**TALKING PAPER ON CHAPTER RECRUITING CREDIT**

1. **PREVIOUS ACTION**: Member and Field Service Recruiting Credit Error Isolation on many chapter/recruiter identified credit errors.
2. **FOR PRESENTATION AT**: Mid-year AFSA Board of Director Meeting
3. **PRESENTED BY**: James A. Zwiebel, AFSADivision 6 President & Board of Directors Member
4. **REFERENCE**: No AFSA Manual guidance.
   1. Currently there is no official chapter credit default for AFSA recruits, and it is causing frustration of our recruiters. Chapter credit allocations through our digital system causes many recruits to not have a recruiter in the system. But an interlock requiring a recruiter ID is a roadblock to recruiting as a whole.
   2. As a Division President I have received complaints from five chapters on our credit process oftentimes causing them a great deal of time or loss of credit.
   3. I recommend a new policy where every member recruited will be credited to a chapter and a recruiter. Recruits in a given AoR do not happen on accident it is likely the direct or indirect engagement efforts of that local chapter. In a time when we need to motivate recruiters most, this is a wise move.
5. **BACKGROUND/DISCUSSION**:
   1. I recommend using a four steps process:
      1. Step One, continue to use the "Recruiter ID" and "Recruiter's Chapter#" for primary credit awarding (NO CHANGE).
      2. Two, continue to use "Assign to Chapter" for chapter credit (NO CHANGE)
      3. Three, continue to auto-assign recruits based on Zip code when no "Assign to Chapter" is present and award chapter credit based on auto-assignment (PARTIAL CHANGE).
      4. Four, when no "Recruiter ID" is identified for credit, the recruiting chapter's president will receive default credit. An alternate member may be assigned to receive default credit by the Chapter President by messaging: mfsvc@hqafsa (IE: Membership Trustee if elected/appointed) (CHANGE)
6. **RECOMMENDATION**:

A Board of Directors Vote. If passed with minimum majority vote, implementation of new recruiting credit policy April 1st 2023.

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James A. Zwiebel, Division 6 President, 12 October 2022