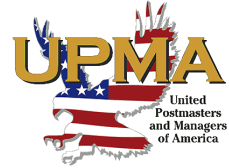




GEORGIA CHAPTER

United Postmasters & Managers of America



May/June

Vol.7 No.3

2023 Legislative Summit



**L-R Front Row: Rebecca Manley, Tammy Cantrell, Louise Nix, Mandy King, Gina Talley
Back Row: Scarlet Middleton, Angela Collier, Felicia Davis, Roy Shaffer,
Robin Bugg, Robbie Bugg and Sharon Douglas**

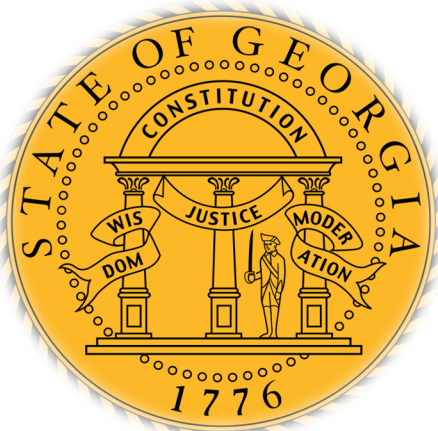
Peaches & Print
A Publication of the Georgia
Chapter of UPMA

**Postmaster send change of
address to :**

Scarlet Middleton
202 Bedell Ave
Woodbine, GA 31569-9998

**Peaches & Print (USPS 0013-6440) is
published bi-monthly by the Georgia
Chapter of United Postmasters and
Managers of America (UPMA).
579 Ridgeview Ct,
Monroe, GA 30655.
Members of the Georgia Chapter receive
the publication as part of their annual
dues. Others—subscription price \$10
annually. Periodical postage paid at
Lexington, GA 30648.**

***The views expressed in this publication
are the opinions of the writers and not
necessarily the opinion or the position
of the UPMA.**



*“I have come as a light into
the world, that whoever believes
in Me should not abide in
darkness.”*

John 12:46



*“We awaken in others the
same attitude of mind we
hold toward them.”*

Elbert Hubbard

Georgia Chapter UPMA Executive Board

President

Becky Manley
P O Box 4
Cleveland, GA 30528
O: (706) 865-6146
C: (706) 318-1562
rbmanley@yahoo.com

Executive VP/ Membership Chair

Gina Talley
365 Jay Dee Place
Talking Rock, GA 30175
C: (770)-893-7296
gtthatsme@aol.com

VP/Convention Chair

Robin Bugg
311 Lone Oak Rd
Grantville, GA 30220
C: (770) 550-4978
robinoo@bellsouth.net

Secretary/Treasurer

Tammy Cantrell
116 ABB Helton Rd
Cleveland, GA 30528
C: (706) 878-6017
tlcantrell@windstream.net

Editor

Scarlet Middleton
202 Bedell Ave
Woodbine, GA 31569
C: (912) 288-4978
scarletis47@gmail.com

Legislative/Pac Chair- man

Amanda King
P O Box 253
Blairsville, GA 30514
C: (706) 994-7424
aking4225@outlook.com

Webmaster

Roy Shaffer
162 Poplar Way
Winder, GA 30680
C: (404) 357-9596
roy.shaffer@gmail.com

Parliamentarian

Trey Whitley
PO Box 1
Cusseta GA 31805-0001
O: (706) 589-9104
C: (706) 575-9575

Retiree President

Louise Nix
88 Rodney Nix Rd
Cleveland, GA 30528
C: (706) 878-6173
louisenix@yahoo.com

Retiree Vice President

Rebecca Spivey
232 W James Cir
Hampton, GA 30228
C:(707) 584-3317
itk220@att.net

Retiree Secretary/ Treasurer

Theresa Pulliam
184 Hale Crossing
Royston, GA 30662
C: (706) 498-3663

Constitution and Bylaws

Louise Nix
88 Rodney Nix Rd
Cleveland, GA 30528
C: (706) 878-6173
louisenix@yahoo.com

Chapter Member Rep

J.T. Warnock
O: (478) 299-1038
C: (912) 537-4432

Chapter Member Rep

Trey Whitley
O: (706) 989-3104
C: (706) 575-9575

Chapter Member Rep

Kevin Cook
O: (706) 778-8479
C: (706) 892-7613

Chapter Member Rep

Tricia Wolfe
O: (706) 543-5050
C: (706) 248-2926

Sr Chapter Member Rep

Roy Shaffer
C: (404) 357-9596

Sr Chapter Member Rep

Angela Collier
C: (478) 319-0400

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National Adverse Action Counselor

Roy Shaffer
162 Poplar Way
Winder, GA 30680
C: (404) 357-9596
roy.shaffer@gmail.com

Southern Area Coordinator

Aaron Campbell
PO Box 199
Childersburg AL 35044
O: (256) 378-7400
C: (503) 313-4799

“Work saves us from three great evils? boredom, vice and need.”

Voltaire



President—Becky Manley

~ It's Convention Time ~

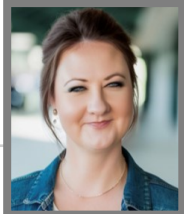
Greetings Georgia!

My how the time goes by. It's State Convention time again! This one's for you. This convention will be all about the Georgia Chapter and the great people that make it up. If you're a member then that's you. No matter if you're a first timer or you have been coming for years no one is more important than another.

The convention has a lot of firsts of its own this year. This is the first time we have started the convention on Wednesday, and the first time we have offered your registration back if you stay until the session ends on Friday. The chapter has always tried to keep the registration as low as possible but free this time. We also have a new District Manager who will speak to us for the first time. I am looking forward to meeting him. You come, shake his hand and introduce yourself too. Remember, this one's for you.

Robin is a great planner and is working hard to make sure we are getting everything necessary to have a great convention. One thing is for certain. We need you to be

successful. Along with a UPMA speaker from Headquarters there will also be MPOOs, a panel discussion, training, and conducting the business of the chapter. Along side all of this it is fun networking and being together again. This will be a busy few days but so worth it. Please make plans to attend. This is an investment in yourself. I personally think you're worth it.



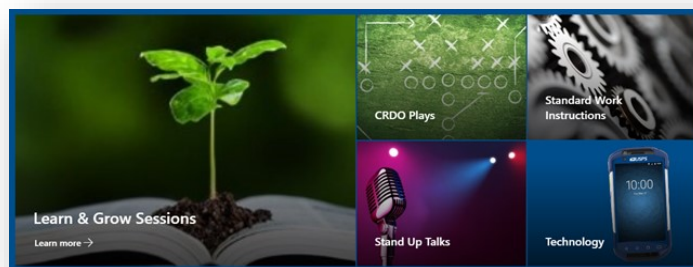
Legislative/PAC Chair—Amanda King

~ CRDO ~



This past week, a few of us had the opportunity to attend a Headquarters training, held in Atlanta. The training was so informative! When you attend trainings, do you feel motivated and excited to implement what you learned into your offices? Did you know that there is a plethora of information right at your fingertips? Go to the CRDO Resource page located at: <https://usps365.sharepoint.com/sites/DeliveryCapacityProficiency/SitePages/Home.aspx> You will find Stand up talks, Learn and Grow Sessions, the CRDO Playbook and so much more!

This is a great way of keeping up to date with everything CRDO!



2023 UPMA Legislative Summit



2023 UPMA Legislative Summit



Postmaster General, Louis DeJoy



Mandy asking the PMG DeJoy a question during the business session.



National UPMA President, Edmond Carley



Felicia & Sharon



Roy redressing after going through security at the Russell building.



Tammy, Louise, Congressman Allen's staffer, and Roy



Angela, Becky, Mandy, and Felicia

2023 UPMA Legislative Summit



Tammy Louise , Congressman staffer, and Roy



Robbie, Congressman Ferguson's staffer, Sharon & Robin



Congressman Carter's staffers, Felicia, Scarlet and Gina



Louise, Tammy and Roy with Congressman Johnson's staffers



Angela, Mandy, Gina, Becky, Scarlet, Sharon, Felicia, and Congressman Johnson's staffer



Mandy, Gina and Congressman Williams's staffer



Executive VP/Membership — Gina Talley

~ Take Time For A Little Happy ~

Hello UPMA Family – Hope you are all doing well and enjoying the beautiful spring.

Almost every day I receive a call from a coworker and the conversation will turn to how overwhelmed they are in their job. I must say there are days, I give in and feel the same way. We are all tasked with doing more and more. I have been told that right now we are working with 60% staffing of supervisors of less than three years of experience in the postal service. Let that sink in just a bit. What has happened in the past three years? Well in case you were under an rock – we had the world pandemic coupled with the greatest working staff availability shortage in USPS history. With changes in so many aspects of the USPS. Meanwhile, our mission continues to be to deliver and collect the mail for every single address in the United States.

Do you ever just look around as you are driving and see what an incredible and amazing company that we are a small part? Stop and look, if you are in the country or the city, dirt road or freeway, every single business or resident that you see are our customers! Everyone! That is amazing! No other company can claim that title. Every growing subdivision, apartment complex, business, multiple use facilities are going to need us in some form or fashion. That is an incredible and overwhelming customer base.

I know you have probably heard the saying, “If it were easy everyone would do it.” Well, I guess that is our answer right there. The responsibilities can be rough and overwhelming, and sometimes we all struggle to find a balance.

I hear so many of you all saying I have 14 months, 2 years, 6 months, or I could have retired last year. It seems that for most of you that your rainbow is retirement. Many others have a little more time before that glorious day so what is your enjoyment?

Is it fishing, dancing, visiting, traveling or pets? We must find some happy along the way. I love flowers! In the past few years I have let my job take my time away from my flowers. Shame on me right? I promised this year I would take some time away from work to do nothing but work on my flowers. We are in May and I am failing at my flowers again, but soon, at least a day or two I will make time. All of our jobs are stressful, but please take the time to invest in yourself. You are the greatest asset the USPS has going for it.

In a recent training session, I heard a story of a carrier who was on his last day of service – 28 years and he was retiring. While delivering his last day out on that route, not a care in the world other than to get on home an accident occurred, and he did not make it. How such a happy day for he and his family turned into a tragic event to be remembered by the survivors forever. I really wonder, did he take time for his happy?

Please remember to take time for a little happy and be part of mine at the 2023 UPMA State Convention.



Scholarship donation made by:

*Robin Bugg, Tammy Cantrell, Louise Nix and Roy Shaffer
In memory of Gail Swann’s husband, Ronald.*



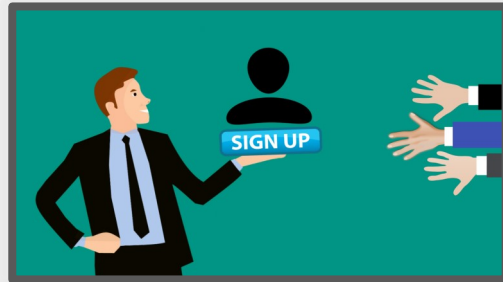
Chapter Secretary/Treasurer - Tammy Cantrell

~ Money \$\$ Money ~

Our UPMA State Convention is fast approaching and we need you to attend. The May 1st deadline for the \$100 and registration fee refund has passed but you can still get a refund of your registration fee. Just pre-register and attend all meeting sessions on Thursday and Friday. This is the first time your Georgia Executive Board has voted to have this type of incentive, but that's how important we feel about your attendance at the State Convention. Your Convention Chair, Robin Bugg, has been working to assure this will be an informative and fun meeting.

participation. Georgia currently has 936 members, with 654 of those being Active members. If just half of us signed one new member during this time, our membership would be over 1400. Plus the more active members we have the more voting power our state has on national votes. Each chapter receives 1 vote for each 10 active members or fraction thereof. Georgia currently has 65 votes. Let's all put more focus on membership this year!

As discussed in my last article, the chapter is also offering a cash incentive to members who sign up new members between March 1 - June 30, 2023. At the beginning of April, I wrote 7 checks totaling \$1400 to members for signing up 17 new members. This is a good start but we need more



Editor — Scarlet Middleton

~ Invest In Yourself ~

In having the pleasure of being your state editor for Peaches & Print, I get to read the articles before publishing. As I was reading Louise's article for this edition, I began to think of some of my old friends that I have made being a part of this great organization. I immediately thought of Pat Lee and Valeria Sellers. They invited me to join when I had my first OIC assignment and took me to my first fall conference. They along with Sara Miles were great mentors and were always a call away to assist if I had any questions. There have been many other postmaster/managers along my path that were always willing to help me to grow in knowledge and be successful. I wish I could name them all, but space will not permit and I would not want to leave anyone out.

I do a fantastic job now, but getting involved and becoming an officer gave me more confidence in doing it. The knowledge I have gained in attending conferences/conventions is priceless. The USPS does have some good training programs, but in our demanding environment the time is not spent that is needed. You can sit in a USPS training class or sit at the computer on HERO taking courses all day, and it will never hold a candle to the investment UPMA can provide in enriching your job and yourself. You learn so much more from speakers/trainers at a conference/convention. Not to mention the contacts you make that become lifelong friends/family that are more than willing to assist when you need it.

As soon as I joined NAPUS the late Maggie Dunn called to congratulate me on my assignment and encouraged me to attend the next conference. In attending my first conference I met someone that would later be on a selecting committee when I applied for a postmaster position. That did not privilege me in any way, but I honestly believe that putting a name with a face/personality was a plus for me.

Please take the time to invest in yourself and your career, by attending our 2023 Georgia UPMA Convention.

Joining NAPUS now UPMA benefited my career and me personally in multiple ways. I would have never gotten up and spoken in front of a group. Not saying

“An investment in knowledge pays the best interest.”

Benjamin Franklin





2nd VP/Convention Chair – Robin Bugg ~ 2023 Georgia UPMA Convention ~

Have you registered? June is a GREAT month to visit the Georgia mountains. Go ahead and fill out and send in your registration today. We have so much planned and are striving to have a wonderful convention. I know you might be saying.... I don't have time, there is too much going on.... **WELL**, take time for yourself and I promise everything will still be there when you get back. Come and live a little and laugh a lot with us!

If there is no rooms available at Amicalola Lodge, the overflow hotels mentioned are:

Forrest Hills Mountain Resort (approx. 4 miles away)
1-800-654-6313

Holiday Express & Suites (Dahlonega - approx. 15 miles away)
706-707-8000

If there is a will, there is a way!

If you have any problems finding lodging, let me know. I don't mind calling around to other locations.

See you soon!
Robin Bugg
GA UPMA 2nd VP/Convention Chair
770-550-4978





Georgia UPMA
 7th Annual State Convention
 June 7-9, 2023
 Amicalola Falls State Park
 418 Amicalola Falls Rd.
 Dawsonville, GA 30534
 800-573-9656



Room Rates only \$139.00 (rate available 2 days pre and 2 days post, based on availability)...rooms are filling up quick!

Reservation Code: UPMA Georgia Chapter / 05863

****Chapter will pay the \$12 per room / per night resort fee****

Register Early.....Why???

GA UPMA members whose registration is postmarked by May 1st, 2023, will be reimbursed their registration fee + \$100 at the close of convention, providing you attend all sessions on Thursday and Friday..UNBELIEVABLE!!!

All members that register after May 1, 2023 will be reimbursed their registration only, provided they attend all sessions on Thursday and Friday

All EAS, Spouse / Guest.....\$50
 Retirees, Spouse / Guest..... \$40
 On-Site Day Registration.....\$30

Vender Table & One Registration.....\$150.00

First Timer?_____

Please help us manage our funds by checking the meals you will be attending:

Wednesday-Dinner___ Thursday-Lunch___ Thursday-Dinner___

Dietary Needs_____

Name_____

Address_____

Title_____ Office_____

Make Checks payable to : GA UPMA
 Mail Registration Form and Money to:
 Tammy Cantrell
 116 Abb Helton Rd.
 Cleveland GA 30528-3700



Retiree President – Louise Nix

~ Recycled Teenagers ~

As I am writing this article, I am enjoying the hospitality of the Tennessee postmasters and retirees during their state convention. So good to reconnect with old friends of 40 years. As in a lot of states the retirees outnumber the active members, which is such a shame. New postmasters and managers need the fellowship and training offered by our UPMA group. The sad part is they don't even realize it! As a retiree we should attempt to invest in new members to mentor and assist them. Whether they know it or not, they need us, and we certainly need them. A challenge for us is to reach out and help our new postmasters and manager.

In my last article, I wrote about Betty Echols and her life for our organization. I mentioned the song by George Strait, "You Can't Make Old Friends." I love this song and the meaning of it. It causes me to reflect on my lifetime of friendships. Unfortunately, sometimes it takes a funeral for some of us to reconnect, and that is what happened (again) recently.

In March, we lost the spouse of one of our postmaster retired members. Ronald Swann, was the active spouse of Gail, attending meetings, socializing, helping in hospitality room, and oh how they could dance. In recent years bad health fell upon Ronald and life as they had always known it, was to be no more. Rodney described him best, "He was a man's man." He was a runner, coach, devoted Christian, all while being an excellent husband and father. There was more postmasters, retirees and postal workers at his funeral than attend most conventions. It was standing room only at his service. The young boys, now men, that he had coached in baseball, were all there to pay their respects. Former work mates, church family, neighbors and friends filled the room for this man that had touched so many lives. A song by Karen Peck and New River, "The Keepers" is about people that have made a difference in life, are known as a "Keeper." Ronald Swann was a "Keeper."

This week Karen Wehunt set up a luncheon for Gail with some former postmaster friends. The sad thing is it took another funeral for us to come together. This gave us the opportunity to love on Gail and share memories of Ronald. This group of retired postmasters, brought back memories for me as we

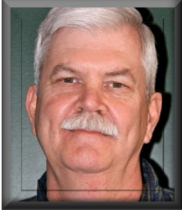
shared funny stories that happened during our postal careers and UPMA. If you know Karen, which everyone does, you know what a great boss she was, and how comical she is. With Karen, there is always something to laugh about!! Our group of old friends talked, laughed, as well as cried, while enjoying the time spent together.

Postmasters/Managers if you are not active in this organization, you are missing a chance of a lifetime. You see you can't make old friends unless you are there to do it. You can't make a difference if you are not active and touching peoples lives. Make "Old Friends" & be a "Keeper!!!"

Join us for our state convention in beautiful Amicalola Falls on June 7-9. We are doing it different this year. As the business meeting is all day on Thursday, with half a day on Friday. We are stepping out of the box trying new ideas. Join us on Thursday at noon for the retiree's luncheon followed by our retiree meeting.

Remember, we can't spell _PMA without U.





National Adverse Action Counselor - Roy Shaffer

~ Ramblings Of An Old Man ~

I saw where Atlanta has another acting District Manager. He's the third one in less than a year. Hopefully, maybe the third one will be a charm like the old saying goes. The Southern Area VP Tim Costello has been out on extended leave. I figure he's retiring, and Atlanta won't get a permanent District Manager until a new Southern Area VP is named. There are other Districts in the Southern Area that have a District Manager Vacancy.

OIC assignments were originally meant to be NTE (not to exceed) ninety days and were for training purposes. If an office was vacant, it was posted and filled within those ninety days. The OIC couldn't apply for that office while acting as OIC. I think this policy was in place to prevent the current OIC from having an unfair advantage and to eliminate potential EEOs for pre-selection. The Postal Service had other Postmasters who were trainers/mentors for OICs. My first OIC assignment I had was at the Jefferson Post Office (level-20) in 1992. There was an office transfer of accountability when I became the OIC and another office transfer of accountability when I left Jefferson. Retired Postmaster of Cleveland, Louise Nix, was my assigned trainer/mentor. I knew city and rural delivery but didn't have a clue about finances. She would call me almost everyday to check on me and see if I had any questions? She would drive to Jefferson one day every week and review all my financial paperwork from the previous week. Wouldn't it be nice if this process was still in place. When's the last time an OIC assignment only lasted ninety days and an office change of accountability was conducted in an office where the OIC or Postmaster didn't have the stamp stock. The office change of accountability is required whether the OIC/PM has the Main Stock or not. Even though the Post Office no longer assigns a trainer/mentor to OICs nor new Postmasters,

the nearest Postmaster could take on that roll. It wouldn't be much time involved and all that you really would be doing is helping someone succeed. If you were aware of someone struggling and didn't assist, it would be your failure as well.

Always remember these two questions when you get that call from your boss.

- ◆ Do I need representation?
- ◆ If the answer is no, may I bring representation?

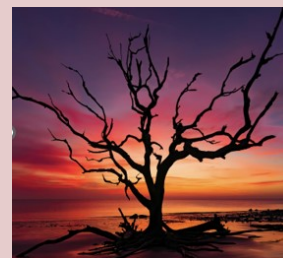
If I can ever be of any assistance, please call.

Roy Shaffer
404-357-9596
Semper Fidelis

"Honor is doing the right thing no matter the cost or consequences to oneself."

"When we strive to become better than we are, everything around us becomes better too."

PAULO COELHO



Membership Form 1187



Retiree Membership 1187R





Senior Chapter Member Rep—Angela Collier

~ Feedback ~

Giving and receiving feedback is one of the most important roles of a leader. As a CMR, I spend some of my time representing people who failed to act on feedback from their manager or are receiving feedback in the form of an investigative interview. In the case of the II, the manager has delayed giving performance feedback until they reach the boiling point and then proceed immediately to discipline. In my opinion, that manager has failed their employee.

Looking back, I am grateful for my coworkers/bosses who cared enough about me and my career to give me feedback. I also hope that anyone I gave feedback to knows it was from a place of care and concern and not random criticism. Let me give you two personal examples that happened when I was a 204b/(A) Supervisor.

Once, I ran the carrier section and walked into a set of circulars for all routes. I allowed the carriers to convince me to leave the circulars until the next day so we would have an easy day. That's why I now understand that carriers carry mail and managers manage mail. Anyway, we had an easy day with lots of uncaptured undertime and we all went home happy. The next morning, I arrived to see a second set on the floor with heavier than average mail volume. You guessed it, both sets had to go and we had a terrible day. My boss took me in the office and proceeded to deservedly chew me out for the fiasco but also took the time to talk thru the issue and find out what happened.

Two, the second piece of feedback was from a carrier/co-worker. She bluntly told me, "You don't know how to talk to people." At first, I was outraged. After all, I was a former Army sergeant. I understood how to manage troops to accomplish the mission. The problem was I wasn't managing troops. I took the feedback to heart and started trying to adjust my communication style. I read articles and books and watched the other Supervisor who all the employees seemed to love and work for. Gradually, I changed my approach and watched my interactions improve. Did I still make mistakes? Yes. Did I learn that I could apologize if I did? Yes, again. In retrospect, I am extremely grateful for her feedback. I believe she saved my career before it started.

In closing, I would love your feedback on this article. I also want to encourage you to make feedback a part of your daily process. I think you will see how important it is when you do!

"Should you find a wise critic to point out your faults, follow him as you would a guide to hidden treasure."

DHAMMAPADA



Greg Nors, Candidate for National Secretary-Treasurer

Hello, my name is Greg Nors and I am the Postmaster in a level 20 post office in Hillsboro, TX, and I want to be your next National Secretary-Treasurer for UPMA. I am currently your National Executive Vice President for 2023. I have been with the USPS for over 28 years and a Postmaster for 24 years.

I began my postal career in August 1994 as a City Letter Carrier in my hometown of West, TX, and I was fortunate to go on my first OIC assignment in 1998 when I joined the Postmaster association. My OIC assignment was part of an intern position, which I coordinated while attending night school at Baylor University. I graduated from Baylor University in August 1998, with a Bachelor of Business Administration majoring in Business Management.

In April 1999, in one of the proudest moments of my life, I was promoted to my first Postmaster position. I have served as a Texas Postmaster in Richland, China Spring, West and now Hillsboro for over 10 years. I have served on city route inspection teams, function 2 audit teams, IMIP teams, performed financial audits, been a coach in my MPOO area for over 15 years, and have been transferring offices for many years. I have been a Postmaster Essentials Trainer in my district and at the NCED in Norman, OK since the inception of the training.

I have been very active in the Postmaster and Manager associations, at both the State and National levels. At the State level, I have been the Texas Chapter President for 2 terms, been a Vice President for 3 terms and a PM Rep/CMR for 12 years. I am seeking the National Secretary-Treasurer position because I know that I have the knowledge and experience that is needed to help move the organization forward. While serving as the Secretary-Treasurer for the Texas Chapter for 4 terms, I have acquired valuable knowledge of the finances and the financial issues not only at the state level but of the organization as a whole. As a National VP, I have served on the national audit committee several times and understand what is required for a balanced budget. I have also taught the Secretary-Treasurer classes at national conventions and area meetings.

Having served on the National Executive Board under 5 different presidents, I understand the vital relationship between the Secretary-Treasurer and the President. Also, while serving on this board multiple terms, I have learned what to look for and I know the hard questions to ask. I know the importance of spending our members' monies in the right areas. I have gained the knowledge of being able to scrutinize our expenditures and I will continue to do so if elected to this position.

As a current Postmaster, I know the challenges the majority of our members face day in and day out. I will make sure your voices are heard at the national level and I will work diligently with the leaders of this association to make sure we are treated fairly and respectfully. I have been working effortlessly for Postmasters, Managers and Supervisors at state and national levels now for over 20 years, and I will continue to give my dedication to this great association.

As your next Secretary-Treasurer, I will serve you by using my voice to make the right decisions for our members. I am asking for your endorsement and your vote for the next National Secretary-Treasurer position, and I would be honored to have your support.



Jim Maher Candidate for National Secretary-Treasurer

While working for you as a National Vice President the last two years and as your National Secretary-Treasurer for the prior three years, it's been my honor to help move our organization forward in many ways. With the amazing growth in membership this year, it is an exciting time to be part of this organization. Still, a great deal of work remains to be done to make UPMA the world-class management association our members deserve. For UPMA to fully realize its potential, we need strong, experienced leaders to help move us forward. With your support, I would like to be part of that.

As your past National Secretary-Treasurer, I authored many national policies that are still in place today. I've participated on and also chaired numerous budget committees. I've served on EAS Pay Talk teams, multiple Ethics Committees, and the Article and Bylaws Committee. I have been the National Advisor to the Adverse Action Committee and have helped facilitate the training of all our Chapter Member Representatives for the last four years. I established the EAS Professional Committee and will again be one of the National Board advisors to it this year. I also instituted the UPMA National Secretary-Treasurer of the Year Award.

My experience and skills make me the candidate best prepared to monitor your funds and ensure that all national expenditures add value to the membership. My goal is to ensure that all of our members are represented at the national level and that their voices are heard. I've demonstrated that I will work tirelessly for you at the national level. With your help and support, I'll continue to do so.

When deciding who you will support for National Secretary-Treasurer, please ask yourself, "Who has the dedication, the experience, and the proven ability to get problems resolved and keep UPMA moving in a positive direction?"

I hope you'll agree that the answer is Jim Maher!



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Lexington, GA 30648



Mark Your Calendar

**Georgia UPMA 7th Annual
State Convention**

Amicalola Falls State Park

June 7-9, 2023

UPMA National Convention

Denver, CO

August 27– September 1, 2023