



Tennessee State Flag

History of the Tennessee State Flag

The Tennessee state flag consists of an emblem on a field of red, with a strip of blue on the fly. The emblem of the middle consists of three stars on a blue circle. The flag was designed by Colonel LeRoy Reeves of the Tennessee National Guard. The Tennessee State Legislature officially adopted the flag on April 17, 1905. The flag was first raised on October 10, 1911, during the dedication ceremonies for East Tennessee State Normal School (now East Tennessee State University) in Johnson City. The three stars represent the three Grand Divisions of the state, East Tennessee, Middle Tennessee, and West Tennessee. The blue circle around the stars represents the unity of the "Grand Divisions" of the state. The blue bar at the edge of the flag was purely a design consideration.

-Wikipedia

Henderson summarizes annual convention

I believe the convention this year was the best attended we have had in several years.

Thank you to Nashville Chapter 227 for being a gracious, accommodating host, and thanks to Convention Chair Norris Alderson and the planning committee for your excellent work. We have some quality leadership in this federation, and at few events is this more publicly on display than the Annual State Convention. I commend the Standing Committee Chairs for your outstanding support and very much appreciate all of the delegates and members who made the 58th Annual Federation Convention in the historic city of Franklin a great success.

As you probably know former Future of NARFE (FON) Committee co-chair Bill Shackelford was our convention keynote speaker and his presentation gave us good insight into the work of the committee. When its Report and Recommendations were released on February 24, I was reminded of a quote attributed to former baseball superstar Ted Williams. He played his entire 19-year Major League career for the Boston Red Sox, retired with a .344 batting average and is considered one of the greatest hitters in baseball history. He said, "You have to wait for a pitch in your happy zone before you swing." Since 1992, the NEB has initiated study after study that have recommended change, change, change but it has waited and waited while membership has consistently declined. Although there are still details to work out, I

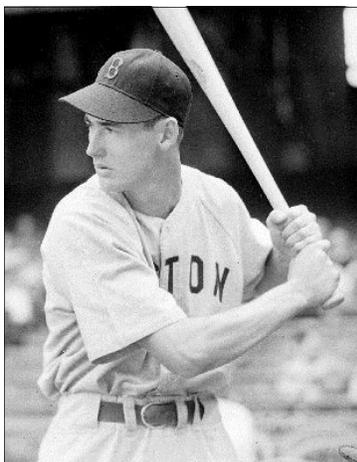
believe the FON Committee proposals are a pitch in our happy zone and it's time to swing. We must work together to ensure the survival and success of THE organization whose commitment to serve federal workers, retirees and surviving spouses is without equal.

A special convention treat was banquet speaker Hope Hines who spent 40 years in sports broadcasting before retiring approximately three years ago. From Nashville to San Diego, New Orleans and Baltimore, he won six Emmys, was named Broadcaster of the Year and received an award for 25 years of distinguished service in the television industry. Other convention guests were Congressional District 7 Representative Marsha Blackburn, Region X Vice President Bill Martin, Alzheimer's Region X Coordinator Clara Weston, Florida Federation President and candidate for National

President Ken Thomas, Mississippi Federation President Jerry Janci and Mississippi Federation Past President Mary Pierson, who are both candidates for Region II Vice President.

Since we are still searching for a Federation Membership Officer, I will give you a report on our Federation sponsored Member Recruiting Contest. The count began January 1 and goes through December 31 with prizes to be awarded at the 2015 State Convention. As of the end of March, we have a first place tie with one recruit each

between Carey Frazier, Jerry McDuffie, Larry



Ted Williams hit .406 in 1941.

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Henderson summarizes convention (Continued)

Minniear, Carla Perry, Monty Ray and John Shannon.

I have been disappointed in the response to our appeal for volunteers to fill Federation District Officer positions.

At this writing, Congressional District 1, 3, 4, 5, 6, 7, 8 and 9 are still vacant. District Officers can be some of the federation's most effective advocates, and the board has extended the fill date until June 15 to be eligible to win an expense paid trip to the 2015 NARFE Legislative Training Conference. If you reside in one of the above Congressional Districts and are interested, please contact your Federation Vice-President or Jim Glenn or me.

Speaking of vacancies, during the convention Herb Arnett announced that he will be unable to serve as our Nomination Committee Chair next year. Herb has served with energy, enthusiasm and distinction for many years, and I commend him for his outstanding contributions; Herb is one of the federation's most dedicated MVPs. Other vacancies that need to be filled are Federation Membership Chair and Federation Public Relations Officer. Please contact me if you are willing to serve in any of these positions.

It has been several years since the last major revision of our Federation Constitution and Bylaws, and the board has decided this is a good time for a review. During our February meeting, the board authorized the establishment of a Constitution and Bylaws Review and Revision Committee, and the following members have been appointed: Committee Chair Ronnie Collins, Larry Minniear, Rhonda Mooney and Ed Evans. Concerns or suggestions should be addressed to your Federation Vice President or Ronnie Collins. If revision is necessary, it will be voted on at the 2015 State Convention.

The 33rd Biennial NARFE National Convention is August 24-28 in Orlando, Fla., and Delegate Forms must be completed online or mailed for receipt at headquarters by June 28. If your chapter is

not sending a delegate to the National Convention and you need assistance with a proxy, contact your Federation Vice President or me. The deadline for mailing (postmarked) or online Proxy designation is August 9.

During our Federation Executive Board meeting on April 22, a problem was reported with NARFE membership renewal when paying by check. Although only one chapter has reported that several members have had trouble, we are concerned that it may be an association wide problem. If you have experienced

difficulty renewing your NARFE membership when paying with a check, please contact me at your earliest convenience.

In closing, I want to remind you that the federation works for you. As the Federation President, you are my boss, and I am very interested in your ideas, suggestions and concerns. It has truly been a pleasure to work with and visit so many of our outstanding Tennessee chapters this year, and I am honored to have the privilege of working with an exceptionally talented and supportive Federation Executive Board. Thank you for the opportunity to serve another term as your Federation President; I am looking forward to a very productive year.

*-Larry Henderson, Federation President
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FON Report creates a great deal of discussion

The Future of NARFE (FON) Committee report has lit a fire under many members. The FON Committee has said out loud what perhaps many were thinking, but no one wanted to say out loud. And that is that within this organization created in the year 1921, the same old organization is not as effective as it once was. People change, forums and interests change, and organizations need to be "organic" and change with the times.

The FON Committee did a good job of laying out the need for change. What those changes should be and how and when they should be implemented has become the crux of the discussion across the organization.

One of the difficulties which cropped up immediately rests in the fact that NARFE is organized under the incorporation rules of the District of Columbia. This becomes a problem because the FON committee recommended to the National Executive Board, and they agreed to the need, to change NARFE's organization from 10 Regions to 5; downsizing to two National officers which does away with the positions of Secretary and Vice President; and cutting support to Chapters, creating Districts and doing away with Federations which support those chapters.

Some attention must be paid to bringing the recommended organizational changes into line with what the District of Columbia requires under its incorporation charter rules, in order to accomplish what the FON Committee recommends. No one disputes the organization of NARFE needs to be changed to augment effectiveness. However, experience shows that placing new buildings on faulty foundations ultimately leads to failure. Why would NARFE fare any differently?

Perhaps it is our own leadership's mindset, thinking, and implementation of strategic planning that must change before we can invigorate our organization. Based on some of the conversations by mid-level leadership I've observed, it appears NARFE's leadership in some cases misunderstands who constitutes NARFE's membership, and seem unwilling to accept what that membership is able to support. Not everyone can physically make it to monthly meetings. Not everyone can financially make it to Federation and National Conventions, and as I write we all get older and our budgets shrink. That often means a very active but smaller core of our membership votes, makes decisions, makes use of proxies. However,

so long as the general membership is content with those circumstances as to who elects who, how does leadership see that as an organizational failure and demand more?

Bottom line, and speaking just for me, I really do believe the wrong changes are being advocated for the wrong reasons. If we really believe in serving the best interests of membership, we need to work with and accommodate membership in ways that empower them.

Ignoring the very rules that give NARFE sanction and life is the wrong way to operate. Eventually, this only puts effective weapons in the hands of those who would work against NARFE and its membership. My recommendation would be that NARFE leadership begin by clearing up any incorporation problems, then send the FON Committee -- an excellent group that understands our inner workings and the need for mission accomplishment -- back to work to begin at the point of political impact that NARFE needs and supports, and work backward to best accommodate membership empowerment. That will probably entail refusing to copy any other organization's makeup, but could mean coming up with revolutionary methods of communication and action at the membership, Chapter, and Federation levels, eventually resulting in impacts that will draw other federal employees to NARFE membership.

These are my opinions and you need not agree with them. However, what you do need to do is let your Chapter President know your feelings on these organizational issues so your Chapter's stand on the issues can be made known at the National Convention. Ensure that your Chapter has selected someone who will carry your proxy vote to the National Convention.

Whether we agree or disagree on these issues, let us always agree that we must never let down our fellow federal employees, federal retirees, and their spouses in doing what we can to protect their earned benefits. Mission first, people always.

*-Edward M. Evans
3rd Vice-President
Tennessee Federation*

Tennessee Federation Officers (Continued)

Treasurer

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Legislative Chairman

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Membership Chairman Vacant

Immediate Past President

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NARFE
Appointed
Positions

Alzheimer's Chair

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Tennessee Federation Financial Report

Period ending December 31, 2013

By Marie Anglin, Treasurer

| | | |
|---------------------|------------------------------|--------------|
| Beginning Balance - | checking account 1/1/2013 | \$ 26,746.09 |
|---------------------|------------------------------|--------------|

REVENUES

| | |
|-----------------------------------------|---------------------|
| National Dues Rebate - 10% Fund | \$ 11,453.00 |
| Interest in Checking | \$ 2.04 |
| Per Capita Dues - Kingsport Region X | \$ 162.00 |
| Gain from State Convention | \$ 6,448.00 |
| Per Capita Dues | \$ 1,198.00 |
| | \$ 8,751.00 |
| Total Revenue | \$ 28,014.04 |

Total To Be Accounted For

LESS EXPENSES:

| | |
|--------------------------------------------------|--------------|
| Vouchers - Officer's expense | \$ 13,071.25 |
| Newsletter Expenses | \$ 5,374.19 |
| Board Meeting Lodging - Ramada Inn Feb- ruary | \$ 433.35 |
| Pulmonary Fibrosis Donation - Duncan | \$ 100.00 |
| Engraving - Trophy | \$ 49.00 |
| Mainstay Suites - Lodging | \$ 2,306.40 |
| Region X Expenses - see attached | \$ 6,002.34 |
| Region X Non-Vouchered Expenses | \$ 1,652.61 |

Total Disbursed \$ 28,989.14

| | |
|----------|--------------|
| 12/31/13 | \$ 25,770.99 |
|----------|--------------|

CD's US Bank

| | |
|---------------------|-------------|
| Account Ending-5601 | \$ 3,351.45 |
| Account Ending-4540 | \$ 3,521.36 |

Total Assets \$ 32,643.80

Raccoon - Tennessee's Official Wild Animal



Blooming Membership

I have spent three out of the last five days working in the yard. It is not exactly my favorite thing to do. When we moved into this house, two years ago, the backyard was like a jungle – literally. Through much sweat and toil, I have at least brought it back to a resemblance of a yard with some very interesting plants and full of color. The front yard was much easier and more colorful.

It is still amazing as a new season takes bloom, how my yard sprouts more beautiful floral than last year, with no help from me. The trick? It is easy to explain. Some plants have a tendency to multiply all by themselves (like our Hostas) while others need the help of a vast army of bees to assist.

This is also true of membership. In some organizations membership grows, almost at will; because the group has a perpetual feeder system. Sometimes membership is stifled (much like my plants) through lack of care and nurturing.

The bees in this scenario are much like our membership chairperson/committee. They move from a healthy flower taking the nutrients of success with them and move to the newly bursting bud and help pollenate it, so it will grow big and strong and become an integral part of the larger productive group.

What does all this mean? We need to nurture our current membership and keep them actively involved in the workings of the chapter. We need to mentor them into becoming future leaders of the group. Chapter leadership is not meant to be a lifetime career opportunity.

This is not nearly enough though. We also need to constantly be on the lookout for new members to add a fresh perspective to our group and further expand the diversity. While this may not be as easy as it once was when we had easy access to federal buildings, it is still doable.

Over the past three weeks, I have encountered prospective members in four different settings totally unrelated to NARFE. I passed information and membership applications to them. I will also follow up. The point here is, opportunities to talk membership occur at the most unusual times and places; but



they nevertheless occur. The question is do you take advantage of the opportunity or pass it by?

Granted, few of these prospects wore a banner stating they were retired federal employees. I had to ask. You just need to strike up a simple conversation, and you might be surprised at what information comes from it.

The Future of NARFE Committee is advancing a revolutionary restructuring of NARFE. One of the main reasons they use for the need of this is that we are losing members at very fast pace. That is true. My question is what has the general membership done over the years to promote membership locally? The answer is obvious – not nearly enough. In too many cases – nothing at all. It does not take a huge effort to seek out federal employees/retirees. They are all around you. You just don't know it, because you never asked. Estimates are that we have from 2.5 to 3 million federal retirees. Yet, we have only 250,000 as NARFE members. We have a great potential. We are just not tapping into it. I would task each and every NARFE member who reads this, to seek out one additional member and get them signed up by the end of June. Can you do that for me? Will you do that for the future of NARFE? Do this and watch NARFE membership bloom.

Have a wonderful summer!

- Larry Minniear
1st Vice President

NARFE Appointed Positions (Continued)

Service Officer

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931-473-5074
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Public Relations Officer

Vacant

Special Project Officer

Vacant

10 Summer Health Tips for Seniors

Associated Home Care, Inc.

1. **Drink plenty of liquids.** Drink eight or more 8-ounce glasses per day of water and/or fruit juices every day to stay hydrated.
2. **Avoid caffeinated and alcoholic beverages.** Alcohol, soda, coffee and even tea can leave you dehydrated quickly. If at all possible, try to reduce the amount of these beverages, especially during hot weather. Plain or flavored water is a good substitute.
3. **Dress appropriately.** Wear loose-fitting clothes in natural fabrics like cotton. Dress in light colors that will reflect the sun and heat instead of darker colors that will attract them.
4. **Sunblock.** When outdoors, protect your skin from damage by wearing hats, sunglasses and a sunscreen of SPF 30 or higher.
5. **Stay indoors during extreme heat.** In extreme heat and high humidity, evaporation is slowed and the body must work extra hard to maintain a normal temperature.

Corker may speak at West Tennessee Joint Chapter Meeting in August

The 2014 Convention was great! Thanks to Nashville Chapter 227 for hosting the Convention and to Convention Chairman Norris Alderson and the planning committee for all their hard work. The Convention was well organized and the hotel was very nice. It's always enjoyable to visit with NARFE members from across the state and take care of NARFE business at the same time!

Our keynote speaker at the Convention was Bill Shackelford. Bill was co-chair of the Future of NARFE Committee. He spoke about recommendations that were drafted by the FON Committee and presented to the National Executive Board. Information about FON Committee recommendations are contained in a special edition of NARFE Insider (Quarterly News for NARFE Leaders) which was recently received by chapter leaders. Future of NARFE documents are also posted on the home page of the NARFE website. These recommendations represent huge changes for NARFE. Everyone needs to read these recommendations. I hope that all chapter leaders will discuss this with your members. Please let your thoughts be known. If your chapter does not have a delegate attending the 2014 National Convention, please be sure to have someone serve as your proxy. If you need assistance with a proxy, please contact your Federation Vice President or Federation President Larry Henderson. We need to be sure that all of our chapters have a voice at the National Convention.

The Fifth Annual West Tennessee Joint Chapter Meeting is fast approach-

ing. Jackson Chapter 519 will be hosting the meeting in August. The meeting will be held at Barnhill's Buffet, 660 Carriage House Dr. in Jackson. We hope to have Senator Bob Corker as the speaker for the meeting. Federation President Larry Henderson is working with Senator Corker's office to schedule a date in August that Senator Corker will be available. Since Senator Corker's schedule for August has not been set at this time, the exact date for the meeting has not been determined. More information will be provided as soon as the date is set. We are asking all chapter members to keep their August calendars as open as possible and begin making plans to attend. I think it's impressive to our elected representatives when there is a large number of people in attendance. These joint meetings are always very informative and a lot of fun, so I hope that there will be a large turnout. If you have questions or would like additional information about the meeting please contact Jackson Chapter President Lorenzo Tyson at 731-664-4741 or me at 731-267-2336.

I appreciate the opportunity to again serve as Federation Second Vice President. I also want to take this opportunity to thank each and every one of you for your continued membership in NARFE and all that you do to support NARFE.

- Rhonda Mooney
Tennessee Federation
2nd Vice President
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The future of NARFE is a hot topic

We just wrapped up our 58th Annual Convention in the Cool Springs area near Franklin, Tenn. It was one of the best and most attended conventions, and the host committee did a truly outstanding job of organizing and making everyone feel welcome. The subject most talked about was the report of the Future of NARFE committee. The proposals for change primarily provide for centralizing almost all of NARFE activities in the national office while continuing to and even increase our emphasis on our legislative activities. Each district would have a Congressional District Leader and each state would have a State Representative. Also the plan calls for hiring an Executive Director to lead our National Headquarters staff. There are other elements proposed in the NARFE Insider released in April. It is available on the NARFE Website.

Everyone should read this release and decide how we should proceed. I can see the reasons we need to change. These include declining membership, less member participation, finding few members who will take on leadership roles (even in the local chapters and at the Federation level also), and non-interest by active employees. Maybe we can't continue as we are now.

But I also think about the NARFE members who are active, especially the 70 or so who attend the convention and really believe in what NARFE stand for and are willing to put forth the effort to continue to active in contacting the representative on a regular basis, establishing a relationship that will pay big dividends when an issue that affects us

comes up and carrying out the other activities that make us who we are and what we have been as retirees and former federal employees. There are many more in our local chapters that, even though they don't attend conventions, are still very active and dedicated to the principles we believe in. I still believe in our primary purpose of protecting our benefits, but how can you say what the chapters do at the local level is any less important in the big picture. Contributions to Alzheimers research, providing needed answers by the service officer, and just the social aspect of getting together on a regular basis are lofty goals for any organization, in my opinion.

So what can you do? First you should find out all you can about what's going on. This is not the time to ignore or think it is going away on its own. Read the FON committee report, discuss it at your next chapter meeting, and pass on your views to anyone going to the national convention. Each chapter will be asked to provide their proxy vote to a delegate who is attending.

I'm not saying one or the other is the right way to go. I just think we need to get the facts to our members so the right decision can be made. Please get involved and let your voice be heard. The future of NARFE is definitely on the line!!!!

*-Jim Glenn
Legislative Chair*

6. **Air conditioning.** If you do not have air conditioning in your home, go somewhere that does. A movie theater, the mall a friend or relative's home or a community senior center are all good options.
7. **Avoid extreme outdoor heat.** If you need to get out of the house and don't drive, call a taxi, a friend or a transportation service. Do **NOT** wait outside for the bus in extreme heat.
8. **Take a cool shower or bath.** If you are absolutely unable to leave the house and do not have air conditioning, take a cool bath or shower to lower your body temperature on extremely hot days.
9. **Keep your home cool.** Temperatures inside the home should not exceed 85 degrees Fahrenheit for prolonged periods of time.
10. **Signs of heat stroke.** Know the signs of heat stroke (e.g. flushed face, high body temperature, headache, nausea, rapid pulse, dizziness and confusion) and take immediate action if you feel them coming on.

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Tennessee Federation News Issue 44 June 2014

**HAPPY
BELATED
50TH
ANNIVERSARY!**

*Clarksville
Chapter 870*

Chartered
July 29, 1963



How pet ownership benefits senior citizens

According to the American Heart Association, owning a pet may lower your risk of contracting heart disease. This is especially applicable to senior citizens. Senior pet owners know that their pets improve many aspects of their lives, including their hearts.

Adjusting to the changes that life brings about for older folks can be extremely difficult and overwhelming. Loss of a spouse, distance from children, the aches and pains that accompany the aging process...all contribute to feelings of loss, loneliness and even depression. Living with a dog or cat helps alleviate many of those issues and gives a senior a reason to get out of bed each morning.

Owning pets is associated with lower blood pressure levels. Cat ownership has many psychological benefits and reducing stress and anxiety are two of them. A purring

cat is restful and calming. Caring for a pet takes your mind off your own worries. Besides, there's nothing better than a kitty snuggling in your lap to get rid of stress. Along with being married, owning a cat is said to provide many benefits leading to a longer life.

Dogs, in particular, encourage seniors to exercise. All dogs need daily walks and some breeds require more. Walking a dog gets you out in the world, viewing life outside your home, visiting with neighbors and engaged in life. This is crucial for those who tend toward an isolated existence, and your dog could be the solution to that problem.

Pets bring happiness to the lives of seniors who may feel sad. A playful kitty or silly dog antics will bring a smile to anyone's face.

- Purezaforlife.com

