

NARFE Federation of Chapters

Convention After-Action Federation Board Meeting Minutes

April 26, 2016

MainStay Suites Conference Center
410 Pine Mountain Road
Pigeon Forge, TN 37863

- I. Insurance – Norris Alderson.
 - A. Our liability insurance is up for renewal.
 - B. It goes up from \$65 to \$87. It's a three-year policy.
 - C. It protects us from fraud, crime, from anyone stealing our money, etc. That's basically what it does.
 - D. Norris Alderson made the motion, seconded by Larry Minniear, that the Tennessee Federation of Chapters renew their liability insurance at the increased rate as proposed by the Treasurer. Motion accepted.**
- II. Newsletter Editor – Larry Minniear
 - A. Notice sent out prior to the convention appointing Marilyn Evans to take over the position of Newsletter Editor.
 - B. Motion made by Larry Minniear, seconded by Ed Evans, that Marilyn Evans be appointed as Tennessee Federation of Chapters Newsletter Editor. Motion accepted.**
 - C. We have three possibilities for publishers, but none of them will be overnight.
 1. The one in Missouri, which is hard to get hold of, but I shared his letter with all the Board members.
 2. I just got a call this week from the one in Illinois. He is reluctant to take anyone new on, but he said he'd talk about it. So, I'll get back with him in the next couple of days.
 3. Marilyn Evans has one in Nashville, which I prefer, to stay with one in-state if it is within reason and does the same thing.
 4. We will compare notes and make a decision soon.
 5. Due to health issues, Max Coats cannot do another issue.
 6. Marilyn Evans will put together a Convention issue that will be an interim one that will contain a few reports and pictures. We will use either Clarksville Chapter's or Nashville Chapter's newsletter printer for printing and mailing.
- III. The next Board Meeting will be after the National Convention, sometime in September, so we will be up-to-date on information.
 - A. Larry Henderson noted that we normally meet before the Convention so we can discuss how we want our President to vote on the issues for the Board.
 - B. The Board has only one vote and Larry Minniear will vote it however the Board wants him to vote. He will also vote his Proxies the way the chapters he represents want him to vote. But, he felt that one vote either way wouldn't change the outcome of any issue unless it was an extremely close tally of votes.
 - C. The issues are discussed prior to the Convention and decisions made on how to vote on the issues, but if something unforeseen comes up at the Convention, the Proxy is instructed to use their best judgement.
 - D. Larry Minniear is open to any thoughts and discussions about issues. This can be handled via e-mail, face-to-face, and phone discussions prior to the Convention.
 - E. Inform Larry Minniear the times you won't be available in September and he will try to work the Board Meeting around them.
 - F. The way things are happening so rapidly in NARFE, two meetings a year may not cut it. We may have to rely on e-mail votes.

- G. Larry Minniear is going to look into the cost and how to set up Conference Calls to take care of some of our business that way.
- IV. Larry Minniear asked the three VPs to get together and reformulate our Travel Policy and Expenditures in the Policy Manual – the ones that we need pre-approval for and the ones that should be automatic and establish the parameters so there will be no discussion after the fact, so we can have it laid out in a little better format than it is right now.
- V. Larry Henderson asked how the Federation handled Greeneville's per capita dues.
 - A. Larry Minniear said that we still have it.
 - B. Norris Alderson said he got nothing from Greeneville.
 - C. If they didn't pay anything, they shouldn't have a delegate and whatever they did pay should belong to the Federation, according to Larry Henderson. A chapter shouldn't send a voting delegate if their dues aren't paid. Greeneville closed their bank account and sent a check to the Federation over a year ago. Since that chapter is closed, we need to reassign the existing members to other chapters and send their per capita dues, etc. to the receiving chapter.
 - D. Larry Minniear stated he thought the receiving chapters shouldn't get the previous monies from a closed chapter, they should get just what they are due from the time they accept the transferred members. But, if that would be the case, we would have to change our Bylaws to reflect that.
 - E. Larry Henderson said he thought it might be a good idea to follow the guidelines that National follows concerning closed chapter's money where they keep that money in escrow for five years before it is released.
 - F. Norris Alderson related how the money for the two chapters (Fayetteville and Columbia) that he dealt with was handled. The receiving chapter of the disenfranchised closed chapter members got the money the closed chapters relinquished to the Federation Treasurer in both cases.
 - G. The longer dealing with a closed chapter's finances is delayed, the harder it is to locate and get any of their remaining funds.
 - H. Technically, Greeneville is not officially closed as yet and National has not been notified.
 - I. Larry Henderson brought up another issue. If members of the closed chapters are not soon assigned to a new chapter, National has no place to send the per capita dues for those unassigned members.
 - J. Norris Alderson said he didn't get any per capita dues for the two closed chapters and he didn't know where it went, but assumed that it had to go somewhere.
 - K. Bill Shackelford added that the money, for members who choose to join e-NARFE rather than another chapter, goes to the Federation.
- VI. Larry Henderson proposed promoting people to work at membership through monetary incentive awards, such as \$10 for each new member recruited going to the recruiter up to 100 new members.
 - A. Larry Henderson made the motion that the Federation would award \$10 incentive, up to the first 100 new members, to the recruiter of the new member whose name must appear on the application of the new member as the recruiter. This program would run from July 1, 2016 to December 31, 2016. It was seconded by Norris Alderson. Motion accepted.**
 - B. If we pay \$10 for each new member and we get a \$4 back from National on each new member, the cost to the Federation would be lessened and with retention being at about 92 percent according to National, we would recoup even more the following year making it a win-win situation for everyone.
 - C. There are no current competing incentive programs coming out of or in the works at National, according to Bill Shackelford.

- VII. Larry Henderson stated he felt we have a communication problem. Members have complained to him that important information is not getting down to the chapters.
 - A. Bill Shackelford says he's been sending things out, but Larry Henderson said that he hadn't seen anything from him, so he asked what's happening to it?
 - B. Previously, whatever was sent to the President, was then sent to the Vice Presidents, who then sends it on to the Chapters.
 - C. Larry Minniear said it depends on if something has to go out, but he doesn't send on gibberish. Usually, he sends some things directly to Federation Chapter Presidents.
- VIII. Larry Henderson had some concerns about Strategic Planning that he wanted to discuss with the Board.
 - A. The recommendation that the NEB be able to increase membership dues, Larry Henderson does not think that will pass at the National Convention. Even at five percent a year, in ten years your dues would be too high.
 - 1. Chapters will have the option to reverse an NEB membership dues increase at the very next Convention following that raise if they don't like it.
 - 2. Just about every member can afford \$40 per year for dues especially when you think of all the benefits we get for that amount of money including the magazine and the discounts the Affinity Partners offer.
 - B. Will there be someone to certify or oversee the voting if we go to the one member, one vote especially when members vote via computer.
 - C. It has been suggested that voting be set up through the magazine.
 - D. Larry Minniear noted that most elections offer voters several methods of voting in a single election.
 - E. Regarding eliminating mandatory chapter membership, when this was implemented, National also took over the collecting of dues from all the members. This ended the personal contact that chapters had with their members. People love personal contact and because this was lessened, it contributed to membership decline, and at the same time adding mandatory chapter membership was blamed for membership decline. Add to this the switch to FERS was a further reason for membership decline as stated by Bill Shackelford and Larry Minniear. Plus the membership getting older and dying also contributed. So no one factor was the cause, it was a combination of all of the above.
 - F. Deaths are not the main cause of membership decline today. Retention seems to be a bigger problem. If we don't pay attention to this, we won't be able to keep up with the losses. A strong membership chair is needed in the Chapters as well as in the Federation.
 - G. Each chapter needs someone to check OAM and reach out to those in their chapter who receive second notices for renewal of membership. If we don't reach out to them, we will lose them. If they become lapsed, headquarters will, in six months, reach out to them and they will probably, if they re-join at all, join e-NARFE rather than a chapter.
- IX. Larry Henderson also noted that we have picked up the 10 percent funds for e-NARFE members in our state which adds up to about \$1,800.
 - A. We are getting that money but they are not getting anything from the Federation according to Ronnie Collins.
 - B. Larry Minniear said that Jon Dowie talked about the reduction in the 10% sharing plan for dues. What National tends to forget, just like Congress forgets, it's not their money. It's money coming from the chapters to National, not coming from National to the chapters. National has no money of its own. It gets it from the membership. So, membership is giving them money on loan and expecting to get their fair share back. To renege on that promise is totally out of line.
 - C. Bill Shackelford agreed that on the surface what he said was correct, but National has found that in some other Regions, that have astronomical amounts of money being held

by Chapters. The issue of the ten percent fund has come up at National because they know there is money out there not being used and could be spent in useful ways.

- D. George Prewitt noted that National asks for a donation and you give, but then they turn around and ask for more. The answer to him was that was the way it always is with organizations, especially non-profit ones.
- E. Some chapters are sitting on money for no seen good reason when they could be using that money to send a delegate to a convention, etc.
- F. Some chapters are emptying out their treasury because they fear National will take it if they do away with chapters, so they are putting it into illegal projects and charities that aren't permitted by our Bylaws. Even giving chapter money to Alzheimer's is not permitted according to our Bylaws.

X. Rhonda Mooney made the motion to adjourn, seconded by Larry Henderson. Motion accepted.