

**NATIONAL ACTIVE AND RETIRED FEDERAL EMPLOYEES
CALIFORNIA FEDERATION 9TH BIENNIAL CONVENTION
MAY 8 – 10, 2023
EMBASSY SUITES HOTEL SAN LUIS OBISPO, CALIFORNIA
MINUTES**

May 8, 2023: The Convention started with an evening reception in honor of the National President, William Shackelford, and our keynote speaker, Herb Casey. It was also a great time for attendees to greet old friends and meet new ones.

May 9, 2023: Co-chair Ronald Griffin explained the logistics of the hotel and convention. He then introduced California Federation President, Linda Ingram.

President Ingram introduced the District Vice Presidents in attendance. They were District II- Gregg Pericich, District III- Gloria Deets-Breyer, District IV-Ron Griffin, District VIII-Stephen Smith. Robert Davidson II filled in for his father for District I.

Moment Of Silence: President Ingram asked for a Moment Of Silence for all who stand guard for our country and all Federal employees.

Posting of the Colors: Larry Mora, Commander of the nearby Templeton American Legion Post 220, had arranged for their Honor Guard to present the flags. Unfortunately, Larry was sick that day so could not attend, but his men did an impressive ceremony. They and Forney Lundy led the flag salute.

Mayor of San Luis Obispo Erika Stewart loved our theme “Stronger Together” and said that she feels the same about their area. She said that surrounding communities work together. The area has lots of climate options and attractions. She works in Human Resources at Cal Poly San Luis Obispo. Homelessness is a big issue as in all California so one of the key things they are working on is a Mobile Crisis Unit which has really helped reduce the number of needed emergency and welfare visits per homeless person. They want to make everyone feel welcome and included. For Climate Action, they have conserved 4000 acres as open space. They are working on how to get more jobs in the area. All the mayors in the area meet regularly and will be visiting the Space Port. They had put out a Proclamation for Public Service Week. Mayor Stewart was thanked for her welcoming words.

A Video called 48 Hours in SLO was shown to introduce the area.

Convention Rules: Executive Vice President, Yoggi Riley moved to adopt the Convention Rules that were in the folders that were given to all members when they checked in for registration. The motion was seconded by Julie Turney. The rules were adopted.

There was a break at 9:45 and the session was reconvened at 10:00.

Introduction of Speakers: President Ingram introduced National President William Shackelford (Bill). She said that he had worked for the FBI and retired in 2006. He then started working with NARFE. She listed his various offices before being elected President after Fedcon22.

President Shackelford said that his first Federation visit was to Panama, which had the biggest time difference. He said that going forward, NARFE is going to continue the Mission and remain the “go to resource” for Federal Employees and Retirees.

It will remain strong. He said that the 118th Congress got off to a slow start because of the decision-making time for selecting the Speaker of the House, but NARFE continued its Advocacy. The WEP/GPO in the last Congress went farther than ever but the committee sent the Bill out without a recommendation, so it did not come up for a vote. Threats have gone out to our benefits. He said that the President is trying to help us. President Shackelford sent a letter out to the cosponsors from the 117th Congress to ask them to cosponsor the Bill again. HR 82 kept its number and on April 4th, it had 208 sponsors. Today it has 250 in the house and 40 in the Senate. If it gets to 290 in the House, it will force a vote. It has until December 2024 to reach that goal.

Kevin McCarthy will probably not co-sponsor in his position and Nancy Pelosi is also not a co-sponsor. He said that John Hatton will fill us in with his talk tomorrow.

“Question number one, Can NARFE be around for another 100 years? Question number two, If NARFE goes out, who will take over or continue the work NARFE does? NO ONE.”

Membership is what he talked about next. People think they are “aging out”, and many are passing away without new members to replace them. We all need to identify reasons why people leave NARFE and correct and improve those situations. NARFE’s income depends on membership. He told us that Francine Garner is a dynamo and works hard for Membership and works between corporate sponsors and convention/conference planners to help raise money. He does not feel that Federations are using the money headquarters sends toward increasing their membership as much as they should. We should have more members at the end of the year than when we started.

He mentioned that Dave Bowman, who was the head of Membership Development, had promised that he would stay if President Shackelford won the election, but he left right after the conference and election. The National Office has lost many staff members and many of those worked with membership. There are some new staff members who are very good. Ideas need to be implemented, including changing our C5 standing so we are not confused with unions. He wants NARFE to be changed to a C4 or C6 non-profit designation for tax purposes.

He reminded us that there are over 400 Federal agencies, and he thinks NARFE needs to visit all they can. Those Staff members working with member engagement are Nora McDonald, Sandra Lawler, and Jackie Bryant. There is an intentional effort to reach active employees. Webinars can be used to enable NARFE to be educational. He encouraged the “One member recruit one more” campaign for us to increase membership.

He said that this was his 6th Conference/Convention so far this year. (While he was with us, he did several speeches for other Federations by Zoom.) He said that he hands out cards to TSA workers as he

goes through airports. He had recruited one but wants to recruit more. He said he has eleven conferences/conventions to go.

He referred to FEDHub as a line of communication where a member can post questions and get answers across the country. It is an open forum. CALFed has a Forum. Chapters can share newsletters through one of the communities.

He talked about the "Hail a CAB". There are questions about the NARFE database, but he says he can say AMS is reliable, and the CAB has helped. The Congressional Districts listed for members is a problem since redistricting and it just shows a number and does not show the state.

He reminded us that this week (week of the convention) is Public Service Awareness Week. There were ads on the radio during drive time. President Shackelford had been asked to throw out the first pitch for the Nationals baseball team, but he chose to come to our California convention instead.

He said that we, our groups, need to identify what our needs are with National. He says to ask, and we will get an answer. If the answer is "no", we will get an answer with the reason why. If we listened to him, he says, "He is not the answer, we are the solution". He has served as President for four months and two weeks. It takes a village, and we are the villagers.

Questions and Comments:

The first was a statement about how happy the person was about C5 possibly changing. It had to do with Peace Corps' Alumni group. President Shackelford added several agencies that he had just learned have alumni and small groups that meet.

Ron Griffin asked about the status of the National Headquarters. President Shackelford explained that at one time, the headquarters had about 120 staff working there, but now there are 27 employees. There was a developer who was very interested and wanted to turn the property into condos. Two and a half hours before the end of the last 90-day waiting period, they found out that the offer was dead, mostly because of the raise in interest rates and the two bank failures. He would like to continue working with the current Red State Company. They could rent space out, but the NEB has to approve.

Faye Chow spoke up, saying that she felt that much of the membership loss was because of the renewal form. Also, there is a problem that the membership chair cannot go on the AMS to find information. President Shackelford said that he would recommend that the membership chairs get access through which ever coding works to get it and send out a reminder two months ahead of the renewal date as a reminder.

Faye also brought up the redistricting that has caused chapters to be covered by two districts. President Shackelford said that it is a problem in other federations also.

Nels Christianson (Ch. 1596) Spoke with a complaint. He said that he had left a message at National and has not gotten a call or answer back. President Shackelford explained that there is a new phone system that improves this. It is an answering system that keeps track of calls and the time it takes to get back to a caller.

Sandy Griffin offered a compliment on the weekly “Newslines” and how regular it is so newsletter writers can know when to expect it when they want to use articles from it. She also commented that the Membership department people are very friendly and helpful.

President Ingram thanked President Shackelford for being there and for his presentation.

She called for a short break.

The meeting was reconvened at 11:20.

President Ingram introduced our keynote speaker, **Herb Casey**. She

told the attendees that Herb had been recommended by Tammy Flanagan, who had been the speaker for our last convention. He had been in the Civil Service and Foreign Service.

The title of his presentation was “**Transitioning in Retirement**”. He began by asking “What do we plan to do?” He asked people to raise their hands to show how long they had been retired. He said that there are six major paths in retirement, including an ending to our work life, a neutral Zone for a while, then a beginning. One thing that will carry us through is the ability to transition.

He spoke of Nancy K. Schlossberg Ed D, who talks about paths to take. There are six.

1. Continue to do what you used to do—a similar path
2. Adventurers pursue an unrealized dream or try something new
3. Easy gliders decide that retirement is the time to relax—Some feel that they have worked long enough
4. Searchers are looking for their niche
5. Involved spectators still care deeply about their previous work but are no longer players
6. Retreaters disengage, often becoming depressed

Who are you?

Your values

Your personality

Look inside

Your purpose

Your strengths

Your Strengths and Character-- Get in touch with what is important to you.

Your Purpose:

- If money did not matter, what would you be doing?
- What makes you feel happy and alive?
- What are you passionate about?
- What is something you enjoyed when you retired?

What Are Your Values?

- They are the beliefs that guide you in your life.
- Examples: caring, creativity, ethical, family, friends, honesty, loyalty, freedom, service, security, wisdom

Your Strengths:

- What are your unique skills?
- What do you excel at/your achievements?
- What are your hobbies?

Herb then showed a vision board as an example of something we could make for ourselves. It creates realness for your future and creates a focus.

Enhance your focus/develop your skills:

- Take a class
- Seek out mentors
- Network with likeminded communities
- Use Social media (affinity groups)

Rehearse your focus – tips:

- Network: friends, family, mentors, professionals
- Leverage social media (LinkedIn, Facebook, Instagram, Pinterest, Twitter, Etsy, etc.)
- Know your worth: (Payscale.com, Salary.com, Glassdoor. Com)

Use websites for leads (Upwork.com, Freelancer.com, TaskRabbit.com, etc.)

Create a website/blog: It helps to build a strong brand.

Update your resume (for paid and volunteer work) You should keep one.

Rehearse your focus—tips

- Network
- Toot your own horn
- He said that this could be used for your obituary.

Relocating in Retirement , Considerations:

- Spouse/significant other/family
- Climate
- Tax Burden (state income tax, local sales tax, property, and estate
- Healthcare (insurance, Medicare, hospitals, doctor costs
- Employment opportunities (28% of retirees continue to work)
- Quality of life
- Cost of living

Online Tools – Relocation

- Niche.com – review for towns, neighborhoods
- Livability.com – basic statistics on cities
- AreaVibes.com
- BestPlaces.com
- Teleport.com

Possession Management in Retirement:

- Make a plan (take your time)
- Determine monthly housing

- Identify investment strategy
- Understand emotions – stress, fatigue
- Save only what matters to you

What is next for you - who are you?

- Define concept
- Identify purpose
- Develop it
- Rehearse it

Have a Plan A and B (C & D)

He ended with the advice to adjust your plans periodically.

Recognition Lunch and Memorial Service

The past Presidents were escorted to their seats.

Those in attendance were:

Forney Lundy – 1999-2001	Escorted by Ronald Griffin
Dee Shallenberger- 2015-2017	Escorted by Ed Shallenberger
Linda Ingram 2019-2023	Escorted by Robert Davidson II

Forney Lundy then took over his position as Master of ceremonies for the rest of the ceremonies. For the Eulogy Ceremony, Forney introduced each DVP or acting DVP, and read the number of deceased from each District during the time from January 2021 to April 2023. The DVP placed a red rose in the bouquet in honor of those members lost. A white rose was placed in honor of Federation Officers who have passed away.

Co-convention Chair, Ron Griffin explained how the Taco bar lunch would work, and excused tables to get their food. We had a buddy system to help those who would have a hard time carrying their plate.

After the lunch was served, Treasurer Gerald Hall was introduced to recognize the winner of the drawing for the “Just Recruit One”, and then the winner of the drawing from all members on “Dues Withholding”. Awards were also announced for the top recruiters.

The award winners were:

Just One recruiter winner was Joseph Gallagher - \$250.00 (Each Fiscal year, April 1 to March 31)

Dues Withholding winner was Conrad Collette - \$500.00 (Every two years at convention)

Recruiters of ten or more, \$75.00 (Every two years, given at convention)

2023 Convention winners:

Gerald Hall, Tom Buggie, Yoggi Riley

The Convention General Session was reconvened:

Ron Griffin introduced the hotel staff that had worked with us, so the attendees had a chance to thank them, especially Omar and Sandy Wirick.

He then introduced each of the vendors and each had a chance to give a short overview of their company and what they do.

The afternoon Workshop options were explained.

Before we were excused, Robert Davidson II, Chair of nominations, gave instructions for the District Caucuses that would be held after the Workshops. This is when the District Vice Presidents are elected, and any other District business can be discussed.

- 4:30 Districts I and III would meet together in SLO South—Bob Davidson II Moderating
District II in Edna East – Stephen Smith Moderating
District IV in Edna West – Jerry Hall Moderating
- 5:00 Districts V and VII in SLO South – Jerry Hall Moderating
District VIII in Edna East – Gregg Pericich Moderating
District VI in Edna West – Ron Griffin Moderating

The General session was recessed until 9:00 am Wednesday.

There were Four Workshops, two related to Medicare, and two related to NARFE.

The first Medicare Workshop was from 2:00 to 3:00 and called “ Medicare Advantage Plans Explained “ and was presented by Herb Casey.

The second one was from 3:00 to 4:00 called “Differences between Medicare Advantage Plans” and was shared by the representatives from Kaiser, Blue Cross/Blue Shield, Aetna, and GEHA.

I was unable to attend these workshops, so if anyone would like to share their notes, I could possibly add more detail. Let me know.

The first NARFE Workshop was from 2:00 to 3:00 and called “AMS Database: Accuracy, Alternatives & Updates”, led by Martha Raup, CAB Chair.

There have been a lot of problems with the AMS system and the NEB (National Executive Board) has recommended a company to fix the AMS. Protech is the top layer. Other layers are helping. They need to upgrade the version of Micro Soft being used.

Hopefully as they are fixing it, they can return certain parts to work that used to work but can't be used as the system is set up now.

CAB stands for Configuration Advisory Board. Hopefully NARFE/CAB can get results.

The second NARFE related workshop was from 3:00 to 4:00 and called “Use FedHub for NextGen NARFE”. It was also led by Martha Raup, CAB Chair.

How to get to FEDHub: For members, there is a NARFE Member Community, NextGen for members. You can contact any member of NARFE and ask any questions.

She was asked about repeat messages and said that the repeats on a site are being worked on. You can go on the CALFed site and post your newsletters on the list of newsletters on the Newsletter Exchange. If meeting notices are posted, others can go to your Zoom meetings.

You can use the search bar to call up a name and see their history of what they have written or responded to. There were 781 references to the word “newsletter” at that time.

She was asked if there will be chapter communities, but the answer was “not yet, because of a glitch in the system”. It has to be manually set up. There will be an email part. How to sign up for NARFE news is in the NARFE magazines or the weekly Newsline that comes by email.

Caucuses were held as previously described.

Dinner was “on your own” tonight.

9:00 am Session Called to Order by President Ingram. She informed the attendees that Congressman Jimmy Panetta would not be joining after all, as had been planned in the program.

She introduced Robert Ruskamp, our Region VIII Vice President. She also introduced Sharon Reese, the Region VII Vice President, who was attending our Convention.

President Ingram then called for a Moment of Silence to acknowledge the terrible mass shooting in Dallas, Texas.

Forney Lundy led the Pledge of Allegiance.

Words From DC

NARFE Headquarters Legislative Update

John Hatton joined us by Zoom to give us an update and other information. He said he would be including:

- NARFE Collaborative Strategy
- Grassroots and Grasstops
- A Look Back
- Advocacy
- NARFE PAC

Collaborative Strategy

Tactics

- Grassroots – Entire membership – Shows size and influence of the Federal Community
- Letter Writing
- Lobbying – Headquarters advocacy team and lobbyists
- Meet with lawmakers and staff on The Hill
- Help draft Legislation and provide guidance
- Interact with the Administration

NARFE PAC

- NARFE's political arm
- Support Fed friendly incumbents
- DC and States

Overview of Initiative

- Advocacy Leader Training and Resources
- NARFE Advocacy
- Legislation Action Center Action Letters
- Phone

Grassroots Campaigns /targeting

- Welcome packets to new lawmakers
- Follow up requests to gain sponsorship of HR 82 the WEP/GPO Repeal Bill
- Additional targeted Action Alerts

Look Back

Long term view:

- Zero cuts to earned Federal Retirement and Health Benefits for Federal Retirees since 1996
- Last rollback – Delayed Colas in 1994 – 1996
- Eliminating reduced colas
- Reducing rate of return on TSP

Postal Reform Legislation Concerns addressed

- Maintaining choice – return Medicare Part B for current
Past bills forced current retirees to enroll in Medicare Part B as a condition of continued benefits
- Part B access to premium costs previously declined

WEP/GPO Repeal

- First Committee Advancement ever
- Secured 305 cosponsors (290 tripped House Consensus Calendar Rule)
- Committee advanced unanimously (but without recommendation so did not go to a vote)

House Committee leaders continued to discuss the possibility of including a compromise in the year end legislation (possible tax extenders package)

Advocacy Priorities

Overview

- Protect Earned Retirement and Health Benefits
- WEP/GPO Repeal or Reform
- More accurate COLAs at this time.

Protect Earned Benefits

- Oppose cuts to earned benefits
- Budget Negotiations – deadline for congressional leaders (D and R) and Biden to reach an agreement on government spending prior to October 1, 2023

Try to promote – WEP/GPO – Social Security

- 256 Cosponsors as of 5/9/2023 -Ahead of last year
- Support reintroduction of the bill

More Accurate COLAs for FERS Retirees

- Support of the Equal COLA Act

OPM Customer Service

Support improvements to OPM Customer Service

- Congressional oversight of OPM
- Support IT modernization and proper funding

NARFE continues to receive member complaints regarding OPM

FLTCIP Premiums

Support efforts to improve relief from premium increases

- OPM renewed the contract with John Hancock for FLTCIP
- Enrollee letter indicated premiums would rise again
 - Did not indicate how much
 - Previous increases were as high as 25% 2009, 126% 2016
 - Premium amounts will be out in September 2023

Improve Medicare Integration with FEHB

Support Policies to reduce health care costs

Improve integration of Medicare with FEHB

- Maintain choices re: Medicare Part B enrollment
- Provide more plan options for reimbursements for Medicare Part B
- Ensure FEHB plans benefit from prescription costs

Federal Pay

Support market rate Federal pay increases

Improving government and protecting a merit system

- Support the Saving the Civil Service Act H.R.1002/S.399
- Would prohibit the return of Schedule F, protect merit system rules
- Support H.R. 1487 Strengthening OPM

LEGcon23 will be virtual

A Know Before You Go webinar will be held virtually on June 14th

NARFE PAC helps elect Lawmakers who support NARFE Priorities

Help build a strong Legislative support system for Federal employees and retirees

There are NARFEPAC pins awarded for various levels of donation to the PAC

Questions and Comments

Nels Christianson asked about Congress tapping into the G Fund, does Congress pay back at the same rate or at a higher rate including interest?

Answer: It has happened over fifteen times and has always been paid back with no impact.

Robert Davidson II asked how many active lobbyists are on staff?

Answer: There are two full time and two part time who also represent others.

Why do they keep giving money for WEP/GPO when nothing has happened?

Answer: They support people/candidates, not the issues

Is NARFE still supporting Statehood for DC and Puerto Rico?

Answer: They never supported Statehood for Puerto Rico but have supported DC, but it is not in the current priorities.

Yoggi Riley requested attendees to contribute to NARFE PAC. She was manning the PAC table during the convention.

President Ingram encouraged attendance at LEGcon23 and reminded us of the training for it that is ahead.

Peter Bauer commented concerning rights of beneficiaries to have the option to take Medicare Part B is not a budget impact.

Faye Chow from Palm Springs commented that she appreciates what is being done to improve OPM services and hopes that continues. Also, in general, are receptionists there aware of NARFE and Service Officers?

Mary Soubrious was concerned about Long term Care and premium raises. There was applause after her question. She has had it for about 30 years so needs to keep it but if another raise is too high, reducing coverage is an option, but not ideal.

President Ingram commented that when Long Term Insurance started, we had thought the original cost was going to be for life but now it seems to be about seven years between raises.

President Ingram called on Region VIII Vice President Robert Ruskamp to speak to us. He thanked us for having him and said that he hoped that this meeting would help our Federation. He said that there are still many challenges ahead. He reported that the AMS is still being worked on and a new vendor has been hired to work on problems. The quality of members is important, not just membership. He has attended our board meetings. He said that the new National Bylaws have been published but National will continue to ask for improvements. Now National has a full-time volunteer to help with tax compliance. He said he looks forward to the rest of the convention and success of the Federation.

Next, President Ingram called on Sharon Reese, Region VII Vice President. Sharon said that she has been a member since 2006. She feels that advocacy is very important. She reminded officers that we can train our successor. She had to give up the advocacy job when she became an RVP. She wanted to come to California to learn and meet people. She said that this gives she and Robert more information to be able to vote on the NEB. She wished all new DVPs to have success.

President Ingram said that she got to meet Sharon four years ago.

Then before a break she talked about what was coming up next. The break was from 10:30 to 10:45.

California Federation Meeting

2023 Annual Report—President Ingram

She said that she had made a report at the Annual Meeting that was on Zoom so some of this report will be a repeat. She asked about CDLs and if they had registered for LEGcon23 and if they have requested the allowed reimbursement of the registration cost.

She talked more about her experience as President.

Dan Mahoney from Chapter 1596 talked about meeting with Congressman Matsui and his experience. He feels that it is more important to meet in person for your local representative. He complimented Steve Walter for what he has done to promote CDLs.

Agenda of President Ingram's report

2022/2023 Review

- 2020 census and redistricting effect. Someone said there are still problems with that.
- NARFE Headquarters Leadership and Staff changes- new President and Staff
- FEDcon22- Our resolution passed which was about having discussion and debate at the conferences.
- Precipitous decline in membership
NARFE Membership history—A chart shows when membership was high and when, if it keeps going the way it is now, it will die.
- Recent History – Membership
The total was over 17,000. This morning it was 11,303 for California.
- Membership status
 - Steady Decline
 - Slow shift to national only which is currently the majority with 51.2%
- Recruitment programs
 - National – Annual Fall Membership Drive
 - Federation - \$10.00 per recruited member, paid to recruiter quarterly
 - Just Recruit One campaign

President Shackelford said that there is a lady who is now in her 90s is still recruiting and wears her badge regularly, which draws attention.

- Membership Concerns
 - Timeliness and accuracy of Membership Data
 - Access to national only data base in usable/exportable format

- Authority to add position codes to member records
- Recruitment and retention information
- Surveys of dropped members – Likes and dislikes about NARFE
- Access to Federal Installations and offices for Health Fairs and recruitment
- Timeliness and accuracy of membership data
- Authority
- Federation Recent History of Chapters
 - Total California chapters in 2014 – 90
 - Currently 60 chapters – recently closed Lompoc Chapter
 - Five chapters are in some stage of closure
 - Evaluate chapter meeting structure
 - Don't feel bound by former meeting form/format
 - Meeting dates, format, hybrid
 - Officer structure

Resident Ingram talked about how she and both Bob Davidsons had gone to a meeting in San Diego and reminded the members that their chapter is historic, and the large number of members make it very important. Tony Cerroni had agreed to be President, but it turned out that he could not get a board to support him. Bob Davidson II said that they are now about to send out the 4th letter for closure.

Mel Teigan and Gaylin Zeigler talked about trying to integrate a chapter that was twice as big into their chapter. They have sympathy for other chapters being asked to accept other chapters into theirs.

Martha Raup, our CAB representative, said that there was a glitch in the AMS that has been fixed that did not get moved members recorded correctly. CDL assignments were also often wrong. She said that it is being fixed now.

President Ingram said that Martha and the committee should not take responsibility for chapter closures. The problem is with no one wanting to take office positions

President Shackelford told us that for every member to be transferred, there are ten steps that had to be gone through. He hopes that in June he can introduce the new data base administrator, who will be working with the members involved.

- Training in the future
 - Previous training process
 - Off convention year dedicated to one training session
 - North and South
 - Six-hour session

Questions and Comments

Jeri Benson of Chapter 1658 said that members were dropped from their chapter, but she does not know if they were dropped from just the chapter, or both national and chapter. She found out that there is a national only list and asked who could access it or find that information.

There was concern with the numbers of changes recently and it was said that many were because of Congressional redistricting.

Carl Bailey asked which chapters are the ones mentioned that could be in trouble. They are probably chapters 4,73,352,2101, and 2267.

Federation Financial Report—Gerald Hall, Treasurer

Treasurer Hall said that this part of the summary is for the fiscal year ending June 30, 2022

Income

- Interest \$15.00
- Per capita dues \$6,178.00
- National 10% \$45,770.30
- Miscellaneous * \$3,753.36
- Sum Total Income \$55,716.66

*primarily from chapter closures, members to National Only

Expenditures

- Convention Communication \$8,232.55
- Audio Visual Convention \$7,186.55
- Supplemental Convention costs * \$6,657.83
- Board (mtg, convention) \$24,082.33
- Miscellaneous \$6,484.79
- Total Expenses for FY \$52,643.55

*speakers, guests, meal, reception, bags, program book, etc.

**member incentives, technology related, reimbursements chapter related

Summary FY Ending June 30, 2022

FY Net Income

Income received versus Expenditures

\$55,716.66 versus \$52,643.55 = \$3,073.11 net income

Current Financial Status

- Current Funds as of April 30, 2023
 - Checking Account \$170,384.92
 - Savings CDs* \$100,870.76
 - Credit Card Cash Rewards \$133.72
 - Total Funds \$271,389.40
- *13 month and 25 month

Treasurer Hall stated that we are not stockpiling money.

Treasurer's Conclusions and Comments

1. Income decreased by \$662.82 for FY ending 6/30/22, due to lower per capita dues and funds from National. Monies solely based upon membership were down approximately \$2,000. There was a similar decrease \$2,000-\$4,000 in these categories for FY ending June 30, 2023
2. Chapter closure income varies but this income is not sustainable, and closures continue to reduce membership which is our primary source of income.
3. Our focus as members, chapters, and the federation should be on membership retention and recruitment, chapter sustainability, and innovation.

Your treasurer and the Board are committed to judicious use of Federation funds. We are committed to the following **Financial Statement**:

The California Federation's financial policy is fully transparent as to funding, expenses, and assets. The Federation Board believes in a prudent and judicious approach to expenditures. Money will be spent to directly advance the Mission of NARFE. It will be cautious about spending funds when there are surpluses, to avoid deficiencies that may occur because of changing conditions and lower membership levels. The CA Federation budgets will reflect expected income as closely as possible.

Pat Smith, Chapter 2352, Audit Committee Chair, reported that the treasurer is doing a good job and the audit only showed some technical questions not affecting the bottom line.

President Ingram talked about expenses that were subsidized for the convention, such as the cost of meals.

The lunch break began at 12:25 and the General session was called back to order at 2:00.

President Ingram announced that evaluation forms had been handed out and to please fill one out and hand it in as you are leaving at the end of the day.

She introduced Robert Davidson II, the chair of nominations, and said that he would announce the results of the DVP elections that took place in the caucuses the night before.

The results were:

- District II – Gregg Pericich
 - District III – Gloria Deets-Breyer
 - District IV – Ron Griffin
 - District V – Pauline Jue
 - District VI – Juanita Pardun
 - District VII – Peter Bauer
 - District VIII – Stephen Smith
- Robert Davidson will serve as the acting DVP for District I

As Chair of Nominations, Robert Davidson II then presided over the election of the Federation's four Executive Officers .

He first called for nominations for President. Tony Doty nominated Ron Griffin. Anita Schinnerl seconded the nomination. The Chair called for additional nominations three more times, but there were none. He then called for nominations for the Executive Vice President. Yoggi Riley nominated Linda Ingram and Stephen Smith seconded. The Chair called for additional nominations three times, but there were none. He then called for nominations for Secretary. Jim Mathews nominated Sandy Griffin and Forney Lundy seconded. The Chair called for additional nominations three times, but there were none. He then called for nominations for Treasurer. Forney Lundy nominated Gerald Hall and Gregg Pericich seconded the nomination. The chair called for additional nominations three more times, but there were none. The Chair then declared that the nominations were closed.

Yoggi Riley moved that since there was only one candidate for each office, they be elected by acclamation. Dan Mahoney and Forney Lundy seconded the motion and it passed. The four candidates were elected to their respective offices.

President Ingram returned to preside. She told the story of how she became a DVP for the first time. She was asked if she could drive.

She then introduced Stephen Smith as the representative of the Resolutions and Bylaws committee. Since Robert Davidson (Old Bob), Resolutions and Bylaws Committee Chair was unable to attend the convention, Stephen would preside over this section of the meeting. He introduced the only resolution and explained that it was submitted by a non-affiliated member and asked if there was anyone present who would like to sponsor this resolution. Some people had questions about it, but since no one volunteered to sponsor it, it could not be discussed because it was not brought to the floor.

Yoggi Riley reported on the amounts collected for Alzheimer's Research and for NARFE PAC. She had collected \$1,335 for Alzheimer's Research and \$484 for NARFE PAC.

Forney Lundy introduced Ron Griffin as the incoming President. Ron said that he had some thoughts to share and things he would like to work on with NARFE.

Those include:

- How to do Convention
- He wants to finish chapter unfinished work with his District IV DVP position
- Wants to have more communication from the Federation to chapters and members
- Wants to visit chapters
- Would like to see more District Annual Meetings
- Reminded us that the Federation website is www.csfcnarfe.org and needs to be updated

President Ingram announced that it was time for a break and the last opportunity for silent auction bidding on the baskets provided by Districts and Chapters .

The meeting was reconvened for the afternoon Workshops. All attendees were to be involved in these workshops.

The first Workshop: Chapter Leadership and Membership presented by Forney Lundy, Linda Ingram, and Jerry Hall.

Background: There are various modules for training.

Chapter Treasurers-There was a handout for Treasurers or Secretary Treasurers.

Duties:

- Manage chapter financial resources
- Prepare and manage chapter budget
- Maintain all chapter financial records (F 38 or ledger)
- Reconcile Credit Union or Bank Statements
- Submit necessary financial reports including IRS, FTB, SOS reports
Scenarios about filing or not filing discussed.
- Have to log in to .gov
- Preparing and submitting timely annual reports
- Submit per capita dues
- Call for an audit of the Treasurer's records.
- Odd or Even year have to file with the Secretary of State. You have to know if you were incorporated in an odd or even year.
- Ensure orderly transition to new Treasurer

Donovan Ahlquist asked where to find the EIN number. It is on each Chapter's Dashboard in the AMS.

Treasurers' Tools

Excel Template for financial reporting and Budget Analysis

- Replaces manual F 38 report
- Facilitates Annual Budget Exercise
- Aids in Annual Audit
- Requires some Excel knowledge
- Go by calendar year- this year has to file by the 17th of May

Treasurer sources

- F10 Chapter and Federation Officers Manual
- F38 Chapter Treasurer's monthly Report Updated
- Audit of books to be conducted once a year
- F131

Accessing the NARFE website

Go to: www.narfe.org Reports are found by clicking your Chapter number and then on the Chapter reports box above the member or officer list.

- M112 – New Members, Dropped Members, Passed away, Dues payment status change, reinstated
- W101 – Dues withholding payments report
- M130 - Recruiting Fee Report
- A220 - Chapter dues activity report

Forney Lundy reminded officers to seek help when needed.

- Contact your Chapter President and/or other officers
- Your District Vice President

Future training is most critical, watch for announcements.

The second Workshop -CDL and Legislation

Steve Walter - led this Workshop. He explained a bit about what a CDL does and the need for them. Steve said that he wants to get the gaps filled where there is no CDL in a Congressional District.

There were twelve CDLs here out of the current thirty-six.

He showed the list of all members and their Congressional Districts. He said that he will create a spread sheet for each CDL of the members in their Congressional District. He showed a map which showed the location of chapters and showed Congressional District Chapters that are supposedly divided between more than one Congressional District. They are divided so each has the same population within 1 or 2 voters. He also showed the CDL list that showed where the gaps are, and he was successful in finding some new CDLs for the missing Districts.

There was a reminder of the upcoming National LEGcon23 that will involve three days and will be by Zoom.

This was the end of the scheduled business for the convention. After President Ingram reminded attendees to turn in their evaluation sheets, she asked for the Sergeant-at-Arms to come forward to Retire the Colors.

The Convention was adjourned at 5:00.

The Silent Auction Winners for the District Baskets were announced, and Baskets were collected and paid for. Gregg Pericich was the chair for this Ways and Means Committee that oversaw the baskets.

The Social Hour and Banquet were held that evening. This event included the Installation of the newly elected officers, officiated by Robert Ruskamp, Region VIII Vice President. Ron Griffin was the Master of Ceremonies for this event.

The banquet and Installation were followed by Music for listening and dancing, performed by the Father and Daughter Duo, Rachel & Bobby Santa Cruz. It was an enjoyable evening of socializing and dancing.

Respectfully submitted,
Sandy Griffin
CA Federation Secretary