

OFFICIAL BI-MONTHLY
of the
Polish National Union
Printed Continuously
for 117 Years

THE GUARD
STRAZ

1002 Pittston Avenue
Scranton, PA 18505
570-344-1513 or 1-800-724-6352
www.pnu.org

Dwumiesięcznik
Organ Polsko
Narodowej Spójni
Wychodzi bez
przerwy od 117 lat

SPECIAL EDITION SCRANTON, PA JULY 2019

Nominations For Election Due August 15, 2019

The 31st General Convention of the PNU is rapidly approaching and there is much to be done as well as deadlines to meet. Since our convention opens on September 29, 2019 the nominations for elected positions are due to the Home Office by August 15, 2019. This date is based on the PNU Bylaws Article VI Section 1 which states that nominations are to be submitted no later than 45 days prior to the start of the General Convention. Those interested candidates should identify themselves by submitting a letter to the Nominating Committee indicating interest in a particular position along with a resume, and a photo for publication in the Straz. The information should be addressed to Polish National Union of America Nominating Committee, 1002 Pittston Ave., Scranton, PA 18505. All receipts will be submitted to the committee for review and publication in the August issue of Straz.

During the 31st General Convention of the Polish National Union of America elections for the following positions will be held:

Chief Executive Officer

Chief Financial Officer and Secretary
Vice President

Board Directors – Five to be elected

Internal Audit Committee – Three to be elected

Please remember to submit your intentions to the Nominating Committee by August 15, 2019. Submissions are to be sent to the PNU home office at 1002 Pittston Ave, Scranton, PA 18444 or via email to executive02@pnu.org Candidates for the respective offices will be announced in the August Straz.

Important Notice to Prospective Candidates

Candidates for the office of Chief Executive Officer (CEO) are advised that the position will be a **PART TIME** position. During recent meetings, and in the wake of the passing of CEO Jugan, the Board of Directors has agreed that the position of CEO will be considered a part time position. This is a major change with respect to the management of the PNU and is considered to be a necessary change which will assist the PNU in achieving expense reduction goals.

During discussion the members of the board reviewed research regarding the management of like societies in conjunction with the Constitution and Bylaws of the PNU. As a result a determination was made that the declaration of the position as part time versus full time fell to the responsibilities of the board and did not entail the necessity to change the provisions of the PNU Constitution and Bylaws.

Notification of this change is given to provide adequate information to prospective candidates to the office of CEO with as much information as possible when making the decision to submit his or her name to the Nominating Committee. The last day for submission is August 15, 2019.

Qualifications for the position will follow those listed in the PNU Constitution under Article V, section 2. The qualifications are as follows:
(continued on p. 3)

CONSTITUTION COMMITTEE

APPOINTED

During a board meeting held on June 6, 2019 The Board of Directors approved the appointment of Convention Committees. According to the PNU Constitution the CEO of the PNU is to make committee appointment suggestions which are approved by the board. Due to the passing of CEO Jugan, CFO Andrzejewski reviewed suggested appointments with the PNU Board who then discussed the suggested appointments. The committees are established as follows:

Order of Business (Agenda)

Martin Wachna, Chair
Mary Ann Zarek
Henrietta Kleckner
George Urciuoli

Grievance

Kathryn Nemkovich, Chair
Rt. Rev. John Mack
Kathleen Chockley

Constitution and Bylaws

Very Rev. Robert Nemkovich, Chair
Mary Stankowski
Michael Zarek
Robert Maycan, CEO, Ad Hoc Member
John Andrzejewski, CFO, Ad Hoc Member

Press and Resolution

Leslie Pietrowitz, Chair
Walter Cegelka
Julie Orzell

Nominating

Carol Mikovsky, Chair
Grace Weaver
John Ostrowski

Grievance Committee

According to Article V Sec (3) of the PNU Bylaws the Grievance Committee was appointed and approved by the Board of Directors. The duty of the Committee is to investigate and render a decision on all grievances sent to the Convention. All grievances submitted for consideration must be done so prior to August 30, 2019 in order to provide for ample time for the committee to review the grievance and notify the Board of Directors. In order to file a grievance a member must submit it in writing to the committee in care of the PNU Home Office.

Important Convention Deadlines

August 15, 2019 - Nominations due at Home Office

August 16-29, 2019- Nominating Committee meeting

August 30, 2019- Nominations Published - All reports due to delegates

September 29-October 6, 2019 The PNU Convention opens aboard the RCL Allure of the Seas which departs Ft. Lauderdale, FL.

Helpful Information

Save time and plan ahead! Online registration, onboard accounts, shore excursions and drink packages can all be done at the following

<https://secure.royalcaribbean.com/asr/login.do>

Online registration should be done no less than 7 days in advance of the cruise. The Cruise People will be e-mailing out the e-docs with a link to the online registration approx 30 days prior to the cruise. The e-docs will also contain printable baggage tags.

For those of you that have been asking about shore excursions, there is the link to book them. Input the info for your reservation and all of the available shore excursions will come up. With looking at the shore excursions, you have to consider the amount of walking and exertion indicated on each excursion. The Cruise People will be posting some recommendations over the next few days based on mobility. For those with late flights out of FL, The Cruise People suggest considering one of the everglades tours available when the ship returns to port.

Passports - The PNU has been informed that the following personal documents are necessary for travel as a part of the PNU Cruise. **PLEASE NOTE THE FOLLOWING:**

For airline tickets the new "secure flight" program requires that the passengers exact first, middle and last names and their photo ID must match.

Passports are not required. You have to have an original or certified copy of your birth certificate AND a government issued photo ID.

However, in the case of a married woman, the name on the birth certificate and the photo ID will be different, so she also has to bring her marriage certificate.

Important Notice to Prospective Candidates (continued from cover)

- Fully paid membership in the PNU of at least five (5) years.
- Membership in the Polish National Catholic Church of at least five (5) years.
- Citizenship of the United States of America
- Successful completion of a criminal background check within thirty (30) days of election.

In addition to the employment classification of the CEO the PNU Board of directors will introduce for passage a new subsection to Article V, Section 2 of the PNU Constitution. The new subsection is intended to allow the Board to establish qualifications in the area of education, experience, and professionalism to name a few. The change to be introduced is as follows:

Article V, section 2, subsection (e)

(e) Additional qualifications for the C. E. O. and C.F.O. as determined by the PNU Board no later than 60 days prior to the convention.

With regard to the constitutional changes the board is planning to follow procedure from the past four conventions which will allow for the consideration of the constitutional changes prior to any other additional business. The changes will be sent to the PA Insurance Department for review and pre approval prior to the opening of the convention. This process will allow the changes to be implemented at the beginning of the convention.

Provided that the change passes, candidates for the position of CEO and CFO will be reviewed in order to determine that the following qualifications recommended by the PNU Board be met prior to the candidate's name being placed in nomination.

Additional minimum qualifications for the position of CEO:

- Bachelor's Degree or five (5) to seven (7) years equivalent experience business/corporate experience.
- Five (5) to seven (7) years business/corporate short and long term business strategy development and implementation.
- Possess strength in the following skills and be an effective communicator:
Leadership, Organizational, Marketing, Negotiating, Relationship, and Consensus Building
Strategic and out-of-the-box thinking, Ability to promote openness, collaboration and honesty and understanding of internet and social media platforms and tools as well as their use.

Additional Qualifications for the position of CEO that are a preference and a plus.

- Education: Either/Or

A) Bachelor's Degree in business or marketing or five (5) to seven (7) year equivalent business/corporate experience.

B) MBA or five (5) to seven (7) year equivalent business/corporate experience.

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Important Notice to Prospective Candidates (continued from p. 3)

- License or professional certification.

Experience:

- Five (5) to seven (7) years department / business management OR (5) to seven (7) years program / project management OR Five (5) to seven (7) years product /program marketing and business development
- Five (5) to seven (7) years staff supervision and mentoring ideally including volunteers.
 - Five (5) years budget planning
 - Five (5) years corporate policy administration and legal / regulatory compliance
 - Experience on a board of directors or a committee of a non-profit.

Please remember that candidates for the various management positions should submit their credentials to the Nominating Committee by August 15, 2019. Submissions are to be submitted to the PNU Home Office at 1002 Pittston Ave, Scranton, PA 18444. Submission of credentials can also be made via email to executive02@pnu.org . Any candidate who is nominated from the floor during the convention should be prepared to provide the Nominating Committee with proof of the fulfillment of qualifications as set forth in Article V, section 2 of the PNU Constitution.

By John Andrzejewski, CFO/Secretary

PNU Board Posts Responsibilities and Expectations for CEO Position

The Board of Directors of the PNU recently met to discuss the important issue of the role of the CEO. The purpose of the meeting was to establish a document for publication that would outline the responsibilities and expectations of a person who would seek the office. This document can be considered a job description and inclusive of the list of required responsibilities as found throughout the PNU Constitution and Bylaws but primarily in Article IX, section 1.

Position Expectation

- The CEO is the chief executive officer of the PNU
- The position is part time. An average of 20 hours per week is expected but will vary depending on the needs of the PNU. Travel to General PNU, PNCC events and PNU Districts and Branches will be required, as necessary. While the position is remote, the CEO will be required to maintain a suitable presence in the home office as is required to conduct the business of the PNU.

Marketing / Advertising

- Promote the PNU and with close collaboration with the Board and the CFO develop advertisement programs for its products.

Board Responsibilities

- Prepare the board meeting agenda.
 - Schedule, call the meetings to order and chair the meetings.
 - Facilitate the orientation of new members to the board.
 - Staff board committees as appropriate. With the approval of the Board of Directors, appoints one board director to the Education and Youth Commission, two members to Spójnia Inc and one director to the Fraternal Activities Committee.
 - Provide the board with regular status updates on PNU programs, products and services.
 - Perform other activities and assume additional responsibilities as directed by the board.
-

**PNU Board Posts Responsibilities and Expectations for CEO Position (continued from p. 4)
Management and Administration**

- Develop and facilitate an active planning process.
- With the consent of the Board of Directors, appoint all committees from the members of the PNU. Review all orders for payment, all charters for Branches and all membership certificates.
- In concurrence with the CFO, Invest funds of the PNU in a manner prescribed by the laws of the Commonwealth of Pennsylvania and the laws of the states wherein the PNU is authorized to operate as a fraternal benefit society, the Constitution of the PNU, and the rulings and enactments of the Convention and of the Board of Directors. This is to be in conjunction with an active investment committee guided by a written investment policy.
- Deposits monies received by the PNU to banks approved by the Board of Directors.
- Is responsible for the membership programs and directs the promotional and implementation of these programs.
- In collaboration with the Board of Directors, develop organizational goals and objectives consistent with the mission of the PNU.
- Oversee all programs, services and activities to ensure program objectives are met.
- Travel to PNU Districts and Branches.
- Prepare CEO articles for publication in regular issues of the Straž.
- Represent the PNU at PNCC Synods and as a member of the Supreme Council.
- Serve as an ex-officio member of each PNU committee, specifically the Development and New Membership Committee, and the Education and Youth Commission.
- Serve as Vice President of the Spójnia Inc Board of Directors and Spójnia Inc.
- With the CFO and one other board member, shall have access to all safety deposit boxes with the presence of any two of the three required to access.
- Calls and presides at all meetings of the Development and New Membership Committee.

Budget and Fiscal

- In close collaboration with the CFO, develop an annual budget for the Board of Director's approval.

Personnel

- In close collaboration with the CFO, hires and terminates professional staff.
- Supervises District Directors and Branch Secretaries.

Public and Government Relations

- Is responsible for public relations.
 - Coordinate representation of the PNU to legislative and regulatory groups.

(Continued on p.6)

Expectations for CEO (continued from p. 5)

The General Convention

There are a number of responsibilities directly related to the general convention which is held every four years and are only required to be fulfilled once every four years. The responsibilities include:

- Convokes the General Convention by proclamation no later than six months prior to the Convention date.
- Calls and convenes a Special District Convention in the District hosting the next General Convention not later than seven months before the convention, designating the time and place, for the purpose of electing a Pre-Convention Committee.
- Appointing specified committees at various intervals in time leading up to the convention.
- Calls the General Convention to order and functions as the temporary chairman, conducting the order of business as specified in the PNU Constitution and Bylaws.

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Please remember to submit your intentions to the Nominating Committee by August 15, 2019. Submissions are to be sent to the PNU home office at 1002 Pittston Ave, Scranton, PA 18444 or via email to executive02@pnu.org .

Candidates for the respective offices will be announced in the Straż. The issue date is set for August 30, 2019.

Additional Topics To Note

Passports

While passports are not absolutely required, the problem comes about if there is an emergency and someone has to fly back to the U.S. from St. Maarten or Haiti. **You are required to have a passport to fly out of or into the U.S**

Tips

A tip package for dinner service and cabin house cleaning is included in the price. Additional tipping is your responsibility.

Airport

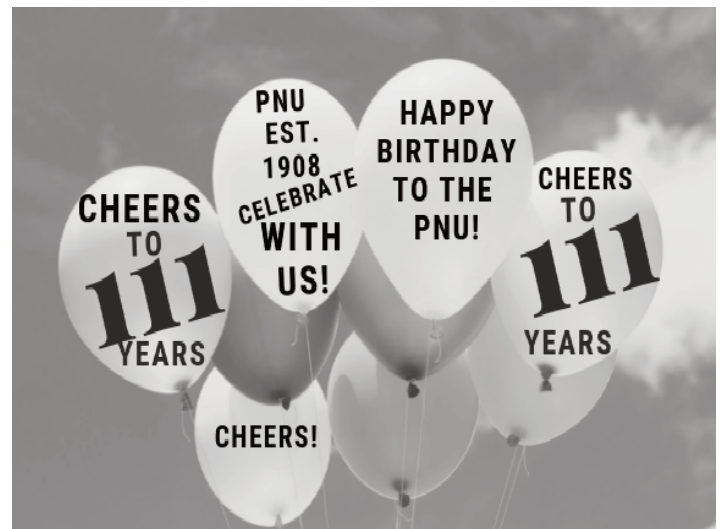
Plan to arrive at least 2 hours prior to departure time. This is the suggested time needed to check in and clear security. A missed flight could cause you to miss the ship departure time which would then shift the responsibility of payment for the trip to the individual provided they were a delegate.

Convention Mandates, Reports, and Materials

The target date for document and report distribution is August 15, 2019.

This year the PNU is planning to distribute all reports via electronic means. The reports and any other necessary material will be posted on our website so that delegates can download it.

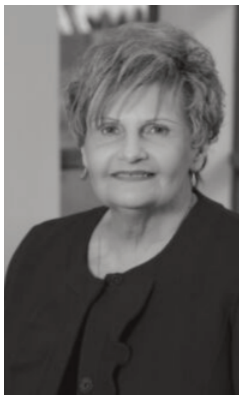
Please note: A letter has been sent to notify delegates of the electronic posting. Any delegate who wishes to receive a hard copy must request one from the Home Office. There will be a reply request included in the mailing for the delegates to use.



In Remembrance of Irene Jugan

Jugan, Irene L. (Talpas), June 4, 1938 - May 30, 2019

“...Be firm, steadfast, always fully devoted to the work of the Lord, knowing that in the Lord your labor is not in vain.” 1 Corinthians 1:58



IRENE JUGAN MOMENTS

PNU members are encouraged to send in their favorite memories of Irene as a photo (please identify individuals and place/event photo was taken) or as a short video sharing your memory no more than one minute.

Email your "Irene Jugan Moments" to Melissa Cohen at insurance02@pnu.org before August 20, 2019

The First Annual PNU Irene Jugan Heart & Soul Award

This year, in conjunction with the traditional Spójnia Sunday observance on September 22, commemorating the historic association of the PNU and Polish National Catholic Church, the Polish National Union has also organized a month-long “Heart & Soul” Remembrance in loving memory of PNU CEO, Irene Jugan.

Individual being nominated must demonstrate the attributes of CEO Irene Jugan, most notably her love and dedication to both the Polish National Union and the Polish National Catholic Church, as well as her strength of character, resolution, kind and caring ways, and of course... her feisty spirit.

Be sure to review the nomination criteria and email your nominations to John Andrzejewski at executive02@pnu.org by September 15, 2019

Below are the nomination criteria and instructions for submitting a nomination for the 1st Annual PNU Irene Jugan Heart & Soul Award.

Nomination criteria and information:

Individual submitting a nomination must be a PNU and PNCC member.

Individual being nominated must be a PNU and PNCC member.

Individual being nominated must demonstrate the attributes of CEO Irene Jugan, most notably her love and dedication to both the Polish National Union and the Polish National Catholic Church, as well as her strength of character, resolution, kind and caring ways, and of course... her feisty spirit.

Nominations must include the following information:

Name, address, and contact information (phone and email) for both the Nominee and the individual submitting the nomination

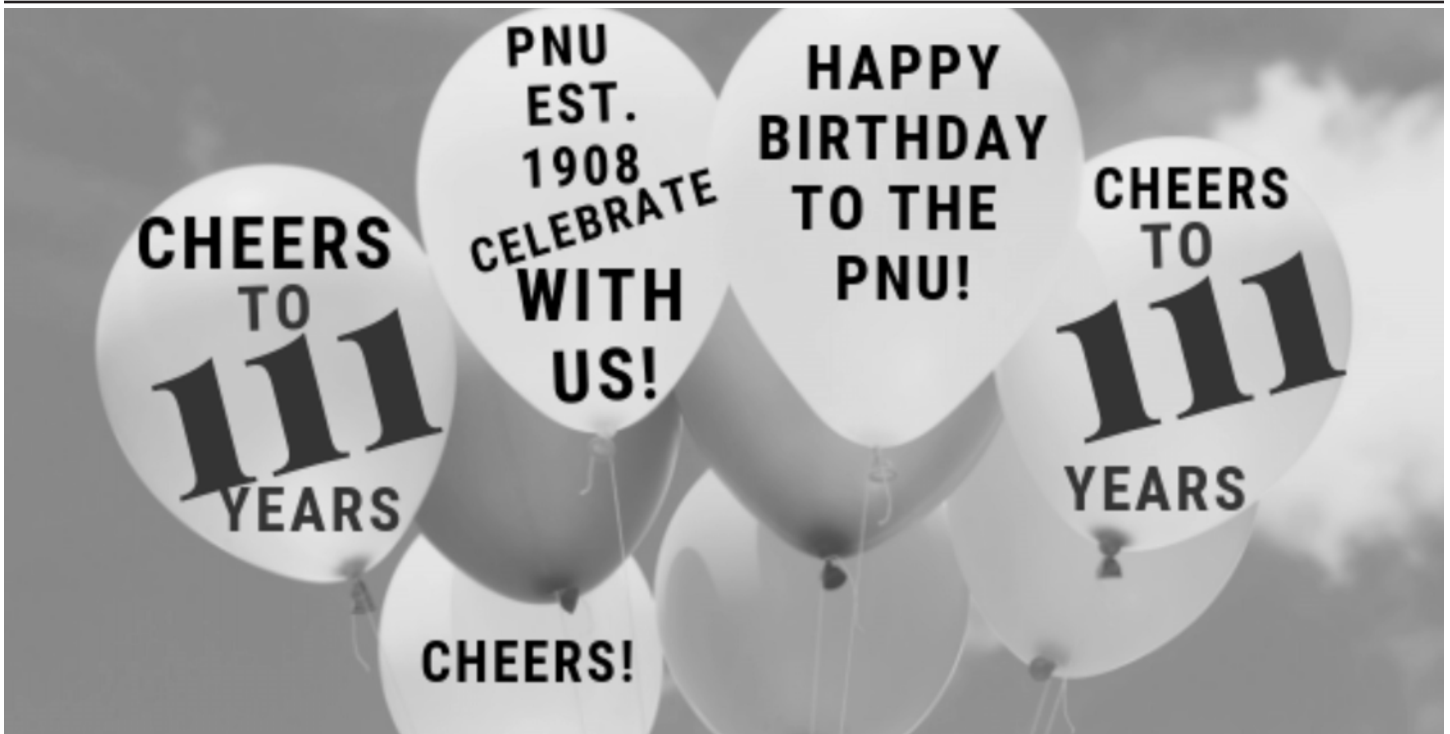
Name of parish the Nominee is a member of

List of PNU and PNCC organizations and activities the Nominee is/has served in and approximately the length of time, if known.

A short 1-2 paragraphs explaining how the nominee demonstrates the attributes of Irene Jugan.

Nominations should be emailed to PNU Home Office, Attn: CFO John Andrzejewski, executive02@pnu.org, received no later than September 15th, 2019.

Recipient of the award will be selected by the PNU Board and announced during the PNU Convention, the week of September 29th, 2019.



CELEBRATE THE POLISH NATIONAL UNION'S
111th Birthday

WITH AN ANNIVERSARY OFFER ON ANNUITIES
ENROLLMENT OPEN UNTIL SEPTEMBER 30TH

3.25 % ANNUITY RATES FOR ONE YEAR

\$ 1,000.00 MINIMUM DEPOSIT TO NEW ACCOUNTS
ONLY

4.36 % ANNUITY RATES FOR ONE YEAR

\$ 11,111.00 MINIMUM DEPOSIT TO NEW ACCOUNTS
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Life is unpredictable. Life insurance shouldn't be