

## Building Up Local Retired Associations—Those That Grow; *and* Attract and Retain Members

**Michael Priser**

Federal Education Association Retired, Past  
President

NEA Board of Directors—Retired  
Representative



[This Photo](#) by Unknown Author is licensed under [CC BY-NC-ND](#)

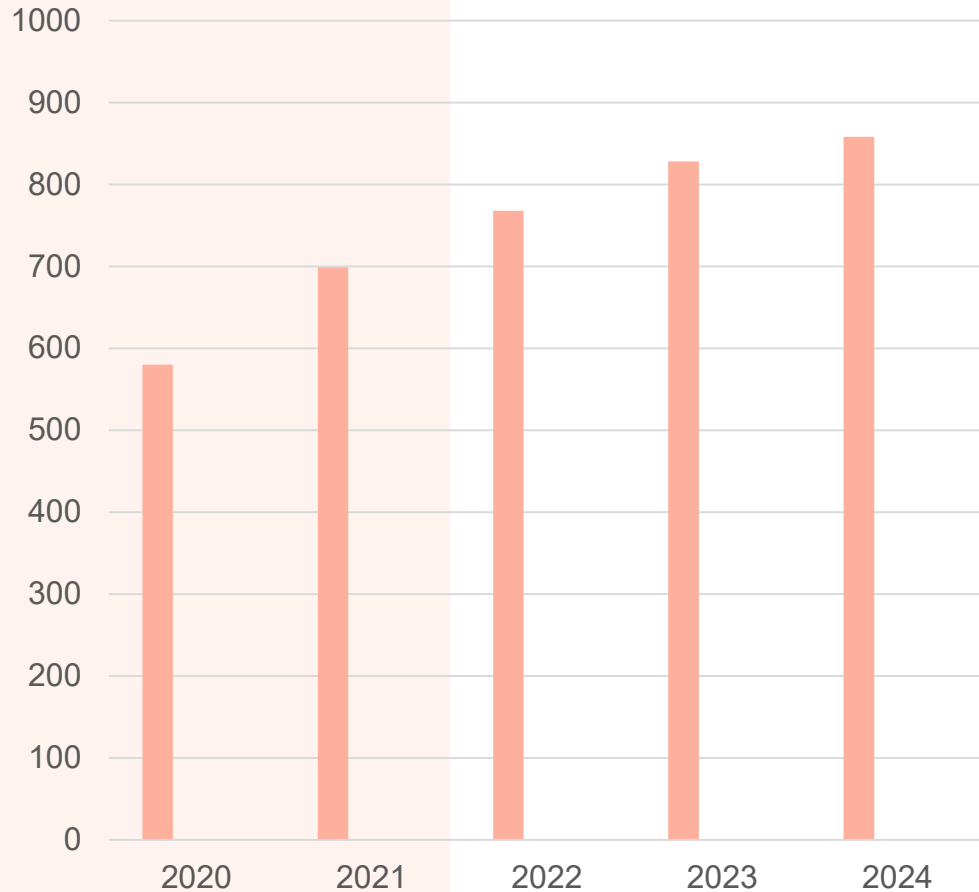
# About Federal Education Association

## Small State Affiliate:

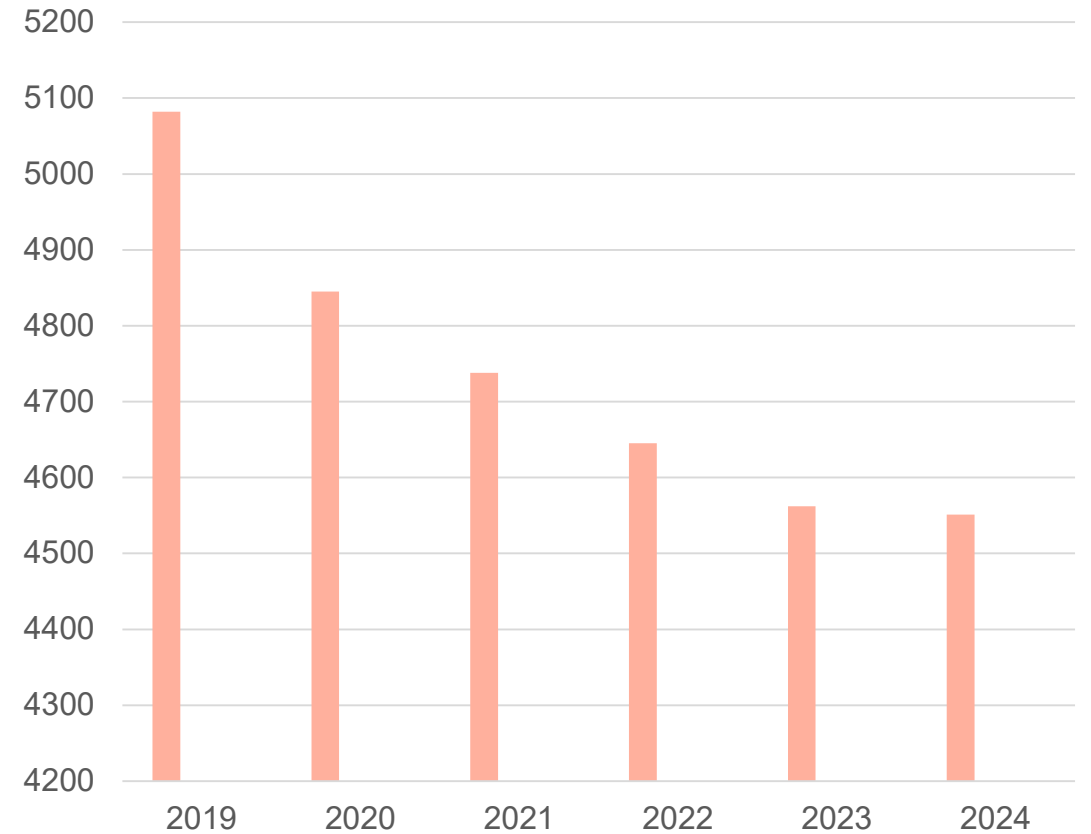
- **Members are Federal Employees working on Military Installations Worldwide.**
- **We are prohibited by Federal law from political action while on government time, in the government workplace or using government equipment.**
- **Retired members reside mostly in the U.S. in all 50 States—while some reside overseas.**

# Why Retired Membership Should Matter to State/Local Affiliates

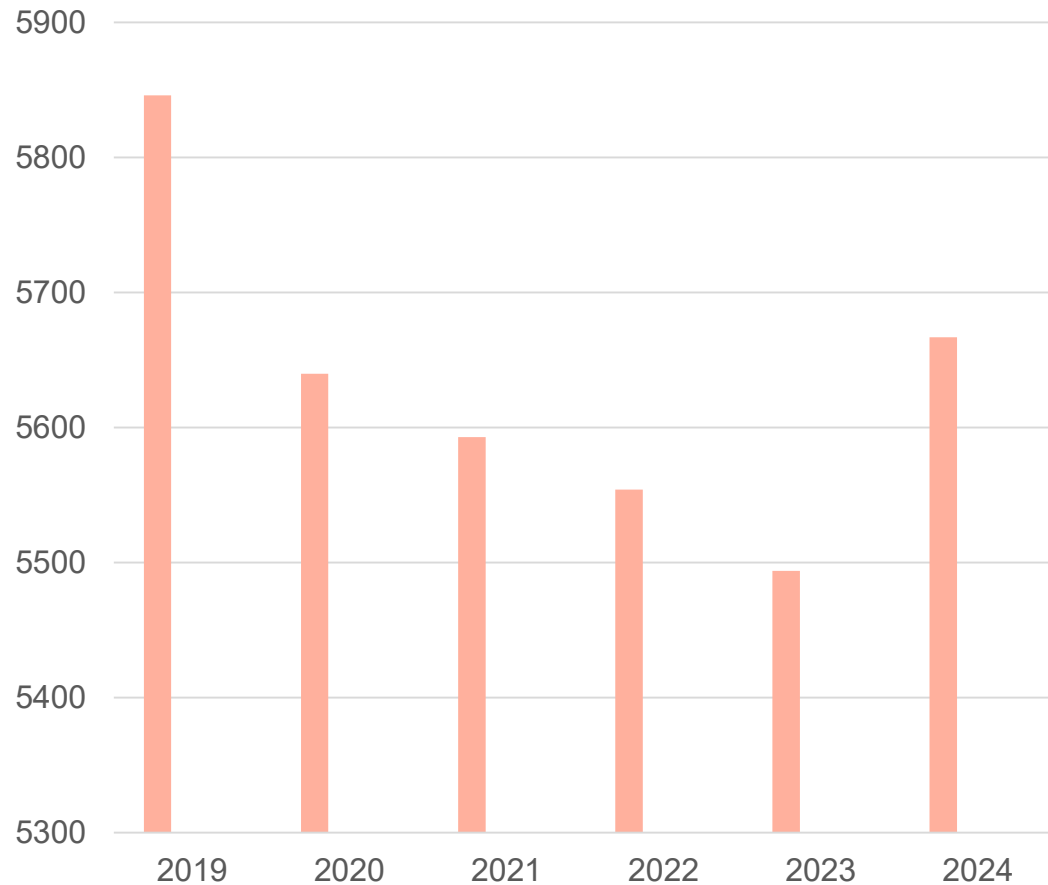
**Retired Membership Numbers**



**Active Membership Numbers**



# Combined Membership Numbers Active and Retired (Federal EA)



2025



# Support for a United Affiliate

The FEA Board of Directors in recognition of the importance of its retired members to this Association and:

- Whereas retired members often have a wealth of experience and institutional knowledge that can be passed on to active members, helping to maintain continuity and ensure a smooth transfer of knowledge,
- Whereas a multigenerational Association can bring together people with different experiences and perspectives, which can lead to better problem-solving and innovation,
- Whereas, retired members continue to demonstrate a commitment to their roles, which can contribute to team dynamics and productivity,
- Whereas retired members can encourage active members by volunteering, substituting and mentoring others to perform well and enjoy the comfort of long-term employment,
- Whereas retired members may be free to engage in political actions to ensure a lifetime of benefits for students and educators, and
- Whereas retired members often have a network of contacts that can be valuable in the furthering education equality and social justice to all persons,

We do hereby commit ourselves to working together and strengthening the mission of lifetime involvement in this Association for all members.

# BE POSITIVE



## An Interactive Workshop

Today we will explore “ideas” and “tools” to attract, build and retain retired members.

Feel free to share your ideas as we progress through the FEA-R Model



# Set Up 3 Simple Goals

(Ignore the metrics for now)

## Goal #1

**Create a sense of Community among current retired members—one that fosters involvement and provides a purpose to being a part of a continuing professional organization.**

## Goal #2

**Reach out to active FEA members to become “pre-retired” members**

## Goal #3

**Reach out to retired Department of Defense (DoD) Educators who had not joined FEA-R when active members or upon retirement.**



**Goal #1: Create a sense of *Community among current retired members—one that fosters involvement and provides a purpose to being a part of a continuing professional organization.***



Surveyed members  
(through Google Forms)  
to assess needs.

- Content of the newsletter
- The use of current communication tools (Facebook/Updates/Webpage)
- Extent of political action
- Use of Member Benefits
- Member Highlights



# FEA Retired Needs Assessment Survey FEA Retired Needs Assessment Survey



**See Handout for  
Survey Questions**

Goal #1: Create a sense of *Community among current retired members—one that fosters involvement and provides a purpose to being a part of a continuing professional organization.*

**Developed a ~~quarterly~~ monthly newsletter, based on the survey results of what retired members**

STEP 1: Create a format that mirrors what members got when they were active.



# Celebrating a Major Win—Why We Belong!



**Retired  
News**

*Information for FEA Retired Members*

**Goal #1: Create a sense of *Community among current retired members—one that fosters involvement and provides a purpose to being a part of a continuing professional organization.***

**Developed a ~~quarterly~~ monthly newsletter, based on the survey results of what retired members**

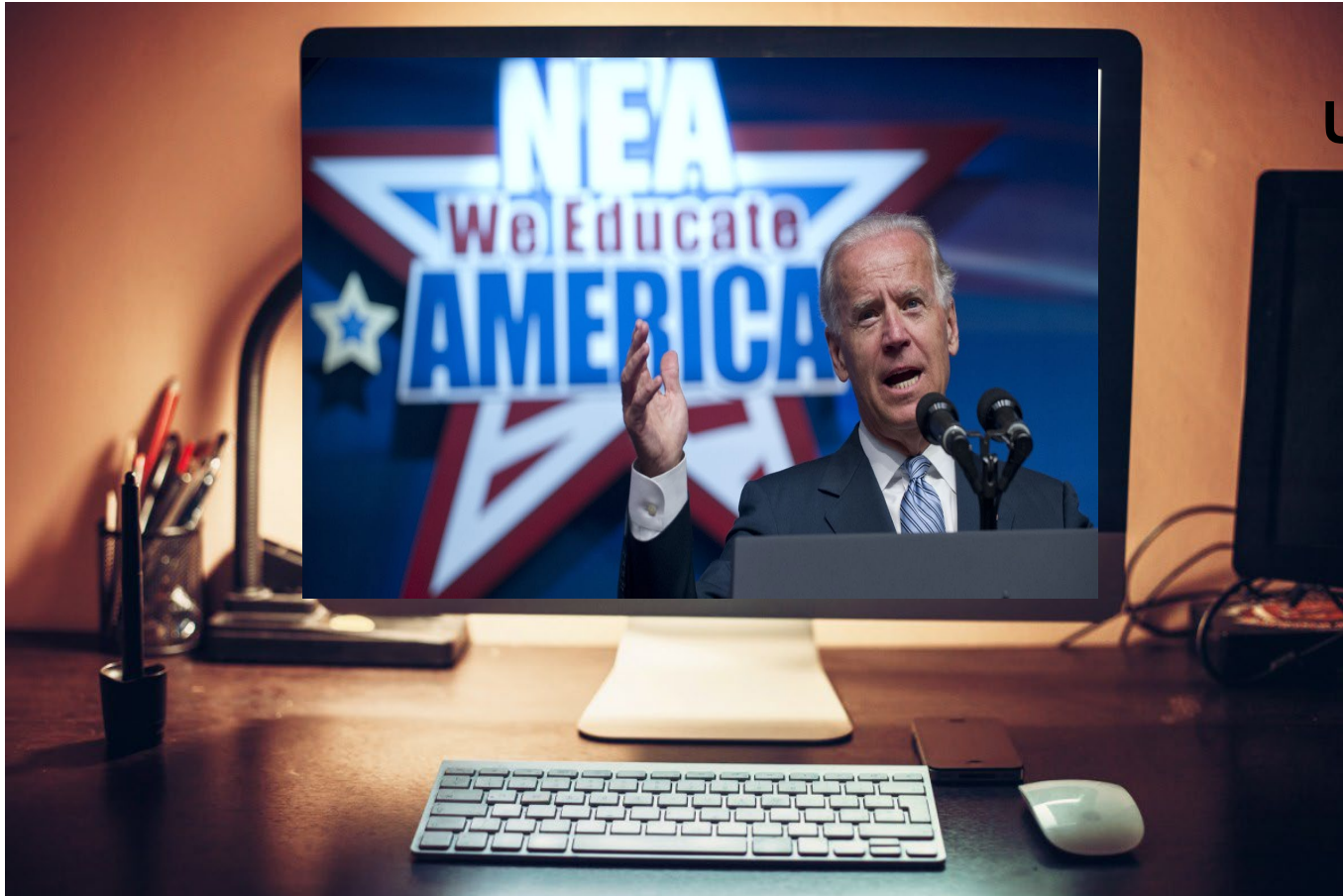
STEP 2: Generate content—but don't overdo. Too much information or multiple pages are likely to be ignored.  
Base your content on what the survey showed that your members want.

Sources of information:

1. NEA-R and Federal Education Association webpages
2. National Active and Retired Federal Employees Association
3. EdVotes.org
4. Google Alerts
5. Retired Organizations (such as AARP)
6. Consumer Reports.
7. Input from members (both active and retired).
8. State/local political action reports



**Goal #1: Create a sense of *Community among current retired members—one that fosters involvement and provides a purpose to being a part of a continuing professional organization.***



## **Use Virtual Media to Connect with Membe**

Use your newsletter to publicize virtual meetings.

Seek speakers on:

- Lobbying issues
- Member Benefit programs
- NEA-R Officers
- Retirement issues (AARP)
- Online webinars



Goal #1: Create a sense of *Community among current retired members—one that fosters involvement and provides a purpose to being a part of a continuing professional organization.*

Work with your IT Staff to make “Retired Members” more visible on your affiliate’s webpage



[Who We Are](#) [What We Do](#) [News & Events](#) [Resources](#) [Membership](#) [Contact Us](#)

search



[Join Now](#)

[Log In](#)



FEA Retired

FEA's Retired members represent a strong and growing community within the association. Living across the country and around the world, our most experienced members continue to receive many member benefits while having their voices heard and interests protected. [Learn more about how FEA and NEA support retired members](#)

Members can review benefits and Retired Member updates by clicking these links:

[How do I join NEA/FEA Retired and NEA/FEA Pre-Retired?](#)

[FEA Retired Newsletters](#)

How to join

## WHO WE ARE

[Our Story](#)

[Where We Are](#)

[Europe](#)

[Pacific](#)

[Stateside](#)

[FEA Retired](#)

[Board/Leadership](#)

[Meet Our Members](#)

[NEA](#)

[Frequently Asked Questions](#)

Retired

## Goal #2: *Reach out to active FEA members to become “pre-retired” members*



### FEA-RETIRED OFFERS A NUMBER OF BENEFITS TO MEMBERS:

- Frequent NEA and FEA publications
- Electronic updates on educational and retirement issues
- Support from NEA government relations to safeguard Federal legislation that affect retirees, such as social security, federal pensions, and Medicare
- Access to NEA-Member Benefits, including discount programs for banking services, life insurance, long-term care insurance, travel discounts, shopping discounts, mental health programs and much more
- Retiree representation at NEA and FEA annual meetings
- Continuation of the Educator Employment Liability Coverage (should you choose to substitute teach)
- Provides FEA with a means to contact retirees who may benefit from a future arbitration ruling or court decision

[retiredfea@gmail.com](mailto:retiredfea@gmail.com)



### Retired Recruitment Poster

On every Association Bulletin Board (in each school), we developed a poster that outlined the benefits of being a member of FEA-Retired.

FEA-R only offers lifetime memberships.

FEA Active Members can join FEA-R as a “pre-retired” member at the current rate; and pay nothing upon retirement.



## Goal #2: Reach out to active FEA members to become “pre-retired” members

### Planning Ahead Is An Important Part Of Your Retirement

by Michael Priser, FEA Retired Representative

Most of the time, educators only think about retirement planning as they get within a few years of retirement. But it is probably best to keep retirement in the back of your mind when making financial and career decisions. FEA-Retired is here to help one begin the planning process no matter whether you are a first year teacher or one ready to relocate to your dream home in retirement.

Here are a few points to consider:

1. The Department of Labor recommends that **every employee should start saving and keep saving—and stick to your goals.** If you have not started a retirement account, you may need to start small if you have to, and then try to increase that amount each month. The sooner you start saving, the more time your money has to grow. One should make saving for retirement a priority. Devise a plan and stick to it.

2. **Know how Federal laws may affect your retirement income.** If you are under the Civil Service Retirement System (CSRS), you should be aware that your Social Security benefits may be significantly reduced by two Federal laws.

The **Windfall Elimination Provision** may penalize Federal employees who were covered by a pension plan and did not pay into Social Security while under that plan. It does not matter that one had already worked under Social Security in previous employment and had earned all their work credits.

The **Government Pension Offset** law penalizes the amount of money your heirs may receive.

If you are under the Federal Employee Retirement System (FERS), be aware that during retirement, **your cost-of-living raises are reduced by 1 per cent whenever the cost-of-living adjustments are 3% or higher.** This reduction, of course, continues to reduce your buying power in subsequent years. The Federal Education Association-Retired is working with our NEA partners to change all 3 of these laws.

3. **Understand your health insurance options.** The laws on Medicare are constantly changing and if you have access to U.S. television services, you will be bombarded with commercials on a variety of Medicare plans. One should weigh the pros and cons of having Medicare along with your Federal Employees Health Benefit plan. Do you want to have both, or do you want to have just Medicare or just FEHB? Will you be residing in the United States or overseas when you retire? These are all factors that need to be considered.

Because the retirement process may be confusing and will affect you for years to come, FEA-Retired is working to make sure our active members stay informed. We will be working with your FEA Area leaders to provide informative virtual meetings with FEA-Retired members who have already navigated the process and are willing to share their insights on what worked best for them. FEA-R will work with local leaders in setting up these webinars.

Also, FEA will continue to push management in providing retirement seminars in the field. While this



FEA Retired representative Michael Priser with former FEA President Jan Mohr and former FEA Europe Area Director Ingrid Ahlberg at this summer's DODDS Reunion. To join FEA Retired, go to [www.feaonline.org/retired-and-pre-retired-membership/](http://www.feaonline.org/retired-and-pre-retired-membership/)

was routinely done in the past, management has not been as pro-active in assisting members with the information they need to make an informed decision about when to retire, and what needs to be done to get ready for that day. Human Resource specialists in DoDEA need to provide in-person seminars and be available to answer questions so employees get the information they need. Retirement can be a great chapter in your life, when you are ready to do so. FEA-Retired is here to help make that happen.



August, 2023 [www.feaonline.org](http://www.feaonline.org) @FedEdAssoc Vol. 67 No. 1

Every *FEA Quarterly Newspaper (The Journal)* contained articles related to retirement, with a section on how active members can join FEA-R as a “pre-retired” member.

Goal #2: *Reach out to active FEA members to become “pre-retired” members*



**Establish a presence at all Association events with information and membership forms at all Association events.**

Goal #2: *Reach out to active FEA members to become “pre-retired” members*






## Ribbons for Name Tags

At every Association Event, where name tags are given, FEA-R had ribbons for those attending who were members of FEA-R.



## Goal #2: Reach out to active FEA members to become “pre-retired” members

### FEA Retirement Packet (as simple as 1, 2, 3)

1	Tips to help guide you through the Retirement Process	This guide was put together with input from FEA members who have already retired. We are aware that procedures may change, so it is important to follow your principal's and human resources' guidance. Let us know if you have additional tips, and we will add them! Email: <a href="mailto:retiredfea@gmail.com">retiredfea@gmail.com</a>	
2	The Good-bye Grievance* templates and instruction  * For those retiring from Europe or the Pacific Districts	This is an important legal protection for our FEA members. Read the instructions carefully. If you have questions, see your local building representative.	
3	Join FEA-Retired  There is a <b>one-time/lifetime</b> dues payment – form to join is included in retirement packet	To join <i>FEA-Retired</i> , you only need to pay dues one time! Currently, the cost is \$422.25. Being a member of <i>FEA-Retired</i> allows you a number of benefits, including: <ul style="list-style-type: none"> <li>✓ Frequent NEA publications</li> <li>✓ Electronic updates on educational and retirement issues</li> <li>✓ Support for NEA government relations to safeguard Federal programs for retirees</li> <li>✓ Retiree representation at NEA and FEA meetings</li> <li>✓ Continuation of the Educator Employment Liability Coverage (should you choose to substitute teach)</li> </ul> <p>To view all the benefits of being a retired member, visit: <a href="http://feasonline.org">feasonline.org</a></p>	

## The 9-Page Retirement Packet

FEA-R created a “Retirement Packet for building representatives to give to members nearing retirement. (It was also posted on our website.) The packet contained:

- Tips to help members navigate the retirement process
- Additional information from management on retirement
- Benefits of being a member of FEA-R including access to Member Benefits.
- A membership form for joining FEA-R
- The forms (and directions) on filing a “Goodbye-Grievance.”

**Goal #3: *Reach out to retired Department of Defense (DoD) Educators who had not joined FEA-R when active members or upon retirement.***

## **Use your NEA Resources**

Every fall, NEA will distribute to Affiliate Presidents those NEA members who have retired and discontinued their membership.

Use this list, to invite those retirees to join your Retired Association.

Often, you may discover “pre-retired” members who should be on your mailing list.



**Goal #3: *Reach out to retired Department of Defense (DoD) Educators who had not joined FEA-R when active members or upon retirement.***



**Every summer, a group of retired DoD educators hold an annual reunion. Outside groups can set up a table in the “Welcoming Center” to publicize their group.**

**FEA-R has sponsored a table for 2 years in a row. We have managed to recruit 6 retired educators, who retired years ago, and saw value in joining as**

# Goals for Growth, Attraction & Retention

## Goal #1

**Create a sense of  
Community among current  
retired members.**

- Survey Members
- Develop a Newsletter
- Gather Usable Information
- Schedule Virtual Meetings
- Have a User-Friendly Website

## Goal #2

**Reach out to active FEA  
members to become “pre-  
retired” members**

- Poster showing benefits
  - Articles for Affiliate’s Publication
- Visible Presence at meetings
  - Ribbons for members
- Packets for Active Members nearing retirement

## Goal #3

**Reach out to retired  
Department of Defense  
(DoD) Educators who had  
not joined FEA-R when  
active members or upon  
retirement.**

- Contacting Active Members who retired, and didn’t join NEA-R
- Establish Recruiting Events When/Where Retired Educators Are Meeting





# Parking Lot Activity

Goal

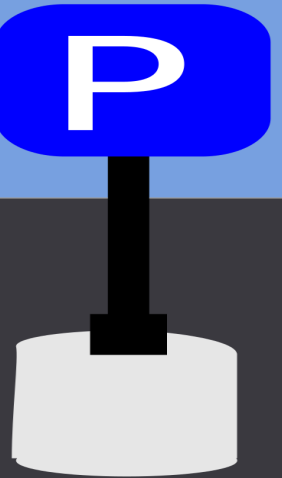
Goa

Goal

1

2

3





Thank you

**Michael Priser**

**[Mwpriser@yahoo.com](mailto:Mwpriser@yahoo.com)**

**360-567-7902**