

The Magnolia

Volume 2026 Issue 1 Jan, Feb, Mar

MS Chapter UPMA



UPMA MISSISSIPPI CHAPTER

Our Mission

Mississippi UPMA Chapter is dedicated to supporting Postmasters, Managers, and EAS professionals across the state. We focus on professional development, mentorship, and advocating for improved workplace conditions. Our organization helps members achieve their career goals through comprehensive training and networking opportunities.

MSUPMA.ORG



From the Desk of Jeremy Hanners

Mississippi UPMA 2026 State Convention Energizes Members in Tunica

Nearly 100 members of the Mississippi UPMA Chapter gathered in Tunica, MS for the 2026 State Convention, demonstrating strong engagement and commitment across the state. The Tunica setting provided a welcoming backdrop for both learning and fellowship, striking a balance between productive sessions and meaningful networking.

The convention this year provided recognition to multiple members that have assisted the National UPMA KSA Assistance program. Lifetime Achievement award was presented to Jerry McLean, and Leader of the Year recipient was Bill Farrior Jr. Attendees took part in informative sessions covering UPMA updates, operational challenges, and leadership strategies, all aimed at helping members navigate an evolving USPS environment. A consistent theme throughout was the importance of adaptability, communication, and continuous education.

Just as impactful was the opportunity to connect. Members shared experiences, exchanged ideas, and strengthened relationships that extend beyond their individual offices. These interactions continue to be one of the greatest strengths of UPMA that make you feel like you belong to the family and not just “another association”. I am overwhelmed and encouraged by the total number of “first timers” that attended their 1st UPMA State Convention. We continued celebrating the 10th annual year for UPMA by recognizing our top two recruiters, LaVelma Mizelle & Betty Roach.

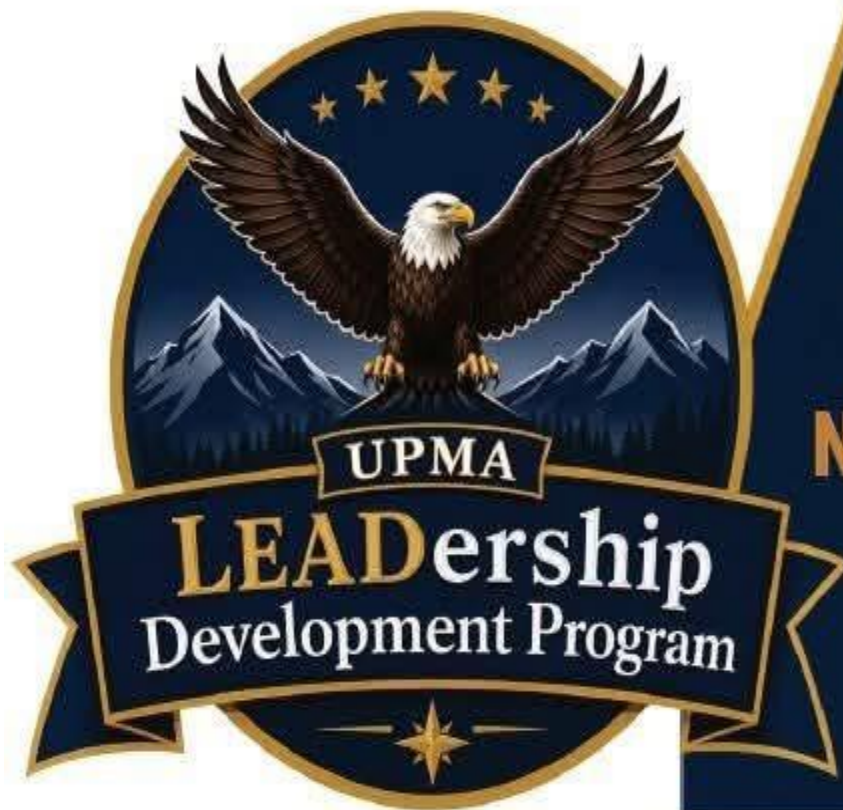
As the convention concluded, members left with fresh insights, stronger connections, and a renewed focus on serving their teams and communities. The momentum built in Tunica positions the Mississippi UPMA Chapter for a strong year ahead. See you next year in Bay St. Louis, MS at the Hollywood Casino & Resort.

Jeremy Hanners

President

Postmaster of Richton, MS





LEAD • SHARE • GROW

STRONGER LEADERS NATIONWIDE

Real conversations
Real leaders
Real impact



ZOOM CALL
EVERY 3RD WEDNESDAY
OF THE MONTH

8:30 PM ET

Connect. Learn. Share. Lead.
All from wherever you are.

HOSTED BY:
KEVIN TERRY

CO-HOSTED BY:
EARL HUSBANDS



LEADERSHIP HAS NO ZIP CODE

We share leadership styles, strategies, and solutions from people all over the country.

DIFFERENT PERSPECTIVES. STRONGER LEADERS.

Join a nationwide LEADership community committed to learning, growing, and leading together.

TOPICS COVERED SO FAR:



How to
manage
your
manager



How to
recover
from
workplace
failures



How to
handle
workplace
challenges



How to
prepare
for PCES
Level
Positions



Different
leadership
styles and
when to
use them



To view previous recorded episodes, scan the above QR Code



- **Mississippi Chapter UPMA State Convention Recap – Tunica 2026**

- What an unbelievable and outstanding state convention we had this year in Tunica, Mississippi!
- We kicked things off in a powerful way—signing two EAS Postmasters right at the start. By the end of the convention, we welcomed one more EAS Supervisor into our organization. That kind of momentum speaks volumes about the strength and direction of our chapter.
- One of the most exciting highlights? We had 6 first-time attendees join us this year. That is huge. Seeing new faces engage, learn, and connect reminds us exactly why we do what we do.
- If you weren't able to attend this year, you truly missed out—networking opportunities, valuable training sessions (including rural delivery on training day), and the chance to build relationships that make a difference in your career. I strongly encourage you to start planning now for next year's convention in **Bay St. Louis, Mississippi**. Trust me—you don't want to miss it again.
- We were proud to recognize excellence across the state, including presenting the **Leadership Award to Bill Farrior** for his outstanding dedication and service. Several other well-deserved awards were also given throughout the event.
- And here's something big—five first time-reporting attendees earned the opportunity to attend the National Convention in Puerto Rico. That's a major accomplishment and something to celebrate.
- Another exciting development: our brand-new website has officially launched! www.msupma.org
- We're adding new content daily, so be sure to check it out and stay connected.
- If you have not been receiving updates from Betty Roach regarding Mississippi Chapter UPMA activities, please reach out to me at lk Mizelle@gmail.com with your updated contact information so we can keep you in the loop.
- I also want to take a moment to congratulate our newly elected and re-elected leaders:
- **Aja Palmer** – VP Central
- **Jaime Crutchfield** – VP South
- **Catherine Bogan** – Re-elected Secretary-Treasurer
- Thank you to everyone who attended, participated, and worked behind the scenes to make this convention such a success. And a special thank to our first-timers—you showed up and showed out!
- We're already looking ahead because it only gets better from here. Make your plans now for Bay St. Louis, Mississippi – State Convention 2027.

- Sincerely,

- Executive Vice-President
- Mississippi Chapter UPMA



Tunica , MS

From the of Desk of Our first timer

This was my first convention, so I didn't know what to expect coming in. I was pleasantly surprised by how welcoming everyone was and by how many connections I made in such a short amount of time. The training that was given was done very well also. I especially enjoyed the scavenger hunt game for first timers. I will be back!

What stands out to me after attending my first state convention was the welcoming atmosphere. I loved being able to meet likeminded people and have the chance to network, exchange ideas, and build new friendships. I enjoyed learning about issues affecting the Postal Service and hearing speakers who shared valuable knowledge and leadership advice. The convention was well organized. I have always been proud to work for this organization, and this convention left me with a renewed dedication and motivation to give my best every day to my employees, our customers and our brand.

Attending my first UPMA Convention was an unforgettable experience. It was both inspiring and informative, and I really appreciated the opportunity to connect, learn, and grow with such a great group of professionals.

From the Desk of Catherine Bogan



From the desk of the Secretary Treasurer If you missed the 2026 Mississippi State Convention you missed a treat. We had a great time lots of laughter, networking, great food, and awesome entertainment . enjoy life and make everyday count. As we move through uncertain times remember to take time out for yourself. Remember that true wealth is not always measured by money alone. All work and no down time ,financial success matters, but some of the most valuable things in life come free of charge. Taking time to relax, cherishing your family and health can bring a sense of peace that money cannot buy.

Peace of mind and gratitude help us stay grounded, even when the economy feels unpredictable.

While it is wise to plan financially and work toward stability, we should also invest time in ourselves and our relationships with others . Balance is the key to lasting wealth.

At the end of the day, health, family, friends, and inner peace are priceless treasures that deserve our attention every single day.

Secretary Treasurer

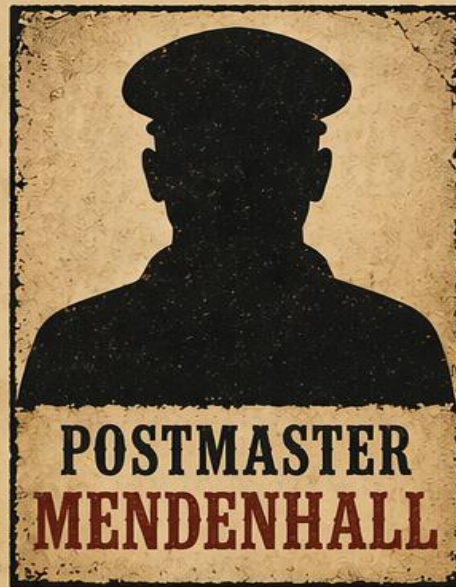
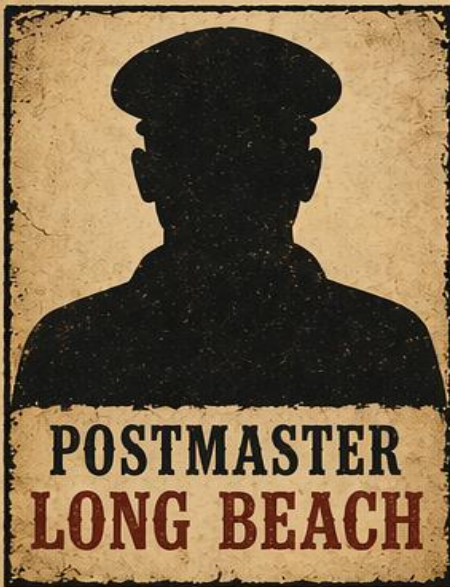


WANTED



NOT SO WANTED:

**THREE POSTMASTERS
HAVE NOT JOINED UPMA!**



— THEY HAVEN'T JOINED. —
**DON'T LET THEM MISS OUT
ON THE STRENGTH OF UPMA!**



**STRONGER TOGETHER.
BETTER TOGETHER.**



JOIN UPMA TODAY!

★ YOUR VOICE. YOUR ASSOCIATION. YOUR FUTURE. ★



**BY LAWS OF THE MISSISSIPPI CHAPTER
UNITED POSTMASTERS AND MANAGERS OF AMERICA**

Effective April 23, 2026, Tunica, MS Convention

PREAMBLE

The purposes for which this Chapter is organized as a part of national organizational, Unites Postmasters and Managers of America (UMPA), shall be to provide a vehicle through which members may assist one another in matters connected with their employment in the United States Postal Service; to foster a favorable image of public services: to; assure the users of the mails the best service possible improve the conditions under which individuals work, having concern for salaries, hours of employment, working environment, and related issues; to cooperate with other groups and levels of postal management in the achievement of common goals.

Article I - Name

This organization shall be known as the Mississippi Chapter of the United Postmasters and Managers of America (UPMA).

Article II – Purpose

The purpose of this organization shall be to affiliate with and become a part of the national UPMA organization.

Article III – Membership

Any person as designated by the UPMA Governing Documents to be a member of the National Organization shall be considered a member in this Chapter but no member in arrears for dues shall be recognized or permitted any of the privileges at its convention.

Article IV – Meetings

The annual convention of the organization shall be held at the time and city as set by the “annual convention one year or more prior to that convention,” provided however, that the president may, with the approval of the majority of the executive board, and for good and sufficient reason change the time and or place previously fixed. All Chapter Convention must be completed prior to the start of the National Convention. Special meeting may be called by the president or majority of the executive committee at any time through electronic means. In any convention of this chapter, all members who are present and registered for the convention shall constitute a quorum. Robert Rules of Order shall govern the deliberations of this chapter.

Article V – Election of Officers

The officers of this chapter shall be a president, executive vice president, a secretary/Treasurer, the immediate past president who shall serve for a term of one year beginning on **January 1** of the year a newly elected president shall assume office, the president of the postmasters retired, editor, the area vice presidents, who shall constitute the executive committee, and the governing body of the chapter.

The president, executive vice president, and one (1) area vice president shall be elected in odd number years at the annual state convention to serve a term of two (2) years the term of office shall commence on January 1st and will end on December 31st. The secretary/treasurer and the other two (2) area vice presidents shall be elected in even number years at the annual state convention in a subsequent year to serve a term of two (2) years, the term of office shall commence on January 1st and will end on December 31st.

The president can serve no more than two consecutive terms, executive VP, area VPs, and secretary treasurer, may be re-elected to serve multiple terms of office.

The new executive committee shall hold an organizational meeting within 60 days of January 1st of each year.

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The new executive committee shall hold an organizational meeting within 60 days of January 1st of each year.

Article VI – President

The president shall preside at all meetings of the chapter, shall call special meetings when requested to do so as provided in Article IV. They shall also preside at the meetings of the executive committee and appoint all committees for the proper handling of the business of this chapter and in general perform such duties as may pertain to the office. The president shall receive such compensation for their services as the executive committee may provide.

Article **VIII** – Committee Chairs/Vice Presidents

The Committee Chairs/Vice Presidents will be responsible for the following duties:

Career Development It will be their duty to work with the president in aligning training that is deemed necessary and appropriate for the membership.

Legislative Chair. It will be their duty to handle legislative activity within the chapter

Political Action Committee (PAC) Chair. It will be their duties to handle any PAC activities within the chapter.

The above three Committee Chairs/Vice Presidents will have their duties assigned by the executive committee at the Executive Board organizational meeting.

In addition to the Committee Chairs/Vice-Presidents, (Service rep duties will be added to a VP). In the event of a vacancy in the Committee Chair'/Vice Presidents, the vacancy shall be filled by president appointment.

Vice Presidents representing the North (386,387,388,389) shall be elected for a two-year term by constituents from the corresponding areas every odd year and Vice Presidents for Central (390,391,392,393,397) and South (394,395, 396) shall be elected for a two-year term by constituents from the corresponding areas every even year. Duties for all Vice Presidents shall be assigned by the Executive Committee.

ALL VP POSITIONS ARE REQUIRED TO WRITE AN ARTICLE FOR THE MAGNOLIA PUBLICATION TO QUALIFY FOR TRAVEL REIMBURSEMENT TO THE CONVENTIONS.

Article IX – Secretary/Treasurer

The secretary-treasurer shall combine the office of secretary and treasurer and shall perform all duties commonly incident to both offices. The secretary/treasurer shall be bonded as provided in Article XIV hereof and shall receive such compensation for their services as the executive committee may provide. The secretary/treasurer shall keep all records, record the proceedings of all conventions and meetings of the executive committee, deposit, withdraw and have custody of the funds of the chapter and shall be responsible to keep accurate and complete accounts of the receipts, vouchers and membership. In the event of a vacancy in the position of secretary/treasurer, the vacancy shall be filled by the executive committee.

Article X – Editor

An editor may be appointed by the president. At which time they become a voting member of the executive committee. It shall be the editor's duty to publish the official newspaper of the Mississippi Chapter of UPMA. The editor shall receive such compensation for their services as the executive committee may provide.

Article XI-Lead Chapter Member Representative

Lead Chapter Member Rep duties shall be assigned to the president at which time they shall appoint additional Chapter Reps to assist in covering the entire state with representation as needed.

Article **XII**– Executive Committee

The Officers of this chapter shall be president, executive vice-president, secretary/treasurer, the immediate past president, who shall serve a term of one year on the executive committee beginning January 1st of the year a newly elected president assumes office, the president of the Postmasters Retired, editor, and duly elected vice-presidents shall constitute the executive committee and the governing body of the chapter. It shall be the duty of the executive committee to carry out the orders of the chapter as expressed in the convention, it shall have direct control of all business of the chapter and its affairs, it shall be the power of the executive committee to authorize necessary expenditures: to audit all accounts; approve the expenses of the executive officers and in general perform all the functions ordinarily attached to such committee.

The executive committee shall have the power to remove any of its members for good and sufficient reason by two-thirds vote of the committee when in sessions.

Article – **XIII** Sergeant-At-Arms

At the opening of each convention the president shall appoint a master sergeant -at-arms and the necessary assistant sergeants-at-arms, and it shall be their duty to maintain order and perform such other duties as designated by the president.

Article **XIV** – National Convention Roll Call Voting Procedure

When preparing for roll call votes to be cast on elections, amendments, etc., at the National Convention the vote shall be taken by paper ballot at the annual Chapter Convention. The results of that paper ballot shall govern the procedure, by percentage, for how the Chapter's votes will be cast at the National Convention by the chapter president. The results of the votes shall be recorded by the National Officer present at the convention, as well as in the Chapter's official minutes of the Chapter convention. The National Officer and the Chapter president must send the results to the National Office within ten (10) days of the conclusion of the Chapter convention. On the issue of elections, the Chapter's official vote must be taken at the Chapter convention in the year that the election will take place at the National convention. This procedure cannot be changed prior to October 31, 2018, in accordance with the National Bylaws Article XI, Section 1, and paragraph 14.

Article **XV** – Bonds

The secretary/treasurer shall be required to be bonded in the amount deemed sufficient by the executive committee, said bond to be executed by a surety company approved the executive committee and the premium on such bond shall be paid by the chapter.

Article **XVI** -Dues

The annual dues of the members of this Chapter shall be the same as provided in the governing documents of the national organization.

Article – **XVII** Official Publication

There may be established an official publication of this Chapter, to be published a maximum of four times per year. The publication will be distributed to the membership and others. The official publication will be named “The Magnolia”. In addition, the chapter may maintain a website for the dissemination of information. The executive committee, as the governing body of the chapter, shall have editorial control over the official publication or may allow the editor to assume editorial control.

Article **XVIII** – Amendments

All Proposed amendment(s) must be submitted in writing to the chapter president at least thirty (30) days prior to the opening of the annual chapter convention. The proposed amendment shall be published prior to the convention. These bylaws may be amended at any convention of the chapter by a two-thirds vote of eligible members present and voting. Any proposed amendment (s) shall be read at one session of the convention and voted on at a subsequent session. These amendment (s) shall become effective immediately upon the adjournment of the convention unless otherwise specified in the amendment.



• **UPMA Legislative Summit: Mississippi Voices Heard in Washington**

- This past March, the United Postmasters and Managers of America (UPMA) hosted its Legislative Summit in Washington, D.C.—a vital opportunity to advocate for issues affecting postal management, day-to-day operations, and the well-being of both active employees and retirees.

As the Mississippi Central Area Vice President and legislative chair, I traveled to Washington alongside other UPMA members. Together, we met with our U.S. representatives and senators to discuss pending and upcoming legislation that could significantly impact the Postal Service and the people who keep it running. Our conversations centered on the real-world effects these proposals could have on our workforce, our retirees, and the services we provide to the public, including:

- Title 39 Reform (H.R. 7600): We are urging changes to ensure all EAS employees have the right to appeal adverse actions to the Merit Systems Protection Board (MSPB).
- Reliable Postal Service (H.R. 2103): This bill aims to protect retail access and customer service operations, particularly in underserved communities.
- Privatization (H.R. 70 and S.R. 147): UPMA believes privatization would undermine USPS's universal service obligation, weaken nationwide mail and package networks, and increase costs—reducing service, especially in rural areas.
- Equitable Cost of Living Adjustment (H.R. 491): Ensures federal and postal retirees receive equal cost-of-living adjustments.
- Federal Retirement Act (H.R. 1522): Allows employees who lost retirement contributions due to temporary non-career status early in their careers to make catch-up contributions, helping them retire on schedule with full benefits.

We were encouraged by the responses from our legislators. They expressed understanding of our concerns and support for our positions. It is reassuring to know our delegation is willing to stand with UPMA.

Representing our state's collective perspective is a responsibility I take seriously. Thank you for your confidence in me and for the opportunity to continue serving in this role for the next two years. I look forward to keeping Mississippi UPMA engaged, informed, and well-represented.

Mississippi Central Area Vice President



My name is Jaime Crutchfield, and I am honored to serve as your new Vice President of the South, and I look forward to working with each of you in this role. One of the key responsibilities I carry is supporting and strengthening our Political Action Committee, commonly known as PAC.

PAC is often associated with familiar activities like 50/50 raffles and other fundraising efforts, but its purpose goes far beyond those events. At its core, PAC is a vital tool that allows us to unify our voices and advocate for the issues that matter most to our organization and our members. Through PAC, we are able to participate in the political process, support candidates who align with our goals, and ensure that our perspectives are heard where decisions are made.

In short, PAC is not just about raising funds—it's about creating influence, building relationships, and securing a stronger future for our collective interests.

abear01@yahoo.com

601-916-9553





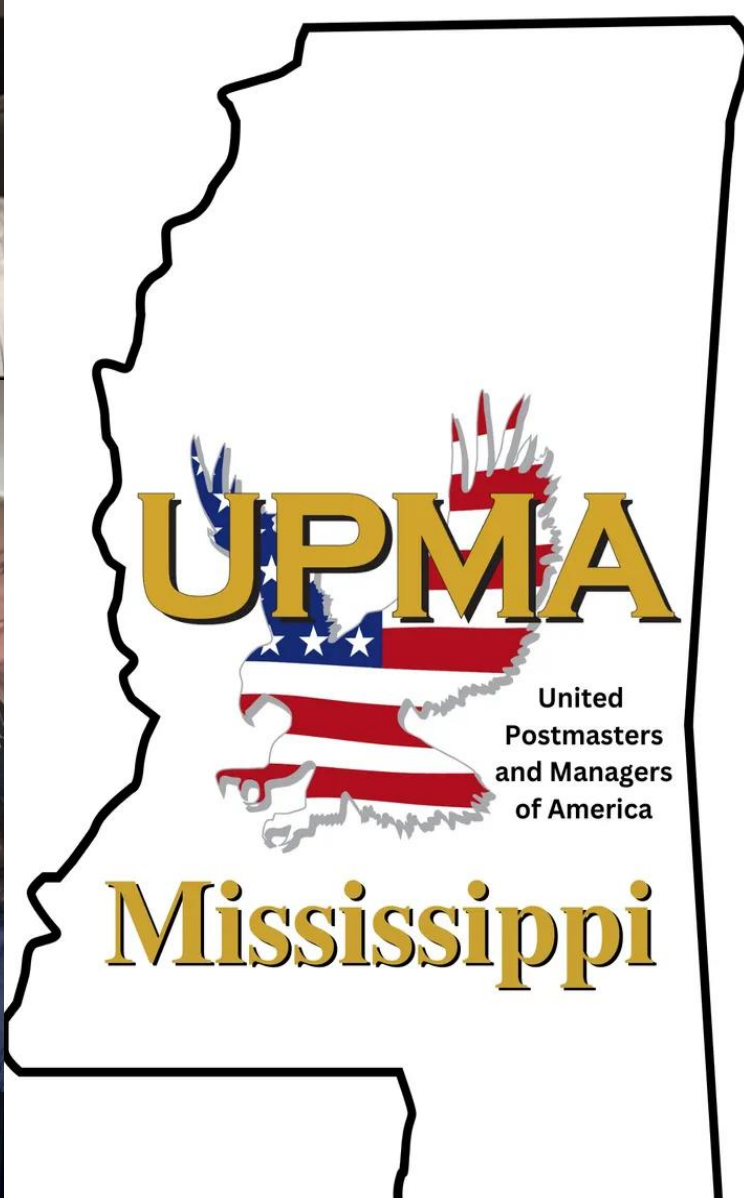
From the of Desk of Felicia Gillespie

I've just returned from the Mississippi State Convention held April 21-23 in Tunica MS and was excited to see some "old" friends as well as make new ones. I want to thank everyone that showed up and represented the North. We had an awesome turnout, and it was encouraging to see the participation. If you did not attend, you missed out on a great opportunity to network and also valuable training on rural delivery.

I look forward to planning several 3-digit meetings in our area soon and hope to see you there.

VP North





MS STATE CONVENTION - TUNICA, MS APRIL 21-23, 2026



Financial Statement

After State Convention Deductions

Account balance \$34,584.52

Investments \$ 44,980.48

Total \$79,564

Catherine Bogan

MS State Treasurer

Mississippi UPMA PAC

What is PAC and why do we need it?

The United Postmasters and Managers of America (UPMA) Government Relations Department employs a multi-faceted strategy to advance Postmaster and Postal Manager interests within the halls of Congress, at the White House, in the Postal Regulatory Commission and throughout the nation. Aggressive lobbying combined with grass roots legislative action and vigorous support of the Postmasters and Managers Political Fund (UPMA PAC) further the interests of our nation's actively employed and retired Postmasters and Postal Managers.



How to support and contribute to PAC



PARTICIPATE IN THE GAMES

- PLAY HEADS-N-TAIL
- TAKE CHANCES ON THE 50/50 RAFFLE
- BUY CHANCES AT CONVENTIONS THAT SUPPORT PAC

SIGN UP THROUGH POSTALEASE

Sign up and set up an allotment through your POSTALEASE APP.

**SIGN UP THRU ATLANTA POSTAL CREDIT UNION
(APCU)**

Life is a Highway

Barbara Morris, Retiree President

Once again, the UPMA Retirees came out to support our Mississippi UPMA State Convention. We not only had Mississippi retirees but retirees from the states of TN, AL, LA, KY and Nevada. Of which the retiree Jack Wilkins from Nevada moved his membership to Mississippi. We are so honored to have Jack. Although he has always been like family to us in Mississippi. Welcome Jack. A vendor and retired Postmaster Monty Ray, is in the process of joining our Mississippi retirees. Can't wait Monty.

Being retired doesn't mean we quit working or caring about our organization. We strive to come together as a family for the whole Mississippi Chapter. To help where help is needed. I don't know of one retiree who is not willing to help anyone whether it be active or retired.

Congratulations to retiree Jerry McLean on receiving the Lifetime Achievement Award. Well deserved, Jerry.

At our Retiree meeting we had election of officers for President and Executive VP. I (Barbara Morris) will continue to be president and Betty Roach was elected as Executive Vice and will take office January 1, 2027.

After the meeting all retirees loaded up on a shuttle to visit the Tunica Resort River Park. It was so very interesting to learn the history of the Mighty Mississippi River. I think everyone enjoyed this outing.

As a whole the convention was a success. Thanks to all the retirees and active members who showed up from near and far. Let's continue to support each other in our UPMA Organization. We are all in this together. Life is a highway let's make the best of it!

Barbara Morris, MS UPMA Retiree President

barbo229@bellsouth.net

662-902-3213



Retiree group at the Tunica Resort River Park/Museum.



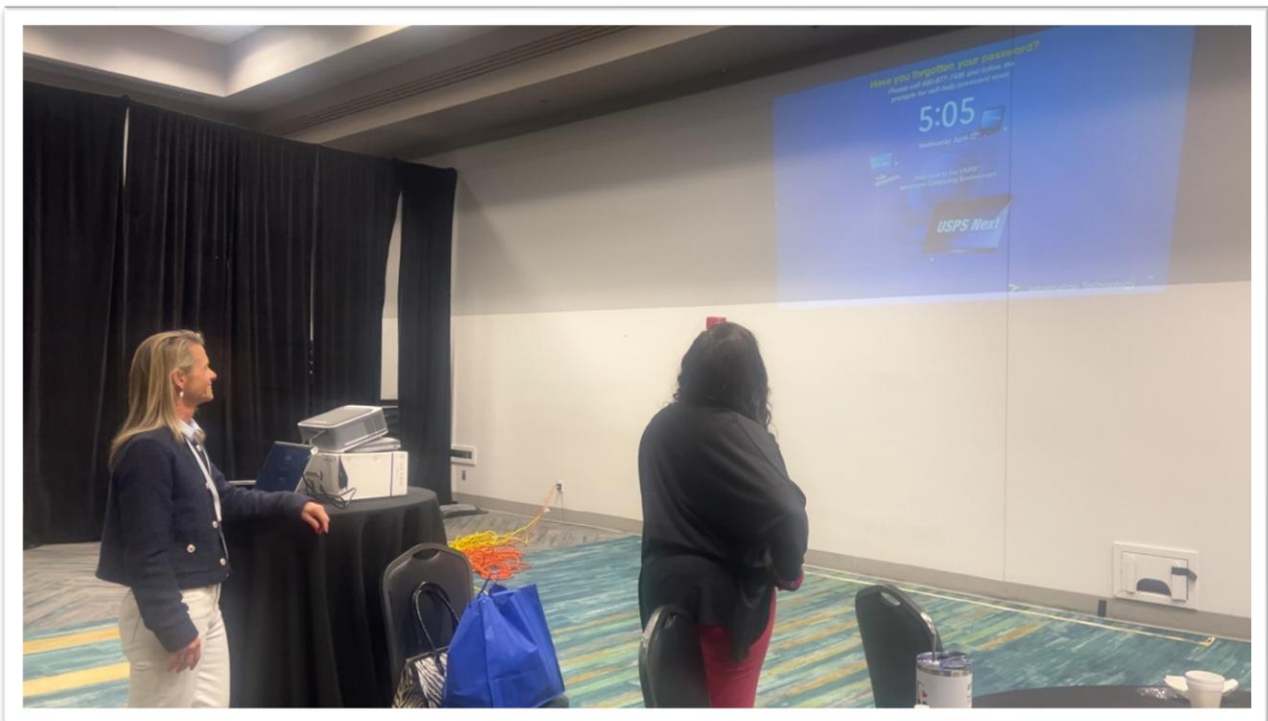
Jerry McLean Lifetime Achievement

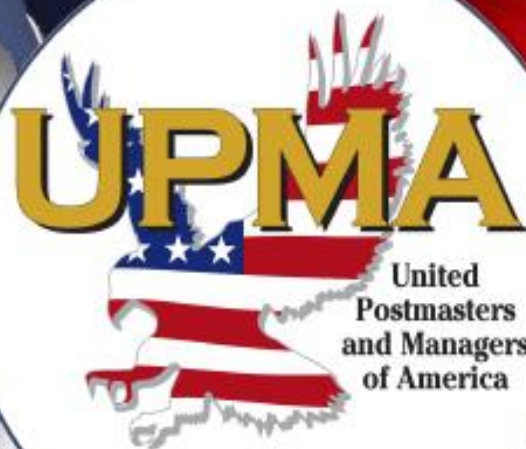
Award recipient. Presented by Jay Graham.





**TRAINING IN
PROGRESS**





UPMA is proud to support career advancement in collaboration with the USPS. Therefore, we are offering **ALL UPMA MEMBERS**, regardless of their current job title, a **\$30 registration rebate** for attending the 2026 USPS Career Conferences.

Simply follow these three easy steps:

- 1** Visit the UPMA booth to receive your rebate form
- 2** Complete and mail to the UPMA National Office
- 3** Attach your registration payment receipt and a copy of the badge you received at registration

It's as easy as 1, 2, 3!

Once the UPMA National office receives your rebate form and has verified your membership, your reimbursement check will be on the way!

WINNER



and the
winner
is



MISSISSIPPI UPMA CHAPTER 2026 LEGISLATIVE SUMMIT



MISSISSIPPI UPMA 3 – DIGIT MEETING



Upcoming Events 2026

UPMA National Convention - August 1-7, 2026
Puerto Rico

AL-MS Fall Meeting

SOC



SOUTHERN OFFICER'S CONFERENCE

October 8-11, 2026

Official Registration Form



Name _____ Office _____

Address _____

Email _____ Phone _____

Check one:

____ \$150 Oct 8-11, 2025

____ \$195 Oct 12-Aug 1, 2026

____ \$225 Aug 2-Oct 8, 2026

Check one:

____ Postmaster ____ Manager

____ Supervisor ____ Associate

____ Retiree ____ Guest ____ Sponsor

Hotel Bentley

200 DeSoto St, Alexandria, Louisiana

Room rate is \$130 single or double
(breakfast included).

318-442-2226

Group Code: LA UPMA SOC

*ALL MEALS INCLUDED (Thursday dinner,
Friday & Saturday lunch & dinner)*

*Anyone with food allergies should
contact Benny Daigle*

Any questions or information
please contact Benny Daigle,
2026 LA SOC Chairman, at
225-335-5111 or



Overflow hotel next door—Holiday Inn.

701 4th St, Alexandria, Louisiana

Same rate of \$130 single or double.
(breakfast included).

Block code and rate good till
9/17/2026

318-541-8333

Group Code: LPM



Send registrations to:

LA UPMA SOC

Tessa Clark

PO Box 352

Cottonport, LA 71327

Email to: tdclarkupma@yahoo.com

PayPal: TClark154

AL-MS DISTRICT CAREER CONFERENCE

Own Your Path To Success



Birmingham, AL
June 27-28, 2026



University of Alabama
at Birmingham
Alys Stephens Center

REGISTER NOW



SCAN HERE



FREE **KSA Assistance** to all UPMA Members!



Visit the Career Development section on unitedpma.org for the training video and guidelines. Use the KSA Assistance portal, and your Area Team Lead will assign an Assistant to meet your needs.



JOIN NOW

**to take advantage
of this amazing
opportunity**

For information regarding online meetings for your members, email:

Earl Husbands at ehusbands@unitedpma.org
or Debra Alums at debraalums53@gmail.com

**KSA Team Leads are
Available to Conduct
ZOOM meetings**

- **State Conventions**
- **Plant Days**
- **3-Digit Meetings**
- **Area Conference**



The Magnolia

Mississippi Chapter
United Postmasters and Managers of America

President

Jeremy Hanners

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Retiree President

Barbara Morris

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Executive VP

LaVelma Mizelle

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Secretary/Treasurer

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Aja Palmer

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South

Jaime Crutchfield

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MS STATE CONVENTION - TUNICA, MS APRIL 21-23, 2026





MS STATE CONVENTION -
TUNICA, MS
APRIL 21-23, 2026



The Magnolia
P O Box 1
Friars Point MS 38631
Address Service Requested

Non-Profit Postage Paid
Permit Number 1
Clarksdale MS 38614

