.00             | \$(300.00)         | \$300.00           |
| Telephone                    | \$600.00           | 622.14             | 22.14              | \$600.00           |
| Membership Dues to District  | \$3,250.00         | \$2,975.64         | \$(274.36)         | \$3,000.00         |
| Membership                   | \$300.00           | \$203.75           | \$(96.25)          | \$300.00           |
| Mid States Conference        | \$2,500.00         | \$90.00            | \$(2,410.00)       | \$2,500.00         |
| Misc Expense                 | \$200.00           | \$0.00             | \$(200.00)         | \$200.00           |
| National Convention          | \$5,000.00         | \$3,708.36         | \$(1,291.64)       | \$5,000.00         |
| Office Supplies              | \$400.00           | \$0.00             | \$(400.00)         | \$400.00           |
| PAC                          | \$750.00           | \$598.84           | \$(151.16)         | \$500.00           |
| State Convention             | \$3,000.00         | \$4,344.17         | \$1,344.17         | \$4,000.00         |
| PM Representative            | \$3,700.00         | \$6,616.48         | \$2,916.48         | \$6,000.00         |
| President                    | \$2,000.00         | \$1,461.14         | \$(538.86)         | \$2,000.00         |
| Secretary-Treasurer          | \$1,000.00         | \$0.00             | \$(1,000.00)       | \$1,000.00         |
| Editor/Webmaster             | \$1,000.00         | \$0.00             | \$(1,000.00)       | \$1,000.00         |
| Show Me                      | \$11,000.00        | \$11,072.47        | \$72.47            | \$11,100.00        |
| Scholarship                  | \$1,500.00         | \$1,000.00         | \$(500.00)         | \$1,500.00         |
| State Pins                   | \$500.00           | \$600.00           | \$100.00           | \$0.00             |
| VP Gateway                   | \$350.00           | \$0.00             | \$(350.00)         | \$0.00             |
| VP Mid America               | \$350.00           | \$0.00             | \$(350.00)         | \$0.00             |
|                              |                    | \$0.00             | \$0.00             |                    |
| <b>TOTAL Expenses</b>        | <b>\$64,700.00</b> | <b>\$72,704.78</b> | <b>\$8,004.78</b>  | <b>\$70,900.00</b> |
| <b>OVERALL TOTAL</b>         |                    | <b>\$3,738.77</b>  |                    | <b>\$0.00</b>      |
| NET WORTH REPORT             |                    |                    |                    |                    |
| 2011                         |                    |                    |                    |                    |
| Account                      | Amount             |                    |                    |                    |
| Share Savings                | \$1,180.69         |                    |                    |                    |
| Regular Checking             | \$17,167.42        |                    |                    |                    |
| Scholarship Funds            | \$6,371.22         |                    |                    |                    |
| Convention Club              | \$1,372.98         |                    |                    |                    |
| Share Certificates (12 Month | \$5,167.24         |                    |                    |                    |
|                              | <b>\$31,259.55</b> |                    |                    |                    |

# MONAPUS Fiscal Policy

Revised January 15, 2012

## Leadership Conference

MONAPUS will fund the following expenses for the Leadership Conference:

Registration fee (early registration) for all Postmasters and Retirees attending (late registrations will be reimbursed at the early registration fee)

Up to \$750 reimbursement each for the following:  
(Must provide receipts and put on MONAPUS travel voucher)

- 2 Executive Vice-Presidents,
- Education and Development Chairman
- PM Rep,
- Membership Chairman,
- PAC Chairman,
- Service Rep and
- Time and Place Chairman.

MONAPUS will reimburse up to \$350 actual expense to other Postmasters who attend and are not receiving other reimbursement. (Must provide receipts and put on MONAPUS travel voucher)

## National and State Conventions

The available Convention Fund amount each year will be determined by the number of active Postmasters as of January 1 multiplied by 12.

The Convention Fund will be split with 2/3 going toward State Convention and 1/3 going to National Convention.

The Convention Fund will pay State and National Convention registrations (registration fee through March 31<sup>st</sup>) for:

- 2 Executive Vice-Presidents,
- PM Rep,
- Education and Development Chairman
- Membership Chairman,
- PAC Chairman,
- Scholarship Chairmen,
- Legislative Chairman,
- Service Rep and
- State Convention Chairman.

Must register and then request reimbursement on MONAPUS travel voucher.

The State convention money will have \$500 set aside for a “Grand Prize” to be given away in a drawing of all attendees on the last day of the convention and the remainder will be split as a refund among all the attendees.

The National convention money will be split amount the attendees to National Convention who are not getting their expenses paid.

## 2012 District Officers

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**CHANGE SERVICE REQUESTED**

## Important Dates 2012 and 2013

|   |                     |
|---|---------------------|
| <b><u>2012 Leadership Conference,</u></b>     |                     |
| Washington DC.....                            | March 24-29, 2012   |
| <b><u>2012 MO NAPUS State Convention,</u></b> |                     |
| Hannibal MO.....                              | June 9-11, 2012     |
| <b><u>2012 NAPUS National Convention,</u></b> |                     |
| Oklahoma City, OK.....                        | September 1-7, 2012 |
| <b><u>2013 Leadership Conference,</u></b>     |                     |
| Washington DC.....                            | March 16-21, 2013   |
| <b><u>2013 MO NAPUS State Convention,</u></b> |                     |
| Springfield MO.....                           | June 2013           |
| <b><u>2013 NAPUS National Convention,</u></b> |                     |
| Bellevue, WA.....                             | August 16-23, 2013  |
| <b><u>2014 NAPUS National Convention,</u></b> |                     |
| Atlantic City, NJ.....                        | 2014                |