

**NATIONAL ACTIVE AND RETIRED FEDERAL EMPLOYEES
CALIFORNIA FEDERATION ANNUAL MEETING
December 16, 2022
Zoom**

The meeting was **called to order by President Linda Ingram** at 1:00 P.M. She did an overview of the agenda.

She also did an overview of the structure of NARFE. At the top are the National Officers, the President, and the Secretary Treasurer, supported by the National Office staff. The National Executive Board also includes ten Regional Vice Presidents. Several key people recently left the staff, leaving Johann De Castro and John Hatton as the next most important staff members currently.

We are in Region VIII. There are five Federations in the Region. Our Federation has eight districts. District Vice Presidents are in charge of chapters in the districts and national-only members.

We are coming up on the end of the third year of Covid, which has affected our organization tremendously. Chapters had to find new ways of meeting, mostly by Zoom and some chapters did not meet at all and are still figuring out how to get back.

The 2020 Census led to redistricting of Congressional Districts. Because of the loss of staff members, the process of identifying which Congressional Districts members are now in is taking longer. There has been no answer as to when the process will be completed.

DVP V, Pauline Jue reminded President Ingram to record this meeting.

President Ingram talked about the **FEDcon22**, the National Conference, held in August in Scottsdale, Arizona. The new National President, William Shackelford, was elected and Kathryn Hensley was reelected as the Secretary/Treasurer. Our Federation had submitted a resolution to have discussion and debate and to hear from candidates before voting, at future National conferences. The resolution passed. The outgoing NEB met in December to make decisions on the budget that the incoming board will work with.

President Ingram explained that several Regional Vice President positions are vacant. Forney Lundy asked about the vacancy in the Region VIII position and President Ingram said that Robert Ruskamp will continue and was approved since no one else wanted to step up. She also said that there has been discussion of the possibility of changing from ten to five Regions.

Decline in membership: In the second quarter the organization lost 1% of the membership a month. In the 3rd quarter, the decline had dropped to .8%. There are now 145,000 members which affects the budget. Dave Bowman, who had worked with membership, left the National office after FEDcon22.

Preview of 2023 California Federation Convention: Positive feedback from the 2021 Convention led to plans to repeat the location in San Luis Obispo. The dates will be May 8th -10th. A “Save the Date” will be sent out in January. Co-Chair, Ron Griffin talked about possible keynote speaker Herb Casey. He also said that the room charge would be \$142.00 plus taxes. An invitation will be sent by email to those members with email addresses listed with NARFE and regular mail to those without email.

Membership and Recruiting: It was reported that national-only members are now a little more than half of our membership. Our Federation gives recruiters \$10.00 for each member recruited. We are going to have a “Recruit One” campaign which is a contest which gives recruiters one entry into the contest no matter how many members they recruit but will still get \$10.00 for each. National dues are \$48.00, which includes free chapter dues for the first year for those who join a chapter.

President Ingram presented a NARFE membership history chart. She wants to ask Carl Bailey to include a section in the monthly Chapter Directory to include information from the membership dashboard each month. Today there are 11,846 members in the California Federation. There are currently 61 chapters in the Federation but there were 90 in 2014. Meeting structures can change to keep the chapters going and officer structure does not need to be a specific chapter structure for all. Give chapters flexibility in their bylaws.

Forney Lundy said not to forget Judy Parks, a former National President, in seeking a keynote speaker for the Convention in May.

Training: The previous way was to have two sessions, one in the north part of the state and one in the south. There was not much specialized training for positions. President Ingram said that some federations have created training modules for specific positions. There has been discussion among Federation Presidents that there could be a catalogue of training instead of each creating their own. This might meet more needs.

Legislative CDL Program: National Legislative Chair Steve Walter reported that there is now a Republican majority in the new congress, 222 seats to 212 for Democrats. California lost one Congressional seat due to the 2020 census. There are now 52. Republicans gained one seat in

the California Congressional Delegation so there are now 12. The Democrats retained the majority of Congressional seats in California and now have 40. He reported that there are now 35 Congressional District Liaisons (CDLs), with 17 vacancies. The 2022 redistricting changed many District boundaries so there is a need to shuffle and reassign CDLs and there is a need for more volunteers. The National LEGcon23 will likely use the Zoom model similar to the LEGcon22. Gaylin Zeigler asked about assignment of members to districts as the current assignment may have changed with redistricting. Also, we have found out that the address that NARFE has may not be their legal address. We need to know if and when National will adjust assignments.

What is FEDHub? President Ingram explained that it is an online community for NARFE members. **Why did NARFE set up FEDHub?** It was done to facilitate communication across the entire NARFE community. It allows creation of communities around shared interests. **How does one get connected to FEDHub?** You are already connected to the California Federation community if you are on email. You can consult the “Quick Start Guide” on the FEDHub page. You can use the CAB as a resource. **What else do members need to know?** There is web training on FEDHub.

Treasurer Report: Treasurer Gerald Hall gave a summary of the Fiscal year ending on June 30, 2022.

Income: Interest - \$15.00
Per Capita Dues - \$6,178.00
National 10% - \$45,770.30
*Misc. - \$3,753.36

Sum total Income - \$55,716.66

*Primarily from chapter closures from members who transfer to national-only instead of to another chapter.

Expenditures:

Convention communication - \$8,232.55
Audio Visual for convention - \$7,186.05
*Supplemental convention costs - \$6,657.83
Board (meeting, convention) - \$24,682.33
**Misc. - \$6,484.79
Total Expenditures for Fiscal Year - \$52,643.55
*Speakers, guests, meals, reception, bags, program book etc.
**Member incentives, technology related, reimbursement chapter related

Income received vs Expenditures

\$55,716.66 vs \$52,643.55
\$3,058.11 net income

Next convention Treasurer Hall will be the one who keeps track of convention money.

Current Financial Status:

Current funds as of Dec. 16, 2022

Checking Account - \$147,147.18

Savings CDs - \$100,147.78

Credit Card cash rewards - \$128.11

Treasurer's Conclusions and Comments:

1. Income decreased by \$662.82 in fiscal year ending June 30, 2022, due to lower per capita dues and funds.
2. But higher chapter closure income than fiscal year 2021
3. The current trend toward fewer members and chapter closures will not be sustainable. Our focus as members, chapters, and the federation should be on membership retention and recruitment, chapter sustainability and innovation. This could be one of the focuses for our convention May 9th and 10th.
4. The projected income for fiscal year ending 6/30/23 will be lower and the expenses for the fiscal year will be similar to fiscal year 2022. We will likely spend all our income in the upcoming fiscal year.

There was a discussion of the current NARFE legislative agenda and whether it fully reflects the issues NARFE members are concerned with in this era. One of the issues mentioned was **Schedule F**. Steve Walter stated that the expansion of Schedule F is one of the issues where NARFE is here to provide protection for Federal employees. These issues show how NARFE membership helps protect our rights and benefits.

The presentations were followed by Questions and Answers.

Sandy Griffin
Federation Secretary