

# More than 225 apply for 2016 Leadership Academy



**Jamie  
Lumm**

**I**t got really hectic at the end, as it usually does. With less than a week to go in the 2016 Leadership Academy application period (June 1-Aug. 31), we had received only 70 applications; then the dam broke. Over the next few days, another 150-plus arrived at NALC Headquarters in the mail, by fax or as an attachment to an e-mail. Our final count was 227, nearly a 28 percent increase from last year's total of 178. This is an awesome response and speaks well of our members' interest in developing their skills to become better union leaders.

So now the selection process begins. After all the applications are logged in, reviewed for completeness and scanned, copies are then sent to the applicants' NBAs for them to review and to allow them to provide any feedback they might have to help with the selection process. The applicants' branch presidents are also contacted and given the opportunity to provide any comments they might wish to contribute to an applicant's file.

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Once all of this information is received, each file is carefully reviewed by President Rolando, who then makes the selections. With more than 225 applications from which to choose and only 30 students per Academy class, it's a difficult and time-consuming process, but well worth it.

With the graduation of Class 19 this past June, 570 students have passed through the Leadership Academy since the first class in 2005. The impact the Academy has had on the NALC is quite impressive. Currently, 17 RAAs and two NBAs are Academy graduates, as well as four members of the NALC Headquarters staff and one resident national officer. Additionally, Academy graduates

serve the NALC at all levels of their branches and state associations, helping to build and strengthen the union from top to bottom.

Those chosen for the 2016 Academy will be notified sometime in early November. I would strongly encourage those who are not selected to reapply next time. Only a handful are selected on their first or second tries. In the class that just graduated, 11 students had each applied at least three times before being selected; of these, two had applied six times.

So if you applied and weren't selected, it's OK to be disappointed, but don't be discouraged. Perseverance is a good characteristic for a union leader to have.

## Branch Officer Training

**No sooner had we posted the date and location for the first session of the NALC Branch Officer Training program than the applications began pouring in.** Within a couple of weeks, the 150 available spots for the Sept. 21-24 training in Atlanta were filled. This new program builds upon the secretary-treasurer workshops the NALC has been holding for many years by adding specialized classes for branch and state association presidents/vice presidents, recording secretaries, financial secretaries and trustees.

The new classes, which were previewed at the national rap session in Houston, covered such subjects as the *NALC Constitution* and bylaws—what they require and the process for amending them, how to audit branch financial records, what branch policies need to be in place, how to take good minutes, what notifications need to be sent to the membership, what to check before signing certain documents, how to handle Letter Carrier Political Fund and MDA funds, what to know before taking over your position, how to detect and prevent fraud, how to run a good meeting, creating branch transparency with regard to finances, and ethics for union officers.

To fit in all these new classes, the training has been expanded by two hours each day and another full day has been added. Secretary-Treasurer Nicole Rhine and Assistant Secretary-Treasurer Judy Willoughby headed up the instruction team, which included Dave Dorsey and Scott Price from the accounting firm of Bond Beebe, as well as Nancy Dysart, director of the NALC Information Center, and me, your director of education.

We currently are working to schedule a second session sometime early in 2016. Details about the dates and location will be forthcoming and posted on the website and *NALC Bulletin* as soon as they are finalized. It is anticipated that the Branch Officer Training program will offered on a regular basis in the future.