

# Leadership Academy graduates urged to use training to serve letter carriers



**Former Executive Vice President Jim Williams presided over the graduation ceremony.**

**F**ormer NALC Executive Vice President Jim Williams presided over the graduation ceremony of the 29 members of NALC Leadership Academy Class 23. The ceremony was held at the Maritime Center in Linthicum Heights, MD, a few miles south of Baltimore, on Dec. 7.

Williams, who had served as the first Leadership Academy coordinator after its inception in 2005, retired from the position several years ago, but was on hand for the third week of the training program last month and offered some parting words to the new graduates about what is expected of them. First and foremost, NALC expects integrity.

“I believe the National Association of Letter Carriers has great integrity,” he said. “And now, because of your attendance at this Academy, people are going to look at you differently. People are going to be looking at you and saying, ‘How have they changed? How should I act?’

“They will watch you and see 20 times where you’ve done something the right way, and then one day, you’ll make a mistake, and what will they remember? They will remember the

one mistake you made. That doesn’t mean you have to be perfect. But to lessen those moments in time where you make the error that causes someone else to stumble is a key thing for you to adopt as a leader.”

He also encouraged the graduates to not think of themselves as better than those they lead, but as servants to others instead. “That’s rare in the world, because most people don’t lead because they want to serve,” he said. “They lead because they want money, power or some other thing. If money or power become the goal, then there’s something lost.”

Finally, he urged them to remember that they are all letter carriers serving other letter carriers. “A lot of times, people who move up in an organization forget where they came from,” he said. “They actually begin to read their own press clippings and believe them. The danger is that you believe you’re better than you are.”

The commencement event capped several months of intensive training on the skills necessary for union members to become effective leaders. Under the tutelage of their mentors—established NALC leaders such as branch presidents—the students combined three separate weeks of classroom learning at the Maritime Center with take-home assignments and special projects. After the commencement, they were assigned to work at their national business agents’ offices for a week to learn in a different environment.

The 29 participants (listed below) now add their names to an ever-lengthening list of graduates of the Academy. Several NALC officers and staff members coordinated a well-rounded and effective curriculum. They are Director

**Leadership Academy participants received instruction from NALC officers and Headquarters staff throughout the three weeks.**







**Above: Class 23 of the NALC Leadership Academy**

**Below: Jerrod Perry of Waco, TX Branch 404 receives his certificate of completion.**

of Education Jamie Lumm, Director of the Information Center Nancy Dysart and Assistant to the President for Contract Administration Mark Sims. For the first two weeks, Region 6 National Business Agent Troy Clark and Region 9 NBA Lynne Pendleton, both newly elected, were assigned to the Academy as coordinators, but upon taking over as NBAs of their regions, they were replaced for Week 3 and going forward by recently retired Region 7 NBA Chris Wittenburg and Garden Grove, CA Branch 1100 Executive Vice President Keisha Lewis. For each class, a number of NALC officers and Headquarters staff members and experts are tapped to teach classes on a wide variety of topics.

During their classes, students took part in often lively discussions

on such subjects as the National Agreement and the union's legislative agenda to save America's Postal Service. They also learned more about the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, DOIS and route protection, workers' compensation, effective negotiation techniques, getting NALC's message out and dealing with the news media.

Each week of the Academy also included an ongoing emphasis on effective written and oral communication skills in such forums as membership meetings, awards ceremonies and dinners, as well as written reports and oral presentations about their take-home projects.

The next class is planned to kick off this month. **PR**



## NALC Leadership Academy Class 23 graduates

**Dino Anagnostopoulos**  
Brookfield, WI Br. 4811

**Zulma Betancourt**  
West Coast FL Br. 1477

**Paul Boulanger**  
NH Mgd. Br. 44

**Clinton Colie**  
NJ Mgd. Br. 38

**Shawn P. Colleran**  
Southern DE Br. 906

**Thomas A. Devros III**  
Anchorage, AK Br. 4319

**Sherwyn Dopwell**  
Jamaica, NY Br. 562

**Danielle Fake-Moorman**  
Ft. Collins, CO Br. 849

**Samuel H. Farley**  
Elyria, OH Br. 196

**Thomas Filipone**  
Philadelphia, PA Br. 157

**Howard Fuller**  
Clearwater, FL Br. 2008

**Jeannine Gasper**  
Newport News, VA Br. 609

**Matthew King**  
Springfield, IL Br. 80

**Jemmayen Macaraeg**  
Van Nuys, CA Br. 2462

**Roger Martin**  
Dayton, OH Br. 182

**Julie A. McCormick**  
Greater E. Bay, CA Br. 1111

**James Mullins**  
Nampa, ID Br. 1409

**Jason P. Nelson**  
Lehigh Valley, PA Br. 274

**Ron Osborne**  
Louisville, KY Br. 14

**Michelle Paulsen**  
Central IA Mgd. Br. 352

**Carmen D. Penny**  
Montgomery, AL Br. 106

**Jerrod Perry**  
Waco, TX Br. 404

**Joshua Petty**  
Phoenix, AZ Br. 576

**Dustin T. Saville**  
Wichita, KS Br. 201

**Rashida Solomon**  
Downers Grove, IL Br. 1870

**Michele L. Szafran**  
Western Wayne County, MI Br. 2184

**Anne Taylor**  
Houston, TX Br. 283

**Vanessa Davis**  
Baton Rouge, LA Br. 129

**Misty Wenger**  
Lansing, MI Br. 122