

THE
Palmetto
FOCUS

VOL. 28 • 2026

SOUTH CAROLINA

UNITED POSTMASTERS AND MANAGERS OF AMERICA

Executive Board

PRESIDENT

Howard Brown
Columbia, SC 29223
Cell: 903-397-9075
brownhj@bellsouth.net



RETIREE PRESIDENT

David Murray
6 Sugaree Dr
Bluffton, SC 29910
Cell: 843-597-0696

Vice Presidents

VP — PAC / LEGISLATIVE CHAIR

Susan O'Neal
1725 Bobcat Ln
Woodruff, SC 29388
Cell: 864-316-4215
myever42@yahoo.com

VP — MEMBERSHIP CHAIR

Kelly Stancil
PO Box 864
Westminster, SC 29693
Cell: 864-247-1960
kellys93@aol.com

VP — EDUCATION & DEVELOPMENT

Sandra Williams
700 S Cashua Dr, Apt 16D
Florence, SC 29501
Cell: 843-472-1843
sanantwilliams@gmail.com

VP — LEAD CHAPTER MEMBER REP

Jeanette Johnson
9548 Wilson Blvd
Blythewood, SC 29016
Cell: 803-467-3154
co_johnson@yahoo.com

Board Officers

SECRETARY / TREASURER

Missy Livingston
2314 Old Jollystreet Rd
Prosperity, SC 29127-8528
Cell: 803-924-2905
kgliving@yahoo.com

EDITOR

Tammy Jo Powell
4 Raleigh Ct
Simpsonville, SC 29681
Cell: 864-444-8282
palmettopostmaster@charter.net

WEBMASTER

Robert Edwards
2829 Sugarberry Ln
Johns Island, SC 29455
Cell: 864-982-8486
upmasceditor@gmail.com



Making a Difference



Howard Brown, Chapter President

Every year I look forward to the Legislative Summit and going on Capitol Hill. Just the experience alone is worth it. It presents an opportunity to be heard by lawmakers. It's easy to say what should or should not happen. To make a change you have to be a part of the change.

Otherwise why criticize the ones that are trying? Because it's easy. The work is hard and we have all experienced that hard work pays off and it can be rewarding. To know that you are a part of something bigger than you is humbling. To fight for others who can't fight. To stand up for those who can't stand. To speak out on others' behalf who can't speak. To represent others in a positive way.

"To make a change you have to be a part of the change."



SC delegation on Capitol Hill during the Legislative Summit.

That is what I take away from each time I have the opportunity to go on the Hill. I'm thankful for the persistency, dedication and commitment that our Legislative team exhibits on each call and each meeting. For me, UPMA is making a difference.

So it's time for us individually to ask ourselves, am I making a difference? If so, is it a positive or negative difference? Let's continue to build on making a difference for all members and keep fighting for the good. See you at the next Legislative Summit.

Howard Brown
Chapter President



Meeting with our congressional delegation to advocate for postal managers.



Addressing members at the Legislative Summit.

Executive Board

PRESIDENT

Robert Edwards
Charleston, SC
864-982-8486
robertedwards.upma@gmail.com



RETIREE PRESIDENT

David Murray
Bluffton, SC 29910
Cell: 843-597-0696

Vice Presidents

VP — PAC / LEGISLATIVE CHAIR

Susan O'Neal
1725 Bobcat Ln
Woodruff, SC 29388
Cell: 864-316-4215
myever42@yahoo.com

EXECUTIVE VP — MEMBERSHIP CHAIR

Kelly Stancil
PO Box 864
Westminster, SC 29693
Cell: 864-247-1960
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PAST PRESIDENT

Howard Brown

Congratulations to our 2026–2027 Executive Board — effective July 1, 2026



Growing Stronger Together



Kelly Stancil, Membership Chair

38,000+

UPMA members nationwide

741

South Carolina members
(+144 this year)

I hope this finds everyone doing well! Ya'll know me — I'm going to hit a couple of high points.

As of the beginning of May, UPMA now has over 38,000 members — EAS, associates, and retirees combined. Thank you for all the hard work and dedication that helped us get to this point. We are now the largest management organization. South Carolina has a total of 741 members, growing by 144 in the last year. We still have a way to go to reach my personal goal of 500 EAS — we're only 30 away! Keep in mind: if you help sign up someone in your office or a neighboring office, the national board will send you an incentive — just make sure they put you as the referral on the 1187. For EAS the first year is free, then \$15 per pay period; associates are \$3 per pay period. We have KSA assistance and a new interview assistance program.

We just got back from our state convention on Hilton Head Island, where we had a great couple of days of training and fellowship. Small settings like the state convention are such an awesome place to meet new people who understand what you're going through — and who could end up being mentors down the road. We had great speakers this year, including Doug Mixon, Michael Cecil, Paul Birge (yes, the district manager came!), Hilary Wilgus, and several others.

One thing that stood out most was on day one, when Mr. Mixon said, "Today is the first day of the rest of your life — control what you have left, invest in yourself." That has stuck with me, and I'm trying to do a better job of that in my career and life in general.

Mr. Birge challenged us to look at NPA scores, pick one, and make it better. Don't tackle them all at once — start with one. One of the first times I heard Mr. Birge speak, he said it's ok to FAIL — that's your First Attempt In

Learning. So as a new postmaster myself, I may fail a few times, but I'm learning with each fall.

I encourage everyone to get involved in UPMA and in each other. The more we know one another, the more we grow as an organization, coworkers, family, and even friends. Please join us at the upcoming 3-digit meetings we'll be hosting soon. And if I don't catch you at one of those, maybe I'll be at your office soon just to say hey.

Kelly Stancil
Membership Chair



Join Us in Developing KSAs



Ahoy, mateys! Our UPMA Membership Team is on a mission to help members chart a course toward promotion by developing strong **Knowledge, Skills, and Abilities (KSAs)**. Whether you're preparing for your next opportunity or mentoring someone who is, our team is ready to help you tell your story.

"Live to serve, arr matey!"

Need a hand with your KSAs?

Scan the code on the poster for KSA Assistance, or reach out to any member of the UPMA Membership Team.



Chapter Business

Financial Summary

Description	Amount
Opening Balance – April 1, 2026	\$23,747.61
Deposits – April 30, 2026	\$4,815.60
Printing By-Laws for Convention	-\$199.79
Food for State Convention	-\$1,415.33
Hotel Meeting / Hospitality Rooms	-\$1,100.00
Wix Website Monthly Charge	-\$31.32
Legislative Summit Expenses	-\$2,164.89
Board Meeting – May 3, 2026	-\$128.40
Closing Balance – May 17, 2026	\$23,523.48

Chapter Member Representatives

- **Steve LeNoir** — Postmaster of Wedgefield
- **Jeanette Johnson** — Postmaster of Ridgeway
- **Howard Brown** — Consumer Affairs Manager

Convention Update

It was great seeing everyone at this year's state convention. We were honored to have Mr. Paul Birge, Michael Cecil, and Doug Mixon as guest speakers, who shared valuable information and updates with attendees.

Elected 2026–2027 Executive Board (effective July 1, 2026)

- **President:** Robert Edwards
- **Retiree President:** David Murray
- **VP — PAC / Legislative Chair:** Susan O'Neal
- **Executive VP — Membership Chair:** Kelly Stancil
- **VP — Education & Development:** Samantha Gregory
- **VP — Lead Chapter Member Rep:** Steve LeNoir
- **Secretary / Treasurer:** Missy Livingston
- **Editor / Webmaster:** Tammy Jo Powell
- **Past President:** Howard Brown



Thank you for your continued support and membership in UPMA. Please reach out to any Executive Board member or Chapter Member Rep if we may assist you.

SC Chapter State Convention

Members from across South Carolina gathered on Hilton Head Island for two days of training, guest speakers, and fellowship — connecting with peers who understand the work and building relationships that last well beyond the convention.



Training sessions and guest-speaker presentations throughout the convention.



The South Carolina UPMA delegation gathers for a group photo to close out a successful state convention.

Continuing Our Commitment to UPMA



On April 25, 2026, the UPMA Retiree Chapter gathered in Hilton Head, SC, during our State Convention for a productive and informative meeting focused on the future of our organization, membership growth, and continued support for our members.

I want to thank everyone who attended and participated. Your dedication and willingness to stay involved are what make UPMA a strong and successful organization.

During our meeting, we had the opportunity to hear from several candidates seeking National Retired leadership positions. Each candidate shared their experience, commitment to UPMA, and vision for continuing to serve our retired members.



SOUTH CAROLINA RETIREES

474

active members

752

total members

Goals: 500 active - 1,000 total —
achievable with everyone's help.

Area 6 Representative Beverly Lenoir provided updates from South Carolina, Georgia, Florida, and North Carolina. She shared information on membership initiatives, the upcoming 2026 National Convention in Puerto Rico, scholarship opportunities, veterans' support efforts, and legislative priorities affecting postal employees and retirees.

Tammy Powell provided a membership update and highlighted the importance of focusing on engagement, education, and development. South Carolina continues to make progress, with approximately 474 active members and 752 total members. Our goals of reaching 500 active members and 1,000 total members are achievable with everyone's help.

John Powell shared updates from the Retired Membership Committee, including current membership numbers and efforts to increase retiree engagement. We discussed ways to better connect with new retirees and employees, expand awareness of UPMA benefits, and continue providing value to our members.

One message was clear throughout our meeting: membership growth and involvement are everyone's responsibility. By working together, supporting one another, and encouraging future leaders, we can continue to strengthen UPMA for years to come. Thank you for your continued support and commitment.

David Murray

President, UPMA Retirees — South Carolina Chapter



UPMA Spring & Summer Collection

I'm excited to announce that the 2026 UPMA Spring and Summer Collection is now live on the UPMA Merchandise Store! This year's collection features a variety of options designed to keep you comfortable and stylish throughout the season:

- Several T-shirt designs in a wide assortment of colors for active and retired members
- An assortment of UPMA polo shirts perfect for any occasion
- UPMA windbreakers to add a layer of comfort and protection
- UPMA hats and caps to complete your outdoor look — and much more!

All T-shirts and polos can be customized with your chapter's specific UPMA-branded logo, available on the specially designated side of the store. It's a great way to showcase chapter pride while representing UPMA at the upcoming 10th Annual UPMA National Convention in Puerto Rico this August.

Browse the full collection and place your orders at

merchupma.com

Earl Husbands

UPMA National Membership Director

UPMA Merchandise Ad

Click on the image to the right to download PNG for use in your chapter publication.

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- And much more!

Additionally, all T-shirts and polo shirts can be customized with your chapter's specific UPMA-branded logo, available on the specially designated side of the store. This is a great way to showcase your chapter pride while representing UPMA at the upcoming 10th Annual UPMA National Convention in Puerto Rico this August. Visit the UPMA Merchandise Store today to browse the full collection and place your orders. Don't miss out on these exclusive items to enhance your wardrobe and demonstrate your UPMA pride! The link to the UPMA Merchandise store is:

[UPMAMerch - Merch UPMA](https://merchupma.com)

Thank you for your continued support.
Earl Husbands
UPMA National Membership Director



2026 Spring/Summer Collection — national branding, chapter-logo merchandise, clothing & memorabilia.



More Than Work

“Rest is not a sign of weakness or laziness — it is an essential part of self-care and personal growth.”

Decompressing from work is not a luxury — it's a necessity for maintaining mental, emotional and physical well-being. In America's fast-paced society, many people become consumed with deadlines, responsibilities, and constant productivity. Taking time to step away allows the body and mind to recharge, reduces stress, and promotes overall happiness. Traveling, time with loved ones, and personal time are all excellent ways to decompress.

Traveling is a great way to decompress. Whether it's a weekend getaway, a road trip, traveling across the country or even to another country, it provides a break from routine and introduces new experiences, cultures, and perspectives. Even short trips can increase creativity, refresh the mind, and improve mood by helping people disconnect from daily pressures.

Taking the time to breathe and reconnect with yourself and loved ones is necessary. God created us to be in community with others; He did not create us to do life alone. Life becomes more meaningful when shared through conversations, shared meals, laughter, and

memorable experiences. Family time strengthens relationships, builds emotional support, and creates lasting memories.

At the same time, enjoying time alone can be just as valuable. Solitude allows people to reflect, heal, and reconnect with themselves without distractions — taking yourself to dinner, going for a walk, reading a book, or simply sitting in peace. Alone time helps individuals recharge emotionally and mentally, making them more balanced and present in daily life.

For the last 30 years, I devoted much of my time and energy to work, often placing it ahead of the moments that truly matter most. While I'm proud of the dedication I gave throughout my career, I've come to realize the importance of creating balance. Moving forward, I look forward to investing more deeply in meaningful experiences, personal well-being, travel, cherished time with family and friends, and simply enjoying the moments that bring genuine peace and fulfillment.

Until next time — happy travels!
Susan O'Neal



Susan O'Neal



Time Management: The Key to Better Days

Time management is one of the most valuable skills anyone can develop. In today's Postal work environment, it often feels like there are not enough hours in the day. Meetings, emails, telecoms, unexpected tasks and daily responsibilities can quickly pile up. The difference between a stressful day and a productive one often comes down to how well we manage our time.

Good time management is not about rushing through or working non-stop. It's about working smarter, staying organized, and focusing on what matters. When we prioritize and plan ahead, we are better prepared to handle unexpected tasks.

One effective strategy is starting each day with a plan — we call that an effective checklist. Taking a few minutes to review priorities helps set the tone. Identifying tasks, organizing workloads and avoiding distractions can improve efficiency throughout the day.



Sandra Williams, VP — Education & Development

“Time is one resource we can never get back. Using it wisely is a habit that leads to success.”

Another important part of time management is consistency. Small habits such as arriving on time, keeping organized, and completing work promptly can save valuable time in the long run. Delays and procrastination can create unnecessary stress and lead to mistakes.

Communication also plays a major role. When we communicate clearly and early about concerns, we help prevent confusion and keep operations moving smoothly. Strong teamwork and preparation allow everyone to stay on track and support one another.

Most importantly, effective time management creates balance. It helps reduce stress, improve morale and increase productivity while maintaining a positive work environment.

At the end of the day, time is one resource we can never get back. Using it wisely is not just a workplace skill — it's a habit that leads to success on and off the Postal work day.

Sandra Williams

VP — Education & Development

Southern Officers' Conference

Join us in Alexandria, Louisiana for the 2026 Southern Officers' Conference. Below is everything you need to register — a printable registration form is available from your chapter editor.

Registration Fees

- **\$195** — on or before Aug 1, 2026 (early)
- **\$225** — Aug 2 – Oct 8, 2026

Attendee Category

Postmaster • Manager • Supervisor • Associate •
Retiree • Guest • Sponsor

Lodging

Hotel Bentley — 200 DeSoto St, Alexandria, LA
318-442-2226 · Group code: **LA UPMA SOC**

Overflow — Holiday Inn Alexandria-Downtown
701 4th St, Alexandria, LA · 318-541-8333
Group code: **LPM**

Room rate **\$130** single or double (breakfast included).
All meals included — Thursday dinner, Friday &
Saturday lunch & dinner.

Send Registrations To

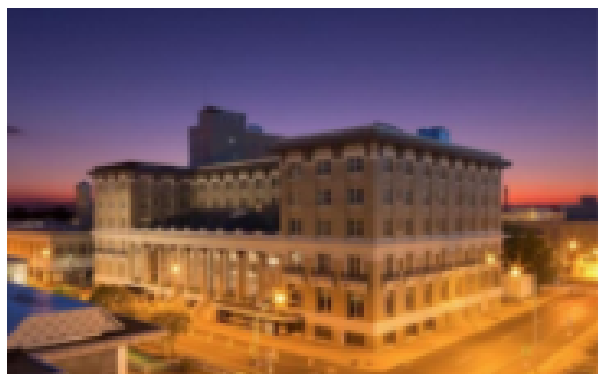
LA UPMA SOC — Tessa Clark
PO Box 352, Cottonport, LA 71327
Email: tdclarkupma@yahoo.com

Payment Options

- PayPal: TClark154
- Venmo: Tessa-Clark-1427
- CashApp: \$TessaClark1966

Questions?

Contact **Benny Daigle**, 2026 LA SOC Chairman
225-335-5111 · Benny.b.daigle@gmail.com



Photos Needed — 2027 UPMA Calendar

Attention, UPMA Shutterbugs!

This is your opportunity to have your photo chosen for the 2027 UPMA Calendar. You must be a UPMA member; no more than two entries are allowed per member.

Deadline

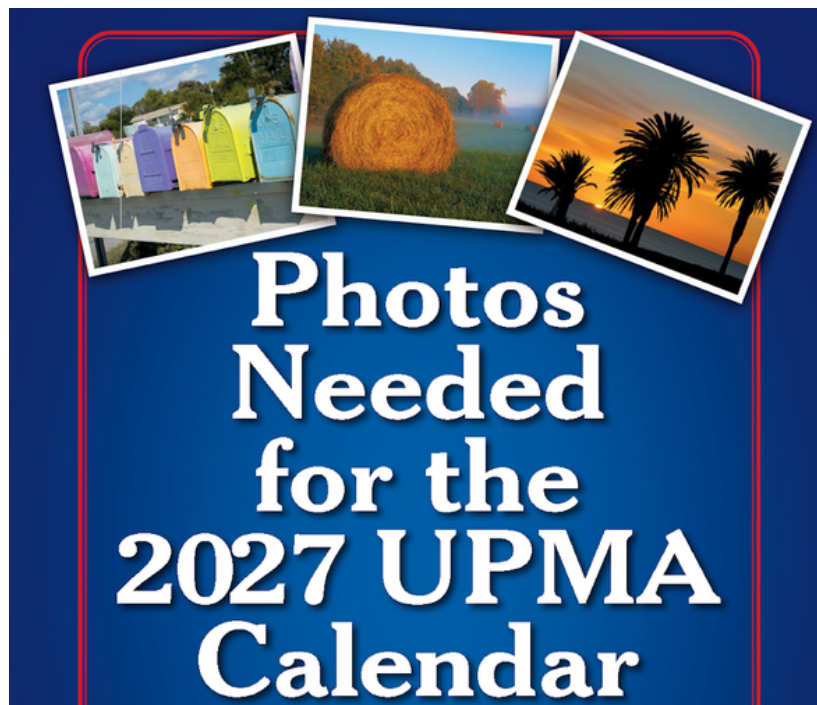
High-resolution, **horizontal** JPGs must be received by **June 26**.

Photo Requirements

Minimum **300 dpi**; files under **1 MB** are considered low-resolution. Photos cannot be digitally manipulated — files edited in Photoshop or other software will not be accepted.

How to Submit

Email photos to ann@akbstrategies.com. Include your name, your post office (or the office from which you retired), and contact information.



Don't Miss This Opportunity!

Get up to

\$2,000

toward your travel to the National Convention in Puerto Rico.

5

first active members

\$10K

chapter total

1st

come, first served

This special incentive is available to the first five registered active members on a first-come, first-served basis. The state chapter is committing up to **\$10,000 total**, adjusted for any stipends you may have received. It's simple, straightforward, and designed to reward those who act quickly.

Register now through the national website to secure your spot and take advantage of this limited offer. Early registration means big support for your professional growth — and stronger connections for our chapter.

Tammy Jo Powell

Editor / Webmaster



How to Register

- Visit unitedpma.org
- Register as an active member
- Be among the first five to claim the incentive

**Spots are limited —
don't wait!**

Register at unitedpma.org

EVENT

**10th Annual
National Convention**

DATES

**August 1–7
2026**

LOCATION

**El Conquistador Resort
Puerto Rico**

Questions about the incentive? Contact Tammy Jo Powell — palmettopostmaster@charter.net



Upcoming National Events

JAN 17, 2026

5th Annual Membership Academy & Kickoff Meeting

Hard Rock Hotel, San Diego, CA. Training will be held Saturday, January 17, 2026. A light breakfast is available beginning at 7 AM; lunch and all necessary materials are provided. Sessions run 8:30 AM to approximately 5 PM.

AUG 1-7, 2026

UPMA 10th National Convention

El Conquistador Resort, Puerto Rico. Join members from across the country for the milestone 10th Annual UPMA National Convention, August 1-7, 2026.



To register for any national event, visit unitedpma.org





Palmetto Focus

SOUTH CAROLINA UPMA CHAPTER



Standing up for postal managers — on Capitol Hill and back home in South Carolina.



VISIT

UPMASC.ORG

Scan to connect with your chapter.