

NARFE Federation of Chapters 60th Annual Convention Minutes

April 25, 26, 2016

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

Monday, April 25, 2016, 9 a.m.

- I. Welcome Remarks – Bill Bolt
- II. Presentation of the Colors – Sevierville National Guard
- III. National Anthem – Deb Smithson
- IV. Pledge of Allegiance – Colin Mike Gates
- V. God Bless America – Deb Smithson
- VI. Congressman Phil Roe, MD (See Attachment 1)
- VII. Sevier County Mayor Representative – Darin Anderson (See Attachment 2)
- VIII. Pigeon Forge Mayor – David Wear (See Attachment 3)
- IX. Invocation – Ed Evans (See Attachment 4)
- X. Memorial Service – Ed and Marilyn Evans

15 Minute Break

- XI. Federation President – Larry Minniear (See Attachment 5)
 - A. Invited everyone to enjoy Pigeon Forge.
 - B. Welcomed everyone, thanked everyone who put the Convention together, thanked participants for coming.
- XII. Region X Vice President – Bill Shackelford (See Attachment 6)
 - A. Strategic Plan – Keep NARFE alive for the next 90 years.
 - B. Video presented from National on Strategic Plan. This DVD can be viewed on line at stratplan@narfe.org.

Break for Lunch at 11:50 a.m. – 1 p.m.

- XIII. Alzheimer's Region X Coordinator – Donna Shackelford (See Attachment 7).
 - A. \$11,756,378.07 – NARFE total giving since 1985.
 - B. \$43,264.37 – total giving by Tennessee NARFE as of March 2016.
 - C. Certificate awarded to Joan Gates by Donna Shackelford thanking her for her hard work on our behalf for Alzheimer's.
- XIV. 2nd Vice President Rhonda Mooney thanked everyone for being here and said there would be a lot of good information gained from attending. Report (See Attachment 8 for her annual report).

Committee Meetings and Officer Training: held at various locations until 5 p.m. followed by the Banquet at 6:30 p.m. in the Ballroom where 9/11 Pentagon Survivor Martha Gilchrist spoke, the band/singing group Thankful Heart performed and door prizes distributed.

Tuesday, April 26, 2016

- XV. Welcome – Announcements – Bill Bolt
- XVI. Announcements – Larry Minniear
- XVII. Committee Reports:
 - A. Credentials – Chairwoman Linda Wood
 - 1. Committee: Joyce Knott
 - 2. Attendance: 53 Delegates, (7) Alternates, 9 Federation Officers and 5 Proxies, Total 67 Delegates.
 - 3. Delegates accounted for are 119; 51% needed for a quorum; 51% of 119=60.69 or 61,
 - 4. We do have a quorum.
 - B. Rules – Chairman Larry Henderson (See Attachment 9).
Larry Henderson made the motion that the Convention approve the Rules Committee Report, that the rules submitted be adopted as the Standing Rules by the Convention and that the Standing Convention Rules be made a part of the Federation Bylaws, Article VIII, seconded by Herb Arnett. Motion approved.
 - C. Roll Call of Federation Officers and Chapters: Secretary Marilyn Evans (See Attachment 10).
 - D. Minutes from the 2015 Convention to be read.
 - 1, They are posted on the website for everyone to read.
 - 2. **Ed Evans made the motion to dispense with reading of the minutes and accept them as posted on the website, seconded by Norris Alderson. Motion accepted.**
 - E. Resolutions – Bruce Umstead (See Attachment 11).
Motion made by Norris Alderson, seconded by Steve Schraeder, to accept the Resolutions Committee Report. Motion accepted.
 - F. Constitution & By Laws – DeLacy M. (Mul) Wyman (See Attachment 12).
 - 1. Recommended Approval of the Adoption of the Resolution presented.
 - 2. We currently have three District Officers: Herb Arnett – District 5, James Glenn – District 4, and John Wells – District 2.
 - 3. **Motion made by Larry Cunningham to adopt the Resolution as presented to change Article I, Section 12 of the Federation Bylaws: to change the name of District Officers to Congressional District Liaison; change the appointment of the Congressional District Liaison from the Legislative Chair to the Federation President after consultation with the area Vice President and the Federation Legislative Chair; and assign the Congressional District Liaison the responsibility to act as a liaison for the Federation in their Congressional District; seconded by Ronnie Born. Motion accepted.**
 - G. Financial Ways and Means – Jim Cooke (See Attachment 13)
Motion made by Jim Cooke to accept the Financial Ways and Means Report as presented, seconded by Joyce Knott. Motion accepted.
 - H. Treasurer's Report – Norris Alderson (See Attachment 14)
 - 1. Acknowledged Marie Anglin, Michele Griffin and Glenda Huff for their work as predecessors.
 - 2. Comparing 2014 and 2015 to show trend.
 - 3. **Motion to accept the Treasurer's Report was made by Larry Henderson, seconded by Bill Bolt. Motion accepted.**
 - I. Legislative – Jim Glenn (See Attachment 15)

Motion made to accept the Legislative Report by Jim Glenn, seconded by Larry Minniear. Motion accepted.

J. Membership – Dean McAlister (See Attachment 16).

Motion made by Dean McAlister to accept the Membership Report, seconded by Wayne Lanier. Motion accepted.

K. Service Officer – Lorenzo Tyson (See Attachment 17).

Motion made by Lorenzo Tyson to accept the Service Officers Committee Report, seconded by Herb Arnett. Motion accepted.

L. Alzheimer's – Joan Gates

1. Weida White Memorial Award is given annually to the chapter that has contributed the most per capita this year to the Alzheimer's Research Fund. Cleveland Chapter 860 won with donations of \$19.24 per capita.
2. The second award goes to the chapter that gave the most money. With a total of \$947.58 Clarksville Chapter 870 was the winner.
3. The total that we collected this year entirely goes to research, nothing to administration.

M. NARFE-PAC – Charles Thompson (See Attachment 18).

Leo Pots Memorial Award went to Cumberland County Chapter 1719.

N. Service & Incentive Awards presented by Larry Minniear to:

District Officer Herb Arnett, District Officer John Wells, Alzheimer's Coordinator Joan Gates, Newsletter Editor Max Coats, Service Officer Larry Cunningham, Treasurer Norris Alderson, Legislative Officer James Glenn, 3rd Vice President Colin Mike Gates, 1st Vice President Rhonda Mooney, former Treasurer Michelle Griffin, NARFE-PAC Coordinator Charles Thompson, Secretary Marilyn Evans, 2nd Vice President Ed Evans, Past President Larry Henderson, and Financial Secretary Glenda Huff was presented with a Distinguished Service Award and a special plaque for her long term service and expertise with the NARFE Federation.

O. MainStay Suites donated to our organization a one-night stay for any time this year which the Federation can award as it sees fit.

15 Minute Break at 10:05

XVIII. Go to Meeting – President Richard Thissen, National Headquarters (See Attachment 19).

XIX. Time & Place (2017): Ed Evans.

1. We're considering Embassy Suites in Murfreesboro, thanks to Wayne Lanier.
2. We're also looking at the Drury in Franklin.
3. We will get the information out to you as soon as a decision is made on where it will be held in plenty of time for you to make your plans.

XX. Time & Place (2018): Rhonda Mooney.

1. Tentatively it will be held in Jackson, Tenn.
2. It will probably be at Doubletree or All-Suites Hotel due to the size of their facilities.

XXI. Final Report from Credentials: Linda Wood.

1. Nothing has changed.
2. **Jim Cooke made the motion, seconded by Ron Born, that the Credentials Report as stated previously be accepted. Motion accepted.**

XXII. Nominations: John Harris (See Attachment 20).

1. **John Harris made the motion, seconded by Joe Nash, the Nominations Committee Report be accepted as presented. Motion accepted.**

2. Nominees are: Legislative Chair – Jim Glenn, Membership – Vacant, Secretary – Marilyn Evans, Treasurer – Norris Alderson, 3rd Vice President – George Prewitt (324), 2nd Vice President – Ed Evans, 1st Vice President – Rhonda Mooney, and President – Larry Minniear.
3. Larry Minniear asked, Are there any other nominations, are there any other nominations, are there any other nominations.
4. Herb Arnett made the motion to accept the slate of officers by acclamation, seconded by John Harris. Motion accepted.

XXIII. Larry Minniear: We did do a couple of changes. I want to give Chapter 204 a round of applause for all they have done. If you look back in the records, the conventions used to run three days. Some say not much goes on at conventions. What puzzled me was, you had training, you had food and you hadn't even opened the convention until the next day. So we tried something different. We expanded it a little bit, hopefully brought you some information, elaborated on what was started last year in Clarksville, expanded it a little but didn't want to make it too long or too expensive, but we wanted to have it long enough so we could provide you with enough input and back and forth, opportunity to ask questions of the right people. Next year we should be in line to have a National Officer paid for by National in person. What better draw to get people to travel. I'll take feedback on the good side, and Bill said he would take all the negative comments. Do you think the little extra time for the convention is worthwhile? (Response: Many yeses.)

XXIV. Installation of Officers: by Bill Shackelford.
Officers were duly sworn in.

XXV. Alzheimer's Silent Auction:

1. List of items sold in the Silent Auction and the donations due for those items was read by Mike Gates.
2. The gift basket was awarded to Larry Minniear.
3. The quilt was awarded to ticket holder number 6934090.
4. The total brought in by the Silent Auction was estimated at close to \$800.

XXVI. Motion to adjourn was made by Kathy Arnett, seconded by John Harris. Motion accepted.

(Attachment 1)

Congressman Phil Roe, MD

I grew up near Clarksville, then I went to medical school in Memphis, then moved to East Tennessee as soon as I could get here to raise a family and practice medicine for 31 years. Then I ran for Congress. I have had a varied background. I served in the 2nd United States Infantry Division in 1973-74.

We have a lot of issues we're facing in this country. I will go through a few of those very quickly.

When I got elected to Congress in 2008, healthcare was a huge issue. It was one of the reasons I ran for Congress and still is today. We're spending a massive amount of money in this country and one of the things that is most frustrating to me is that today we spend more money on medical administration than we do on cancer treatment and heart disease put together. That is ridiculous, that should be going to healthcare. We've got to figure out a way to put doctors and patients back in charge of healthcare decisions, not bureaucrats, not insurance companies, not social workers. We've got to do that because it's breaking us as a country. It's also making it so that it's not fun to practice medicine anymore. You have to talk to your doctor and to your healthcare provider, they are frustrated. We've got to get that frustration out. The patient and the doctor should be making the decisions. You shouldn't have to ask ten people whether you get healthcare or not. I'm working on that in Congress right now, as we speak.

We have had huge budget deficits. We have a \$19 trillion, that's 12 zeros, deficit in this country. In that debt, what's concerning to me, 47 percent of that debt is owned by foreigners. In 1970 only five percent of our debt was owned by foreigners.

When you look at our budget, there are two parts. One is mandatory – social security, Medicare, Medicaid, interest on the National debt, food stamps. Today almost 11,000 will turn 65. We have guaranteed certain benefits to people who are 65. We've promised them that for decades and it's up to us as a nation to keep that promise. That is one of the things we have to look at in the next ten years. This year we spent about \$880 billion on Social Security. Social Security has taken in about a trillion dollars, so it's in the black right now, but in ten short years that number will double. Medicare, the same thing, that will double. For Medicare, last year we took in about \$300 billion, but we paid out about \$500 billion in Medicare benefits. Those numbers don't balance. If the premiums coming in matched what was going out we almost wouldn't have a deficit problem in this country.

On the discretionary part of the budget – what we actually appropriate money for – in 1965 three-fourths of the budget was debated every year. We debated and had 12 appropriation bills. We passed those bills. That now is only 32 percent. Sixty-eight percent of our budget is mandatory – it's on auto-pilot. We've got to do something about that part of our system. We need to reform it or it's unsustainable. We need to do this for future generations. The discretionary part of the budget is the Department of Defense, Veterans Affairs, Agriculture, Homeland Security, National Parks, all of those things are only a third of our budget now.

In the last two-and-a-half weeks I've met with the Pacific Commander who is in charge of all the security in the Pacific area and with an Army Chief of Staff, a four-star who is on the Joint Chiefs of Staff, to talk about the security of this nation. Folks, it is a very dangerous world we live in today. In this last year, and last several years, I've been to Afghanistan three times including over Thanksgiving of this year and to Kuwait where ISIS is. I had a chance to view that in real time there. There are people around the world who are very much against our way of life and what we have in this country. I will tell you, there is a war going on right now – it's an ideological war and we have to win that. We are going to win that war. I think we have the will power to do it and we certainly have the military to do it.

Last Monday, when I flew back to Washington, as soon as I landed, I got on a bus. There were about 20 of us. We went out to Walter Reed Hospital to visit our wounded warriors. When you see and meet those men and women, who were injured in the defense of our country so we could have

(Attachment 1 continued)

this meeting here today, it makes it easy for me to support them. I'm a fiscal conservative and have been called all kinds of names, but there are three things I will never apologize for: 1. If you're a soldier in the field, I've been there. I want you to have whatever you need to protect you and your comrades, period. You need to have the equipment to train and to carry out your mission. 2. When you come home, and you've been injured or harmed, I want you to get whatever you need to take care of you and your family. I'm absolutely dedicated to that. 3. I'll never apologize for supporting our farmers because I like to eat and I want my food to be produced right here in the United States of America. I was raised on a farm in middle Tennessee, Stuart County. My cousin farms that same land that we've been on since the Civil War. Our family farmers are having a tough time right now. Our farmers are the most productive people in the world. We had a trade surplus in the farming community last year of \$40 billion. Enough said about that.

We have a challenge in America. I'm tired of the media's 50-year beat down of this great country. Since the Vietnam war, all you've heard about is America's the problem, America is this and that. Let me tell you, America is the shining city on a hill. We are the best place in this world, I've been around this world (applause)... I want to give you a couple or three examples of how I absolutely know this in my heart.

One is, forty-three years ago as a young Army Captain I went to Korea. My son was six weeks old when I went in the military, and was 12 weeks old when I finished basic training and left the country. That country was digging out after a terrible war. In 1960 they had the fourth poorest economy in the world. They had a military dictator when I was over there. So, what did I see when I went back two years ago, right back to Camp Casey where I was stationed 11 miles south of the DMZ? I saw the 50 million free people, I saw the tenth largest economy in the world, I saw a freely elected Prime Minister who said: "Dr. Roe, every time you get in front of a crowd, you thank them for the Korean people, for our freedom." That's great news, but it's not really the best news. The largest Christian Church in the world is in Soul, Korea. That's amazing to me. That's what free people can do. They can worship as they want.

The other two examples I want to briefly tell you about are in Afghanistan. In 2001 when the twin towers were hit and we went into Afghanistan to take down the Taliban, and the people who had supported this terrorist organization and allowed them to occupy them there, no little girls could go to school. Life expectancy in that country was 44. It was Biblical, the same as in Jesus' time. If I were in a classroom, half of you wouldn't be here, almost half of the children didn't live to be age five. When Russians go into a country, they blow it up, they tear it up. That's not what Americans do. We leave a place better than we found it. So what has happened during a shooting war? I found this astonishing. Life expectancy in that country today, during a shooting war, is 60. It went up from 44 to 60. They gained a year every year America's been there. Why? Because our medics and doctors like myself and others went out into the villages, immunized the children and took care of these folks. What happens now to a child? If a parent has a child, there is about a less than one in 15 chance that child does not live to the age of five. They died of measles, mumps, chicken pox, whooping cough, polio, and bad water. Not today, they don't. Three million little girls are in school because of what Americans did.

My last example is, we have a Prayer Breakfast every Thursday at 8 o'clock. The National Prayer Breakfast is the first Thursday of every February. These Prayer Breakfast's go on now around the world. Every week we meet there and there are probably about 25 of us that go regularly. Two weeks ago there were three people in the room I didn't know – a woman and two men. We take prayer requests. Then, the woman asked to speak. The person in charge said yes, go ahead. She said we pray to God in our country. We have a Prayer Breakfast where we are. I'm here to thank people while

(Attachment 1 continued)

I'm here. Fifteen years ago, I was in Macedonia as a refugee with no future, many of my family had been killed. Because of you in America I'm now back in Kosovo where I'm the Ambassador to the United States. I didn't realize that's who she was. She said I'm here to thank the American people. We don't hear that enough. Folks, America is the country that really helps put sanity in the world. I want to thank all the veterans again and just let you know the good that you do in the world.

Now, I serve on two committees in Congress. One is the Education Workforce where I chair a subcommittee on health, employment, labor and pensions. I'll be termed out at the end of this year, I've been chairman for five-and-a-half years and we have term limits of six years that you have to leave the chair. It's been a very good term. I have worked hard from the day I started my medical practice, providing retirement benefits for everyone in my practice. We have people that have been in our group for 40 years. That's hard to believe. I believe that people who have loyally served ought to have retirement benefits. We've certainly worked hard to make that happen.

The other committee I'm on is the Veterans Affairs Committee. When I got to Congress in 2009, we spent \$97 billion on veterans healthcare, which was good. That was for cemeteries, veterans benefits, disability benefits and health benefits. Today, eight years later, this year's budget will be \$182 billion. You've doubled that. The reason is that there are many unmet needs for veterans out there again. I think you're doing a good job. It's not there yet, we'll never get it all right or perfect. But, I'll tell you, I look around this room, I see some probably Vietnam era men and women in here. I hope our country never ever does to our veterans what we did to Vietnam veterans, my era veterans. We never should have done it. The country has made up for that in the way they are treating veterans now.

I know you have a lot of issues and I'm going to open up to any questions you may have. Anything is fair game if you have a question. Plus, welcome to Pigeon Forge. I forgot to welcome you. We're glad you're spending money in my district, appreciate it.

Deb Smithson said: "I would like to say that the United States, as you said, is the leader in teaching people how to sustain life. How to improve their emergency services, their police forces, their construction. The United States builds up rather than, as you said, tears down. We have an Indian philosophy. I'm not talking about India, the country, I'm talking about the American Indian. That we leave a place better than what we found it.

Dr. Roe: There's no question about what you said is true. The more I travel around the world, the more I realize that it's true. I didn't tell you a little bit about the First Congressional District. Number one, it's one of the most historic districts in the United States. It's the only Congressional District in America that's had two Presidents: Andrew Jackson and Andrew Johnson. The first person to hold this seat was Andrew Jackson. About six months after he was elected as a Congressman, he was then appointed as a Senator. We had appointed Senators up until 1917 – the Legislatures of the state did. Another famous Tennessean that held this seat was Davy Crockett. Davy Crockett gave one of the greatest speeches that has ever been given on the House floor. He was having a big debate with Congress and they wouldn't go along with what he wanted to do. His speech was this. "You can go to hell, I'm going to Texas." It didn't work out too well for him but that was what he gave. The other person that held this seat was Sam Houston. So we've had some really famous First Congressional District representatives, a very historic district.

I want to thank you for what you have done, many of you have served this country both in the military and in public service, what you have done with the job that you've had. Whether it be maybe with soil conservation, it could be with any agency, many things. I was with a soil conservation meeting Saturday night, over in Carter County. There are just all kinds of things you can help with, agriculture, with healthcare, with any number of things. I want to thank you for the many years you put in service to your country.

(Attachment 1 continued)

Jim Cooke questioned Dr. Roe about HR7-11 and explained it. The “Equal Treatment of Public Servants Act of 2015 Amends title II (Old Age, Survivors and Disability Insurance) (OASDI) of the Social Security Act to replace the current Windfall Elimination Provision (WEP) (that reduces the Social Security benefits of workers who also have pension benefits from employment not covered by Social Security) for individuals who: (1) become eligible for old-age insurance benefits after 2016 or would attain age 62 after 2016 and become eligible for disability insurance benefits after 2016, (2) subsequently become entitled to such benefits, and (3) have earnings derived from noncovered service performed after 1977. It establishes a new formula for the treatment of noncovered earnings in determining Social Security benefits. It prescribes a second formula to modify the WEP for current beneficiaries. It directs the Commissioner of Social Security to recover overpayments from certain individuals.

Dr. Roe’s response was: We will look at that and get back to you on it. We have a tax code that has to be redone. It is so complicated. We have the highest corporate tax rate in the world today. We have got to stop that. We have Boston Scientific and I use their equipment all the time in the Operating Room. They moved their headquarters to Ireland because of the tax rate. So we’ve got to do something. It’s not just that one issue. It’s the entire range. We’ve got to look at the whole tax code. They’re doing that right now, but it’s a big list, a big job.

Dorothy Bolton, President of Chapter 1382 Millington, asked, “Since you’re on the Veterans Affairs Committee, my father was a WWII, Korean veteran who did 23 years, my husband was a Vietnam veteran who did 22 years. My question to you is, why is it so difficult for these wartime veterans and their spouses to get Aid and Attendance Program. Are you familiar with that?”

Dr. Roe answered, I’m very much familiar with that. As a matter of fact, I just had a hearing on that last week in the Veterans Affairs Committee. It is frustrating.

Mrs. Bolton continued, I read just last year \$4 million went unused. Yet, when you try to get it, you’re denied. Why?

Dr. Roe’s response was, you ask a great question. The VA’s Secretary McDonald is really trying. He’s brought a new leadership team in. Dr. Shulkin is the Undersecretary of Health. I have a great respect for him. They’ve really changed the VA system. It’s a really big system with 154 medical centers, 340,000 employees. It’s a huge organization. As I said, the budget’s gone from \$97 billion to \$182 billion. That’s what you, the taxpayers, have provided for, which should be seamless and easy for a qualifier. I totally agree with you. I very likely will chair that committee next year. If I’m reelected to Congress, I very likely will chair the Veterans Affairs Committee. It’s one of the things we’re trying to do. Instead of making it hard, we will fix it and move on. I don’t know why it takes so long. I’ll give you an example, making an appointment, that’s easy. It’s the easiest thing I did as a doctor. Taking care of the patient was the hard part. The VA has 32,000 people to schedule appointments. That’s half the population of the biggest town in this district to schedule appointments for veterans and yet veterans still have a hard time getting appointments to see a doctor or to see a healthcare provider. I can promise you, we are working on it.

A woman in the audience said, “I think you ought to skip the Senate and go straight for the Presidency.”

You’re very kind, but I lost my wife a year ago. She died of cancer, but I’m afraid she had a concealed carry permit. I think if she were still living she’d probably shoot you.

Bob Walker, Franklin/Tullahoma area, President, good news, my son was hired by the VA on Monday and he is one of the team that’s being hired to come in to answer that. He told me they are working on it hard, training us. He said that 40 percent of the calls coming in aren’t getting through so that’s part of it. One of the things that I heard this week was that young people are having a hard time getting into the system because there are so many people hanging on and not retiring. I think we

(Attachment 1 continued)

need some new ideas. I think we need our young people, like my son, to get in the system and sort some of that out.

Dr. Roe added, what you said I completely agree. We just passed a bill in the House. It's exciting to talk about cures of disease, not treating disease. It's called the 21st Century Cures Act. What we did was, we provided money to NIH to hire young scientists. These scientists are 42 on average. We need to be hiring these young people when they are 25, -6, -7. I've got to confess to you I got so bored with the political part I'm reading a book on physics now if that gives you any idea how bored I got. And it turned out, as I was brushing up on physics again, I met a young woman who was from Johnson City who goes to the University of Tennessee. She is one of the two college-age students that will be going to CERN Linear Accelerated in Switzerland. I got so excited for her because we need to have a future to put her in somewhere, where that bright young woman may find the next thing. She was so smart and I was excited to talk with her. You are right, we don't need to stifle these young people. We need to get them in. They're the future of our country. No doubt about it. You're 100 percent right. They do bring new ideas and they do think outside the box. We need to respect them, too, for what their thoughts are.

Dale Simms, Clarksville, Tennessee, we have been fighting for years for an Old Soldiers' Home. We finally got one. It's been open to be occupied for almost a year now. We cannot get people in there because the bureaucrats have not come down to inspect this place. They will not accept the residents.

You can thank Marsha Blackburn and myself for getting that. I worked on that. Clarksville's lucky they have two Congressmen, Marsha and myself. If you get me the information, I'll get on that tomorrow when I get back. That's ridiculous. I'll go to the Veterans Affairs Committee. If I have to go to Secretary McDonald, we'll get that done. That's crazy.

Someone asked about Social Security stating that if the government would pay back with interest what it has borrowed, it would fix the problem.

His response was, what has happened is, the federal government's social security program has been in the surplus. I've got to tell you that, to fix it is not that hard. When I got to Congress, I thought that was going to be the heavy lift. Actually it's not. It's Medicare where the real heavy lift is. With a little tweak here and there, Social Security is an easy fix. The other thing that will fix Social Security is get more young people working and paying into the system. That will absolutely fix the system. It's taking in a surplus of money now. You're right, what happens is, the federal government borrows the money, spends it on something else, and has a future obligation to pay it back.

From the audience: My question is not of any major concern, but it's like a mosquito that never quits. You addressed it earlier when you pulled out your phone and said I got this unsolicited call about a walk-in tub. Is there any legislation or thoughts about invasion of privacy? It wears you out.

Answering, Dr. Roe said, it does wear you out. Look, I get hundreds of emails every day. I'm deleting emails I never intend to look at. I don't know how they get your email address and how they target you. We did it with phones and yet, we passed legislation for that and I get two or three a day. I could block area codes outside my area, but I have colleagues who live all over the country, with different area codes. I think it's a Congressman calling me and it's someone trying to sell me a cruise to somewhere. As far as I know, there isn't anything on emails. I guess the only solution is to constantly change your email address. I'm one of the nine people that still has an AOL account.

Well listen, thank you. I've really taken up too much of your time. Welcome here. We really appreciate you for coming down to First District. If you have any issues, things like he brought up, please contact our office. We vote for everyone in Tennessee, not just for those in the First District. I appreciate you all having me.

(Attachment 2) **Darin Anderson, Sevier County Communications Coordinator**

I'm Darin Anderson, the Communications Coordinator for the Mayor's office and Sevier County Mayor Larry Waters sends his regrets. He's actually on a flight to D.C. for a meeting right now. We are thrilled to have you here. I know it's been a few years since you've been in this section of East Tennessee.

I know the Congressman gave you a whole bunch of numbers. I'll just give you a few quick ones. We are a County of around 100,000 residents. Each year we host 12 to 15 million people, so we are thrilled you are here. I hope they have given you some free time in the agenda so you can get out, see our beautiful area and have a great time. Spring's a wonderful time here in the Smokey Mountains. With that, thank you very much and I hope you have a wonderful stay.

(Attachment 3)

David Wear, Pigeon Forge Mayor

Good morning. I can tell how the crowd is going to go when I walk in and see how the room fills up. If it fills up front to back, I'm in trouble. If it fills up back to front, I'm good. I'm pretty good.

Again, this is going to be hard to follow Congressman Roe, but just a word on him real quick from a local fellow who needs his help often for different things. He is the most responsive person, both him and Senator Corker, to this area that I have ever seen, very good representation in Washington with those two fellows up there. So, we really appreciate him here locally.

I want to say thank you for coming to Pigeon Forge. Glad you're here. We've got some beautiful weather for the next two days. Hope you enjoy it. Like Congressman Roe says, we hope you leave a little money behind if you don't mind. We appreciate it. But, more importantly, we hope our hospitality warms your heart and we hope our food warms your belly. We hope you have a good time while you're here.

Just a quick note, I really enjoyed today, this morning, hearing the Congressman, hearing your questions, getting to know a little about your organization. In my mind, it's really simple, because I'm just a local guy in local government, very uncomplicated. What is important, what I see here, what you guys are doing here, with that Memorial Book out front, how complicated we make things at the federal level. In an organization, how simple we can make things. You can talk about the federal government being complicated, you can talk about your local rotary club as being simple. No matter how those things are established or organized, it all comes down to the people. Government has no responsibility, but the people in government do. Rotary International doesn't have any responsibility, your local Rotary Club doesn't, but the people in Rotary do. If we keep that in mind, I think everything's going to be just fine.

With that, I hope that was a little bit of wisdom from a young guy here locally. We try to promote that here, we promote the individual, we promote people with the same views, with the same goals and direction to make this place hospitable for you so you can come and enjoy it. God bless you. Thank you for having me. Good morning. Welcome to Pigeon Forge.

(Attachment 4)

Ed Evans, Invocation

Those who will, let us pray. Lord, we ask that You create in us a clean heart and a right spirit. Teach us Your ways and lead us toward Your truth and grace. We praise You Father for Your patience with us, Your encouragement, for Your loving, protecting hand upon us, for the strength of Your promises to us to uphold us through Your sovereignty. Keep us in Your name, Father. Lead us aright over the next two days that what we do here will be done in benevolence and wisdom and in good purpose for the sake of our federal membership. We ask for Your blessing on our nation, our national leadership, and upon those in our state, county and town positions of leadership, and that the ethical and moral underpinnings of our liberty and freedom be upheld. Heavenly Father, we ask Your blessing upon each one attending here, and Your safety for them upon their return home. We thank You for all that You are to us and ask You to continue to lead and guide us as You will. We ask these things in the name of Your Son. Amen.

(Attachment 5) **Larry Minniear, Tennessee Federation of Chapters President**

Fellow NARFE members and guests, I bring you greetings. I would like to take this opportunity to talk with you briefly regarding the state of NARFE in Tennessee. I intend to cover three main areas: membership, membership, and membership, with a splash of fiscal conservatism and commentary on NARFE's Strategic Planning.

I may have sounded somewhat redundant when I mentioned membership so often, but it was intentional. The bottom line is without membership everything else we address here is a moot point. We have no purpose or mission without membership. This organization would not exist without membership.

I could begin a long list of statistics to illustrate the dire situation our membership is in. But, I do not believe it is necessary. You see it with your own eyes at the chapter level with participation, and right here in this room, with attendance being at less than five percent of our membership roster. That membership roster, by the way, is only half of what it was just a decade or so ago. You heard correct. I was perusing some old documents just prior to heading to this convention. I noticed membership rolls were nearing 5,000 members not that long ago. Today, we stand around 2,443, last count. That varies by the day, and not in our favor.

There are many reasons for membership loss. Some of it is retention, some of it is death, some of it is people go off to do other things. Every organization is experiencing the same thing. You will hear from our Marketing Department later today regarding the reasons and the strategies they have come up with.

Now think for a moment when you were still a federal employee. When you or someone else in your department left via retirement, transfer, or termination, what happened (besides you threw a party)? Unless you were under a hiring freeze (we certainly had a number of those), you replaced that person. If your department expanded responsibilities, you brought up new employees to assist with the additional workload. How did you get those employees? You recruited them! Well, here's a news flash for you, folks, NARFE is no different. It's an organization, it's a structure. It needs replacement, replenishment of those nearest and dearest in every sense – we have to replace the losses we continue to incur.

Furthermore, it is NOT the sole responsibility of the national office to recruit membership. It is EVERYONE's responsibility to recruit membership.

I realize it is not an easy endeavour, been there, done that, got the tee shirt. It is known that you have to approach a potential member up to eight to ten times before they sign on. Yes, we retirees are a little stubborn. People do not join as readily as they used to. They subscribe to the radio station WIIFM – What's In It For Me.

NARFE is an easy sell. You have what NARFE stands for, you have the Advocacy Program, and the magazine alone is worth the cost of the dues, not to mention the discounts which certainly help offset any of our out-of-pocket expenses. More of those are coming on line all the time. Our marketing team will explain a lot of that later this afternoon.

In almost every endeavor in every day life, you have a strong potential of interfacing with a member of the federal community. I am amazed at how often I run across a current or retired federal employee without even trying. After all, last count, I believe we have in the neighborhood of close to three million retired government employees. I could be a little bit off, but it's still a lot – a very large pool to pick and choose from.

The problem is, what are we going to do about it? With that many retirees out there I find it hard to believe that we seem to have so little contact with potential members. Once you have identified them, a potential member, don't just let it go and walk away. You strike up a conversation, invite them to join, or at least invite them to the next chapter meeting. Just this morning I passed out five membership applications. Did I get any of them back? I don't know, maybe not. If I hadn't passed out

(Attachment 5 continued)

the applications, what chances would I have had of getting any of them back? Zero. So, you should try. What are your chances of getting a response?

Let's talk about finances for a bit. Everybody likes to talk about finances. Obviously, as membership declines, so does the revenue stream by which we operate. Once again, as I was looking over some old records, I could not help but notice some sizeable budgets in the past, compared to what we have to deal with currently. Unfortunately, that leaves some folks wanting to continue to spend like the Federation always did. With reduced revenues that is no longer an option.

Look at your family budget. Don't look at Congress, because they don't know how to control spending at all. But, in your own household, if you have a turn of events that suddenly reduces your income, I would think it would be prudent for you to make adjustments in your expenditures to offset this. Not everyone looks at it this way, but most of us do. The Tennessee Federation operating budget is about half of what it used to be. Understandably, this would be the case since membership is about half of what it used to be.

We derive our revenue from basically two main sources: per capita assessment from each chapter and that 10 percent share of dues the national office collects from the chapters. So when membership numbers decrease, so does the offering from these two sources, for they are both membership driven. You see where membership keeps popping up.

Furthermore, there has been discussion on the reduction of the percent of funds the national office returns to the federations. As you can see, our cash flow is taking a sharp turn in a bad direction. It is not panic time just yet. But, I wanted to point out these things so you and your chapters will be prepared. As you can plainly see, we can no longer afford to do some of the things that prior Boards did. In some cases expenditures from prior Boards may not have fallen in line with our organizational purpose, and, in chapters as well. But, nevertheless, the money was approved and spent. We may also be requesting chapters to pitch in for some of the expense, such as officer visits, etc. None of this has been proposed or approved yet, so please do not get excited and go jump off the cliff or anything. What I am proposing is a complete overhaul of our expenditures, and approval authority of such, so that we do not face any severe shortfall that we did not anticipate.

Switching gears again, our newsletter is one item of major concern. One thing we need is more participation from the chapters to help fill the newsletter. For the most part it's just federation officers. I take a look at other newspapers from across the country and most of it is chapter news, not federation officer's articles. So I plead with you. I know you have chapter meetings. Take a picture, print a little blurb, and send it to us. You'd be surprised at how welcome that will be. Most people like two things: they like to see their picture in the paper and they like to see their name in print. You can't have either one if you don't submit. And send it to our website, as well.

That aside, our newsletter is almost one quarter of our operating budget. I've started pushing for other options of shared publishing costs last August. Now, in that regard there are a few publishers out there who will print and mail our newsletter at no cost to us, using advertising to offset their costs. This has been a slow process connecting with these publishers. They are very busy. There is also a rather long lead time – most of them want four to six months to get us on their rolls. But I believe the cost factor alone necessitates our pursuing this option.

Add to this the fact that our current editor is no longer willing to continue in this position. That creates an even more open opportunity for change. It also makes it more critical that we react very quickly.

Finally, there are a number of proposals making their way through the Strategic Plan process that will have a direct effect on the longevity of your federation. Some on the National Board claim there is not a push to eliminate federations. You can decide that for yourself after you digest the information that we discuss here regarding the Strategic Plan.

(Attachment 5 continued)

We have got this year's Convention agenda with the future in mind, rather than the past. Your Region X Vice President Bill Shackelford will discuss at length the complexity of the Strategic Plan. We have two very sharp individuals in the marketing department at headquarters that will be speaking with you this afternoon (via Skype) regarding our marketing efforts. Also, National President Richard Thissen (via Skype if his schedule allows) or Bill Shackelford, will speak to us tomorrow so we can find out what's happening in the national boardroom.

With all this information you should be well prepared to deliver the NARFE story throughout Tennessee in the coming months.

I would be remiss if I failed to mention our corporate sponsors that are instrumental in keeping the costs of this convention reasonable. We have multiple corporate sponsors starting with the vendors: Wells Fargo, United Healthcare, Aetna; your lunch today is being sponsored by Government Employees Health Association (GEHA) and Blue Cross Blue Shield of Tennessee!!

So, with that, I want to thank you very much for listening! Enjoy the Convention!

(Attachment 6)

Bill Shackelford, Region X Vice President

Good morning. First I'd like to say it's always a pleasure to come down here, but sometimes it seems like bad news gets here ahead of me or with me. I already promised Sandra Simms that I will be staying two days. For those of you who were in Clarksville, you will remember, after one day I ended up in the hospital. I don't want to do that again.

Second, I would also like to tell that, hopefully, all the electronics will work. You already heard that John Wells usually does it. Well, this time and for the next couple of days you get to put up with myself and Norris Alderson. We're hoping for the best.

Unfortunately, I got an email this morning, in case you all didn't know, sometime between Saturday and Sunday, John Wells' wife, who is suffering from Alzheimer's, had a heart attack. She is currently in cardiac ICU. She is sedated in order to relieve her pain. She is on oxygen and the doctor says her prognosis is good, but it is touch and go. Please keep that family in your prayers.

First off, again, I'd like to thank all of you for your support you've given me during my three years as your representative on the National Executive Board and Region X Vice President. Back in March in preparation for the Reno Convention the NEB met. We made some very interesting difficult decisions. Hopefully, we, the twelve members, that includes National Secretary Jon Dowie and National President Richard Thissen, as well as the 10 Regional Vice Presidents, it helped us to sell what we discussed in March to the members. If we are successful, we believe it is the first step to keeping NARFE alive for another 95 years. We didn't always agree, we made some tough decisions, but we think if we hadn't, doing nothing, without a doubt, was the greatest risk of all.

Before I discuss the activities of the NEB, I would like to make it very clear that there is a lot of misinformation out there. So, please, educate yourself. Larry alluded to one area that is definitely going around the country, and that is the NEB wants to do away with federations. Wrong.

There is nothing being presented by the National Executive Board at the National Convention in Reno to the delegates to deal with the elimination of Federations. Nothing. You've heard we've talked about reducing the 10 percent funding down to five. No, it's not on the table right now. Two years, in 2018 in Jacksonville, or the 2020 Convention, if you haven't heard, is going to be held in Phoenix, Arizona, things can change. But now, nothing is on the table directly dealing with federations. So, we're good to go right now.

A lot of people are still putting a lot of emphasis on the FON committee, the Future of NARFE committee. Now, I was the co-chair of that committee, and I will tell you this, as of the NEB meeting in Jacksonville in 2013, the FON committee's report was final. The FON committee set up 35 recommendations that were actually a vision for the future of NARFE. Those recommendations have evolved into what is now being worked as the Strategic Plan. Right now we have gone with three items, that was almost four, but I'll get to that in a second, that we believe are the first steps toward making and keeping NARFE solvent. That's just the way we will be going. We're going to take three now and if these pass it's really going to be something to see after we leave Reno in September.

One thing about it, the NEB and NARFE headquarters, we want to hear from you. Because I will tell you this, if you have a solution or if you have a concern, don't just talk about it, don't gripe about it, call for a solution. Let us hear it. We don't always think of everything. We try to but we're not miracle workers. We do want to hear from the members. So you can reach out to Larry, you can reach out to me, you can reach out to the Region X Strategic Plan representative, or you can send your comments directly to headquarters, to the website: stratplan@narfe.org, or if you want to reach out to me, my email address is: rvp10@narfe.org. So you can reach out any way you want.

At the NEB meeting we had four proposals that we discussed:

1. One member, one vote.
2. Optional Chapter Membership.
3. Ask for the authority given to the NEB to adjust your national dues within specific limits.

(Attachment 6 continued)

4. The establishment of the NARFE Executive Director.

After our discussions, it was decided that three of those four would be put before the delegates in Reno. At first is the one member, one vote. Right now only a small fraction of NARFE members actually participate in the voting process and that's at the national conventions. The vast majority of the members who don't even attend chapter meetings are very disenfranchised with the current voting process. Many members cannot travel to national conventions due to physical condition, costs, the fact that they are still working, or a myriad of other reasons. Others simply don't want to attend because they're tired of all the shenanigans, if you will, or if I may be so blunt, the crap they push from one side of the room to the other. Whether we're dealing with resolutions or many times we are dealing with commas or semicolons within the resolution. A few years back at conventions where many things were discussed, we've heard former national presidents say, let's move on, we've got to quit all this nit picking. That's exactly what we want to do. We want to bring to you good information so there won't be a lot of nit picking.

These members that are disenfranchised have still made it very clear, they want to vote in regional and national elections and actually cast a vote on issues that affect NARFE as a whole. But, when you consider that less than one percent of the membership at the national convention makes the critical decisions, sometimes it's the vocal minority that becomes the majority at the conventions. And, of course, the current proxy process really upsets quite a few people. Because you may, in all good faith, give me your proxy to vote, or give to Larry, or whomever, we go, but who's to say we're going to vote the way you instructed us to. I would. Larry would. But it happens, people say, I've got five votes, so I'm going to vote five my way. Forget what they say. This really upsets a lot of people. But it does happen.

We believe that all members of the association should have the right to vote. And, hopefully, in good conscience, provide them that right. The amendment will provide for a voting for officers, amendments to the bylaws, and resolutions, affording to all members the right to vote. One member, one vote, we believe has a potential to significantly increase retention by empowering more members with a direct vote on questions facing our association. One federation president said if every member felt he had a direct effect on policy they would potentially talk more positively and possibly more frequently about NARFE in their social circles. Come on, it's a no-brainer. One member, one vote will work for NARFE.

I was talking to someone just this morning how we're going to go about doing it. Well, you've got the magazine, you've got direct mail and for those members who are electronically savvy, vote on line. We have the methods and the way to do it all available to us. We just got to have your permission to put it in place. Unfortunately, I just said, we've got to have your permission. Too many things in this little book, 2014 Bylaws, currently handcuff the National Executive Board. Because we have to come to the national convention every two years to play, "Mother – May I" to have permission to make changes. One member, one vote will allow us to put something in place that we can do at any point during that two-year time frame.

The next thing that will be up is Optional Chapter Membership. This is not an anti-chapter proposal. It is a pro-NARFE proposal. The requirement to belong to a local chapter, believe it or not, hinders both recruitment and in many cases retention. We've probably all been to a chapter meeting where we wonder what in the heck happened while we were there, because it wasn't really NARFE business. I've actually seen a chapter in Virginia that rarely would have a meeting if the President got a call that morning to drive a bus for a school field trip. He'd cancel the meeting. That just doesn't work. Those type of little things tend to turn people off. Of course, we've heard for a long time that the people we're actually targeting to join the organization are not joiners, because they don't like the idea of being obligated to being a member of a chapter.

(Attachment 6 continued)

Ed and Marilyn pointed out this morning [in the Memorial Service] why chapters are going away. Our members are going away. There's nothing we can do about that, nothing at all. That right there is the reason chapters go away, not NARFE Headquarters.

But, there's also confusion about what the electronic chapter is all about – or eNARFE – or Chapter 2363 – whatever you want to look at it. People just don't understand why we have an electronic chapter. They've been calling it a chapter. So there are going to be changes that way.

We've already studied it. Twenty-five percent of our membership, or lapsed membership, I should say, is directly related to mandatory chapter membership. And this began as far back as 1986 when the mandatory chapter membership was put in place. You can look at the studies and you will see that we go from 450,000 to 224,000. And that's the time it started. Some people say that's the time some of our people started getting older. They didn't get that old that rapidly. But, that is what happened beginning back in 1986. We hope to reverse that trend by allowing people to join a chapter if they want to, but let's get them in as NARFE members first. Pages 35 and 36 of the Strategic Plan, and I encourage everyone to look at it, does a heck of a job explaining the need for it and included surveys and various focus groups that have been held by NARFE Headquarters. In a few minutes, I'll be showing the Strategic Plan DVD. Some of what I've said here this morning, you'll hear again. But, it is showing you one thing, if nothing else, everybody at Headquarters and everybody in the National Executive Board are speaking from the same page because we want NARFE to succeed.

I don't see it as an end to chapters because they do play an important role. I'm confident that those chapters that are very active are what NARFE and current members want. Information on healthcare and current benefits, etc., as opposed to speakers who come in and give you information on something that's not related to NARFE mission, but if you have something that people are interested in, that they feel they're getting from NARFE, that's when they are going to come.

You're going to see National, and in some cases Federation Conventions, evolve into more of a National or Federation Conference. More of an emphasis will be placed on training and bringing members up to speed on NARFE issues related to our mission. We're going to stop nit picking and move forward. If we remove this mandatory chapter membership many members will elect to go National which is great. Go National, pay your \$40, stay a NARFE member. We would, we believe, increase our membership rolls, and actually have a positive effect on NARFE as a whole.

The third proposal is the authorization for the National Executive Board to adjust your dues within specific limits between national conventions. Right now, it's proposed, if it is passed in Reno, we would be allowed to raise your dues if the need arises. Not just contrarily, but if the need arises for whatever unknown reason we would be able to raise your dues as much as 10 percent. You're paying \$40 now. In the worst case scenario we had to go the full 10 percent, it would go up to \$44. That is so we could continue to allow NARFE to function as the organization as you know it today in a responsible fiscal manner. People say this takes away the authority of the delegates to handle financial situations. No, it doesn't. It gives us the authority to do things between National Conventions. But at a National Convention there's a majority that decides, hey, wait a minute, \$44 is too much. Through the process of voting, you can roll it back. We're not taking anything away from the delegates, we're just asking for permission to move forward in between Conventions. We just believe, over all, that this will put us in a more fiscally responsible area.

I mentioned there were four. The fourth one is the establishment of a National Executive Director for NARFE, an individual who is experienced in running non-profits. Now, this one was pulled back by the National Executive Board because: 1. The Future Of NARFE Committee talked about it; 2. The Strategic Planning Committee has talked about it; 3. The members have told us they want it. So we decided why do we have to keep going to the members and asking for permission to do something they want? You already told us to get it done. We've already talked to one head-hunter group that's

(Attachment 6 continued)

experienced in finding individuals who know about running non-profits. We are going to be hearing presentations about some others and we are going to be moving forward. We do know that with the search fees and the salaries and the bennies that go along with this position, it's initially going to cost us around \$190,000, maybe a little bit less. But that's a far cry from the figure that I was given when I was co-chair of the FON Committee by a former National officer who said it's probably going to cost you around \$400,000 a year for salary with benefits. Whoa, what kind of benefits is this person expecting? Then he started rattling things off including NARFE giving the individual a car (that didn't sit well), but the second really didn't sit well; give the new Executive Director's spouse a car. That's what I did – the lady in the back – her mouth dropped about this far. Yeah, that's the way I felt.

We've also learned that it's not going to cost us that much. Another thing I learned, because it was broached to me, was what about a retired Congressman. They know all the contacts and what our mission's all about. They don't know non-profit and that's what we need. When I mentioned that to the NEB meeting back in November, the lady guiding NARFE through the Strategic Plan, she said absolutely no way would we be wise to look at a former Congressman. They may be our best friends, but they don't know what they are doing when it comes to non-profit. I think Congressman Roe hit on that when he was talking about our debt. We're almost a non-profit country. But, that's where we're going. Page 30 and 31 of the Strategic Plan will give you a full rundown of the establishment of the Executive Director's position. Again, we're looking for someone who is experienced in managing non-profit. When we find someone, this will free up National President Dick Thissen to be more the face of NARFE, to work with our coalition partners and postal unions and organizations, federally employed women, blacks in government organizations. These are organizations with similar missions to ours. Now is the time to bring all of these organizations under one big umbrella. If there's anyone who can do it, and he's already moving in that direction, it will be Dick Thissen. I'm just amazed at what this man can do. I see it quite a bit because fortunately I'm only about 20 miles from headquarters. My wife will tell you, if I'm not home, she knows where to find me – Home Depot, Office Depot or NARFE Headquarters. Being there and being close – sometimes it can be good or it can be a detriment.

Prior to the National Convention all delegates that are going will get a full rundown of exactly how these three proposals that I have mentioned earlier: one member, one vote; optional chapter membership; and NEB dues authority; all the language will be provided to all the delegates going to the National Convention. All I can do is urge you, as members, if you have someone going from your chapter, great – tell them how you want them to vote. If you're going to have to send a proxy vote, be sure that proxy holder knows how you want to vote. Make sure they vote your way because it's going to be very important. This is probably the most important national convention in the history of NARFE.

One good thing during the NEB process, when we weren't cussing and discussing, was that we finished the process of choosing the members of the various committees that will be meeting prior to and in some cases during your National Convention. There are ten of these committees: Bylaws, Ballot and Tellers, Credentials, Legislation, Membership, Resolutions, Rules, Secretary and Sergeant-at-Arms, and the Time Keeper position; they all play an important role in a successful National Convention.

Now as you can probably figure from what I've told you, Resolutions and Bylaws are going to have a major role in this Convention. You can be very proud, as your Regional Vice President has told you, the Chairman of the Bylaws Committee is currently the Executive Vice President of the North Carolina Federation which is part of Region X. The Chairman of the Resolutions committee is the Immediate Past President of the Virginia Federation. So we have two Region X members in strategic positions at the National Convention. So, if you have any concerns on something that is being proposed as a Bylaws change, you get a hold of Robert Allen over in North Carolina (by the end of next week he will probably be their new President) or if you have something that is being presented at Reno as a

(Attachment 6 continued)

Resolution, get a hold of Richard Giangerelli in Virginia and express your opinion on those issues. So I extend congratulations to both these Region X leaders. But I would also like to extend congratulations to your current President Larry Minniear who will be serving on the Sergeant-at-Arms committee in Reno. Thank you, Larry, for stepping up.

That's the good news or the bad news, take it however you want. But that's where the Strategic Plan is at this point. I will now show you about a 40-minute video, it is a Power Point that you can also view online at stratplan@narfe.org:

Summary of Strategic Plan:

1. Address the problems of our organization.
2. Since on the road to closure, NARFE needs change.

(Attachment 7) **Alzheimer's Report – Donna Shackelford, National Alzheimer's Chairperson**

Once upon a time, there was a virus known as M13. It is ancient (over 3 billion years) and found everywhere from the ocean floor to human stomachs. Its goal is to infect just one type of bacteria, *E. coli*, found in intestines of mammals. It has only one purpose: to pass on its genes. It has developed weapons to enable it to invade, take over, and even kill its bacterial host. Before antibiotics, doctors occasionally used it to fight otherwise incurable bacterial infections.

An Israeli professor, a leading Alzheimer's researcher, was a pioneer in the so-called immunotherapy treatments. This treatment employs specially made antibodies to target the disease's plaques and tangles. Antibodies are proteins that are part of the body's natural defense against infection. The proteins are designed to latch onto invaders and hold them so that they can be destroyed by the immune system. Since the 1970's, molecular biologists have been able to engineer human-made antibodies to attack undesirable interlopers (bullies) like cancer cells. In the 1990's the Israeli professor set out to prove that such antibodies could be effective in attacking amyloid-beta plaques in Alzheimer's as well.

She was running an experiment on mice that had been genetically engineered to develop Alzheimer's plaques in the brains. She wanted to know if human-made antibodies delivered through the nasal passages would penetrate the blood-brain barrier and dissolve the amyloid-beta plaques. Wanting to get more antibodies into the brain, she attached them to M13 in the hope that the two acting in concert would better penetrate the barrier, dissolve more of the plaques and improve the symptoms in the mice, measuring their ability to run mazes and perform similar tasks. (Did you know those little mice could be so productive?)

She divided the mice into groups, one of which received only the M13. Surprisingly, this group showed repeatedly positive results in dissolving amyloid-beta plaques. In lab tests, this group had improved cognition and sense of smell. This scientist and her team examined the brains of these mice and discovered the plaques had been largely dissolved. She continued this experiment for a year and found 80 percent fewer plaques in the M13 treated mice than those without our ancient friend.

She had a son, who traveled to Boston to attend Harvard Business School. While he studied, he couldn't help but think about his mother and her discoveries with M13. He and a classmate were tasked with creating a new company on paper, the idea being that to explore a technology by yourself while being mentored by a Harvard Business School professor. The scientist's son suggested to his classmate that they center their paper company around the M13 as a class project. At the end of that semester they developed a mini business plan, and since they were getting on so well, they decided it was worth a shot to do this for real.

By January 2008, they had raised over \$7 million and started hiring staff. This money came from the Harvard community and the University of Tel Aviv investors. In the middle of their group was a person known as Richard Fisher.

Fisher discovered the M13 virus could also dissolve other amyloid aggregates--the tau tangles found in AD and also plaques associated with other diseases such as Parkinson's, Huntington's and others. Astonishingly, the M13 appeared to possess the properties of a "pan therapy," a universal elixir of the kind a chemist had envisioned in 2004. That generated a second round of fundraising in 2010.

Although this is not an Alzheimer's Association research project, it has facets that are very exciting. We are all hoping for a world without Alzheimer's, no matter who finds the answers. Our money goes to researchers who work so diligently to resolve the issues. This story should make you aware that there are "many ways to skin a cat," and we must all continue to do everything we can to make the Alzheimer's Association have a dream come true.

(Attachment 8)

1st Vice President Report April 20, 2015 - April 24, 2016

April 20 - 21, 2015 - Attended Tennessee Federation Convention and Federation Board Meeting in Clarksville

April - August - Assisted Shiloh Chapter in planning West Tennessee Joint Chapter Meeting

June 14 - Provided comments to Federation President Larry Minniear regarding the Strategic Plan - State Advocacy Structure

July 15 - Provided 1st VP budget projections to Federation President Larry Minniear

August 12 - Attended the Sixth Annual West Tennessee Joint Chapter Meeting at Pickwick Landing State Park

August 19 - August 20 - Attended TN Federation Board Meeting in Lebanon

November 5 - Visited Jacinto/Corinth MS chapter meeting and installed 2016 officers

November 18 - Provided comments to Federation President Larry Minniear on the SPT/SPC proposals and on the Illinois Federations proposals relating to SPT

February 11, 2016 - Visited Shiloh Chapter 861

February 17 - Visited Dickson Chapter 727

February 18 - February 19 - Attended TN Federation Board Meeting in Lebanon

March 1 - Visited Pulaski Chapter Meeting

March 8 - Visited Tri County Chapter Meeting and installed 2016 officers

March 17 - Visited Millington Chapter Meeting

March 18 - Visited Memphis Chapter Meeting

April 4 - Visited Germantown Chapter Meeting

April 14 - Visited Clarksville Chapter Meeting

Provided assistance and guidance to various chapters and chapter members

Worked with west Tennessee chapter presidents to furnish current/updated chapter information (meeting date, time, and location) to Ronnie Collins for posting to narfetn website

Furnished newsletter articles to Max Coats for all Federation Newsletters

Working with West Ken Ten Chapter 793 to identify at least two members to serve as chapter officers so that the chapter will not have to be closed

Attended all Jackson Chapter 519 meetings except February meeting (same day as visited Shiloh Chapter) and April meeting (same day as visited Clarksville Chapter)

Respectfully Submitted by

Rhonda Mooney

1st Vice President

rmooney@narfetn.org

Rules Committee Report
60th Annual Tennessee Federation Convention

April 25, 2016

The Rules Committee met on April 25, 2016, at 1:00 p.m. in the MainStay Suites Conference Center. I served as the Chair and I ask the other members of our committee to stand when I call your name: James F. Ferrell, Chapter 0519 and J. Ruben Hernandez, Chapter 1576.

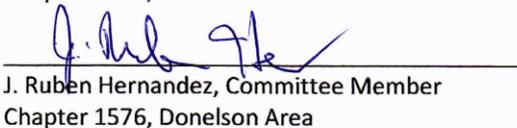
In accordance with our guidelines, we reviewed the previous rules from last year and discussed revisions. Draft copies of the Standing Rules have been placed on each table for all delegates to view. A copy is also attached to this report.

I move that this report be approved by the Convention. I further move that the rules submitted be adopted as the Standing Rules by the Convention and be made a part of the Federation Bylaws, Article VIII.

Respectfully submitted,


James L. Henderson, Committee Chairman
Chapter 0806, Tri-County


James F. Ferrell, Committee Member
Chapter 0519, Jackson


J. Ruben Hernandez, Committee Member
Chapter 1576, Donelson Area

Standing Rules For
Tennessee Federation Convention
National Active and Retired Federal Employees Association

Revised April 25, 2016

- Rule 1. The Convention shall be called to order at the time and date designated in the printed program. Adjournment shall be at the completion of the business.
- Rule 2. The official printed program of this Annual Convention is hereby approved and the order of business as shown therein shall be followed unless changed by a majority of delegates.
- Rule 3. Each delegate must be registered, paid registration fee and must display the proper badge obtained from the Credentials Committee.
- Rule 4. If designated seating is provided, delegates shall be seated in the appropriate section in the convention room. Other members and guests shall also be seated in sections provided for them.
- Rule 5. A delegate wishing to speak shall rise and address the Chair. When recognized, he or she shall announce their name and chapter.
- Rule 6. A delegate shall not speak more than twice on the same question, unless given permission by two-thirds vote of those present. The first speech shall be limited to three (3) minutes, the second to two (2) minutes.
- Rule 7. No delegate shall interrupt a speaker who is addressing the Convention, except to call for a point of order to raise a question of privilege. If a call for a point of order is made while a delegate is speaking, the delegate shall pause until the question or order is decided.
- Rule 8. No motion shall be voted upon until the maker has had the opportunity to speak on it, if the maker so desires.
- Rule 9. Committees reporting proposed resolutions shall read as much of each resolution as necessary for clarity and shall report approval or disapproval.
- Rule 10. It shall require at least twenty-five (25) delegates to move for a roll or ballot vote. The presiding officer shall decide which it will be. Election of officers will be by secret ballot if two or more are running for the same office.
- Rule 11. If a Chapter is entitled to two or more delegates, a delegate shall be designated by the Chapter, or failing that by the delegates themselves to cast the Chapter votes, the

votes of such Chapter to be divided according to the delegates' choices.

Rule 12. When a vote has been ordered, no adjournment shall take place until the results have been announced.

Rule 13. A motion to reconsider shall not be entertained unless offered by a delegate who voted on the prevailing side.

Rule 14. There shall be no smoking in the convention room. Unless specifically authorized, cellular phones, beepers and other devices of distraction will be turned off while in the convention room.

Rule 15. In the absence of a specific rule, Robert's Rules of Order newly revised shall prevail.

These rules were reviewed and adopted by the 60th Annual Convention as Standing Rules and have been incorporated in the Tennessee Federation Bylaws, Article VIII.

The rules are subject to revision in accordance with Article X of the Federation Bylaws.

2016 Tennessee Federation Roll Call Roster

Officers:

- President Larry Minniear
- 1st Vice President Rhonda Mooney
- 2nd Vice President Ed Evans
- 3rd Vice President Vacant
- Secretary Marilyn Evans
- Treasurer Norris Alderson
- Legislative Chairman James Glenn
- Membership Chairman Vacant
- Immediate Past President James L. (Larry) Henderson

Appointed Officers:

- Alzheimer's Chairwoman Joan Gates
- NARFE-PAC Chairman Charles Thompson
- Newsletter Editor Max Coats
- Network Coordinator Ronnie Collins
- Service Officer Larry Cunningham
- State Legislative Officer James Glenn
- Public Relations Officer Vacant

Chapters:

- | | |
|--|---|
| <input checked="" type="checkbox"/> 78 Memphis | <input type="checkbox"/> 935 Kingsport |
| <input checked="" type="checkbox"/> 108 Chattanooga | <input checked="" type="checkbox"/> 956 Greeneville (Andrew Johnson) |
| <input type="checkbox"/> 152 Athens (Eugene F. Roberts) | <input checked="" type="checkbox"/> 1382 Millington |
| <input checked="" type="checkbox"/> 204 Knoxville | <input type="checkbox"/> 1476 Oak Ridge |
| <input checked="" type="checkbox"/> 227 Nashville | <input checked="" type="checkbox"/> 1576 Donelson |
| <input checked="" type="checkbox"/> 324 Johnson City (John Sevier) | <input checked="" type="checkbox"/> 1603 Morristown |
| <input checked="" type="checkbox"/> 519 Jackson | <input checked="" type="checkbox"/> 1678 Sevierville (Sevier County) |
| <input checked="" type="checkbox"/> 727 Dickson | <input checked="" type="checkbox"/> 1719 Crossville (Cumberland County) |
| <input type="checkbox"/> 793 West Ken-Ten | <input type="checkbox"/> 1733 Memphis Postal Employees |
| <input checked="" type="checkbox"/> 806 Trenton (Tri-County) | <input type="checkbox"/> 1950 Rogersville (Hawkins County) |
| <input checked="" type="checkbox"/> 834 Murfreesboro | <input checked="" type="checkbox"/> 1956 Cookeville (Putnam County) |
| <input type="checkbox"/> 859 Gallatin (Sumner County) | <input checked="" type="checkbox"/> 1968 Germantown |
| <input checked="" type="checkbox"/> 860 Cleveland | <input type="checkbox"/> 2009 Lebanon (Wilson County) |
| <input checked="" type="checkbox"/> 861 Shiloh (Ramer) | <input checked="" type="checkbox"/> 2035 McMinnville (Warren County) |
| <input checked="" type="checkbox"/> 870 Clarksville | <input type="checkbox"/> 2075 Pulaski (Giles County) |
| <input checked="" type="checkbox"/> 883 Tullahoma (Coffee County) | <input checked="" type="checkbox"/> 2133 Winchester (Franklin County) |

P = Proxy

A = Absent

X = Present

Resolutions Committee

April 25, 2016

Pigeon Forge, Tennessee

Brice Umstead ch 0204 chairperson

Mary Ballard ch '1968

Don Mitchell ch 0108

The committee meeting was held at Pigeon Forge, Tennessee April 25, 2016

No current proposals were brought to the attention of the committee members in attendance of this meeting.

Respectfully submitted.

Brice Umstead

chairperson

Don Mitchell

Mary H. Ballard

Constitution and Bylaws Committee Report
60th Annual Tennessee Federation Convention

April 26, 2016

The Constitution and Bylaws Committee met on April 25, 2016 at 1:20 PM in the Conference Center of MainStay Suites Hotel, Pigeon Forge, Tennessee.

Committee members were Chair, Mul Wyman, Knoxville Chapter 204, Ronnie Collins, Putnam County Chapter 1956, and Wayne Baker, Knoxville Chapter 204.

The Constitution and Bylaws Committee, pursuant to Rule 9 of the Federation Convention revised April 25, 2016 Standing Rules, reviewed Resolution 1 submitted by the Federation Executive Board. Resolution 1, if adopted, would make the following changes to Article I, Section 12 of the Tennessee Federation Bylaws:

- (1) Change the name of District Officers to Congressional District Liaison ;
- (2) Change the Appointment of Congressional District Liaison from the Federation Legislative Chair to the Federation President after consultation with the Area Vice President and the Federation Legislative Chair; and
- (3) Assign the Congressional District Liaison the responsibility to act as a liaison for the Federation in their Congressional District.

After careful deliberation, the Constitution and Bylaws Committee recommends ADOPTION of Resolution 1.

Respectively submitted,

 MAY 2, 2016

Mul Wyman, Committee Chair, Knoxville Chapter 204

Report of the Financial Ways and Means Committee:

The Committee met on Monday, April 25, 2016, to review all financial reports and files of the Treasurer. The Treasurer did a great job in putting the files in order and proper shape for the review. There being no problems found during the review, the committee recommends acceptance.

Respectfully submitted

James W. Cooke – Chairman

Ruth Ann Atnip – Committee Member

Mark Poley – Committee Member

Sandra Simms – Committee Member

(See Attachment 15)

Legislative Committee Report at Federation Convention

Attendees: Bill Bolt, Knoxville Chapter 204
Gail Jones, Dickson Chapter 727
Ronnie Reid, Clarksville Chapter 870
Lora Whitney, Clarksville Chapter 870
Lina Moore, Coffee County Chapter 883
Carol Berth, Coffee County Chapter 883
Jessie Perry, Hermitage/Donelson Chapter 1576

Great discussion and participation was given by attendees. All of the committee members were up to date on legislation issues and shared best practices from their experience. Examples were setting up meetings with prepared letters to legislators which only needed member's signatures before mailing. Everyone was familiar with the NARFE national website and had sent letters to Washington whenever requested from our staff at headquarters. I think, with members like these, we will be okay with any changes we make in our organization.

Respectfully submitted

James A Glenn
Legislative Chairman

Membership Committee Report

April 26, 2016

The Membership Committee of the Tennessee Federation Convention met in Pigeon Forge, Tenn. on April 25, 2016 with the following members:

Bob Walker	2133 Winchester
Dorothy Bolden	1382 Millington
B.J. Godwin	519 Jackson
Steve Schraeder	834 Murfreesboro
Bobby Eason	519 Jackson
J.C. Whitney	870 Clarksville
Dean McAlister	860 Cleveland

First the committee focused on the need to fill the Federation Membership Chairperson position. The committee supports the need for this person at the Federation level to provide guidance to the chapter leadership with the continued decline in membership and all our effort should be made to continue to strengthen our outreach efforts.

In addition, the committee brainstormed ideas, some old and some new, that may be used as recruitment tools. They are: social media, talking points, media, chapter newsletter, focus on active employees, including NEW employees; strengthen awareness of protecting our earned benefits, and health fairs and retirement seminars are excellent venues for reaching active employees. Also, membership recruitment kits are now available if participating in these events. This material may be obtained by using the 800 number noted on Form F-18.

Finally, the committee asks this question:

“What is the next best thing to a signed application?”

The answer: M-2's – “Prospect Information Cards.”

All members should always carry M-2's. **Every NARFE member is a recruiter.**

When you receive a completed M-2 from your prospect, send it to NARFE Headquarters. These cards are excellent recruiting tools at health fairs and retirement seminars.

I move this report be approved as read.

Dean McAlister

Dean McAlister
Chairperson, Membership Committee

Service Officers Committee Meeting April 25, 2016

In the absence of Herb Arnett, the Service Officers Committee met and exchanged ideas on how to be an effective and helpful Service Officer to chapter members.

Members who attended the meeting were:

Lorenzo Tyson	Jackson	519
Kathleen Schroder	Murfreesboro	834
Ron + Mary Getz	Crossville	1719
Phyllis Brentwood	Nashville Music City	227
Larry Cunningham	Knoxville	204
J. Ruben Hernandez	Donelson	1576

We request that this report be accepted and approved.

Submitted by: Lorenzo Tyson
Jackson 519

(Attachment 18)

Tennessee Federation's PAC Coordinator's Report

April 26, 2016

The Tennessee Federation members contributed \$10,328 in 2015. There were 256 contributors. That averaged out to \$43.76 per capita based on the number of contributors. Based on Federation's membership of 2,554 members, our contribution was \$4.04 per capita.

There was one request made for a contribution from NARFE PAC. That request was submitted by Rep. Steve Cohen of the Ninth Congressional District of Tennessee. The request was approved and a contribution of \$1,000 was submitted to Rep. Cohen.

The five categories of contributors are:

Basic – contribution of \$25-49 over the course of 2015-2016 election cycle and you will receive the basic NARFE-PAC lapel pin.

Bronze – contribution of \$50-99 over the course of the 2015-2016 election cycle and you will receive the bronze NARFE-PAC lapel pin.

Silver – contribution of \$100-249 over the course of the 2015-2016 election cycle and you will receive the silver NARFE-PAC lapel pin.

Gold – contribution of \$250 or more over the course of the 2015-2016 election cycle and you will receive the gold NARFE-PAC lapel pin. You will also receive a NARFE duffle bag.

Sustainer – sign up for a monthly credit card contribution of \$10 or more and you will receive the NARFE-PAC Sustainer lapel pin and a NARFE duffle bag.

The winner of the 2016 Leo Potts Memorial Award is Cumberland County, Chapter 1719.



Charles Thompson

Tennessee Federation NARFE-PAC Coordinator

(Attachment 19) **Richard Thissen, National NARFE President**

I want to thank you for letting me join you at the convention. I bring you warm welcome from the Executive Board and the staff and obviously you've had one member of the Executive Board there with you.

First thing I want to talk about is Strategic Planning in the front of my speech and then I'm going to talk about Strategic Planning toward the end of the speech. But, as you know, in the November 2015 Board Meeting the Strategic Plan document was passed by the NEB. And then in March we approved three separate resolutions that were driven by the Strategic Plan, so, I'll get into those as we get further into the speech.

The first thing I want to all of you that e-mailed us at the stratplan.org, that phoned us, participated in the meetings, because, quite frankly, all of you contributed to the Strategic Plan document. So we thank you.

Now, I hope you have read it completely. I know that the inclination is to read to the front, or read to the back and just look at the recommendations rather than looking at what led up to the recommendations. But you really do need to read through the situation analysis to see where NARFE is in this particular time. If you do that, the need for change will become very clear. So, if you haven't done that, click on narfe.org, click on the Strategic banner and you can see all the documents that lead up to the Strategic Plan decision. You will see in it that the membership decline is just amazing. The last 30 years we've had historical decline and it's been straight down. We're modifying that a little bit right now but history tells us that it is a problem. Please review that.

Let me get into the Marketing Department for a minute, because, quite frankly, that's what's helping us to moderate that steep decline of membership. When you compare last year to 2014, we lost 27 percent less people than we did in 2014 and 2015. At the same time we had a 19 percent increase in debts. As you can see, that was a major, major accomplishment. At the same token, I will tell you that from September 2015 through March of 2016 we've lost about 2,500 members total in a six month period. Obviously, you can double that and it's a 5,000 member loss. We've got to really slow that trend down. We're working hard on it every day. But, again, as I said, history is against us.

One of the things that since September that has really helped, as you know, is we've created the Federal Benefits Institute. If you haven't watched one of the webinars from the Federal Benefits Institute, I recommend that you do, because it is some of the greatest information. Tammy Flanagan, a NARFE member from Virginia, is the star of the webinars and, quite frankly, they work really good.

We also deal with art as you can see from the studio behind me. It used to be that you saw the NARFE logo that looked like a halo around your head. Now, you see that we have the nice background with the Capital and we have nice microphones. You can actually hear me now. We've really upgraded. We've got lights, cameras, action – it's like a professional studio.

On the Institute page on the website are all the copies of the webinars if you didn't see them live. Every NARFE member is authorized and free to NARFE members. You can look at the webinars any time you want on the site. Also, all of our white papers and documents that we prepare on federal benefits are in there. So, go in there and look at that. You recruiting people, mention to them the webinars and all the information that we have, it really may make the difference of them joining or not. Our focus groups have told us that prospective members are more interested in information than legislative actions. Now, that drives Jessie nuts, but at the same token, we have to sell them what they want. Once we get them in, then we can convince them how important legislation is. But if you're convincing them to join us for information, then that works. Again, remember, all the live webinars for NARFE members are always free. So you can certainly look at them any time.

Now, how are the webinars helping us. Well, first of all, we advertise the webinars so it's adding to are branding of our name that you see in several publications. Second thing it helps is members are joining NARFE. And third, a lot of existing members are watching the webinars which helps our

(Attachment 19 continued)

retention. And then, lastly, we get sponsors to sponsor the webinars and that brings in much needed non-dues revenue.

While the webinars are helping with our non-dues revenue, Jennifer is increasing the number of Affinity Partners. Those are people that give us member discounts, like Choice Hotels, Avis, Alamo Rental Cars. When you rent a car or stay in a hotel room, we also get a few cents. It gives you a discount but it also gives us non-dues revenue. We're making sure that we make our contracts very consistent with those Affinity Partners. In 2015 we exceeded our Affinity Partners budget by 34 percent. We also increased our sponsorship revenue by 67 percent. So you can see, we're really doing some good things in the non-dues revenue.

In our fund raising, all those cards and calendars that you guys all love, we brought in \$2.9 million with those last year. We're projecting some improvements this year because of the way we're going to segment the mailings and that type of thing. We're really looking at good things for non-dues revenue.

The Marketing Department is responsible for convention planning. Right now, the convention is budgeted to have positive revenue. Normally, we lose tons of money at our national conventions. This year, we're going to turn that around and we're not going to lose money at the national convention. That is what the Marketing Department is doing.

Let me turn to the Legislative Department. For the last six years we've been hit over and over and over. And of course, last year was the really biggie. You remember, at the beginning of the year, the House Budget called for \$318 billion to be taken out of the federal community. And that's after we already gave them \$120 billion towards deficit reduction. In 2016 they will be looking to do the same thing. Luckily, in 2016 it appears that neither House or the Senate is going to pass a budget, so, therefore, we won't have that ugly word called reconciliation. I think we're going to slip by this year pretty well. But, all these things are at the people's lips and as long as they're there they are going to be trying to be used to offset costs and something else. Just like last year when they tried to reuse the TSP by changing the TSP rate (G Fund rate). Through your efforts and our efforts, we were able to stop that, but it was very, very difficult.

You can be very proud of what happened last year. Not one penny of that \$318 billion was enacted into law – not one penny. So we dodged a really big bullet there. It wasn't because they didn't try. They worked at it and worked at it. So we just have to keep watching closely.

The other thing that we've been working very hard on is the Postal Reform Bill. As you know, with the Postal Reform Bill, they want to fix the Post Office revenue problems on the backs of federal employees and retirees. So far we've been able to hold off on that and we're working very hard to make that an acceptable bill rather than using federal employees and retirees to pay for their revenue problems.

Last year we also had great success, and I know that some of you are not totally happy with the compromise that we got fixed, but as you remember, the Medicare B premiums were going to go up 52 percent for those of you who pay your Medicare premiums not out of your Social Security. You pay it out of your annuity or you pay it with a quarterly check. We recognized very early on, in fact, we were the first organization recognize it. We led the fight to where you saw only a 15 percent increase rather than the 52 percent increase. Those of us who pay our Medicare premiums with our Social Security were held harmless and that is discrimination as far as I'm concerned. We're working to try to fix that. It's a long, steep road, but we're working hard to get the hold harmless for everybody. Even if you were unhappy with the 15 percent increase, if it hadn't been for NARFE, you'd be paying more than \$150 now for your Medicare B, there's no question.

Now, here's something you need to know. As you know, we have zero COLA. That's what caused all this Medicare B premium problem, because Social Security recipients that pay Medicare B are

(Attachment 19 continued)

held harmless. That means the rest of you, which is about a third of the people on Medicare, have to take care of covering the cost for the rest of us that are held harmless. The budget bill where they signed the two-year agreement kept it at the 15 percent, but it also had another inclusion in it that if there is no COLA again in 2017 then the rates will stay, everyone will be held harmless through 2017 through the two-year agreement. However, if there's a small COLA, even the tiniest, all of that goes out the window and you can see a tremendous increase in your Medicare B premiums. So we're working that issue with several offices in Congress trying to 1. Get it hold harmless for everybody, and 2. Make sure that if there is a very small COLA, that you are not hit with a really outrageous increase.

The Legislative Department is also responsible for our press coverage. Quite frankly, we had more press coverage last year, it was unprecedented. We were in the press more than 750 times. A lot of you say you never see us in the press. If you didn't see us, you might not have looked, because we were there in many, many different areas including the CBS National News, on FOX Business News, and locally here in this area Jessie and I were each on local tv.

The big thing is, that I want to get across to you is that the important role that you play in all of our legislative activities. We can work hard up here, but unless you're contacting your legislator and letting him or her know that you're watching and that number one, you vote for them. We need all that help. Quite frankly that's what Protect America's Heartbeat campaign is all about. I would ask you, as there are big issues in front of us, make sure that your Congress person and Senator knows how you feel, knows how NARFE feels on those issues. If you don't let them know, they will assume you agree with them. Always remember, silence equals acceptance.

A little bit on NARFE-PAC. We set a goal of \$1 million for the two-year cycle. We're almost there, we're about \$40-\$60,000 of the million dollars and we still have nine months to go. So, we'll easily meet that goal. Remember what PAC is all about. It's the only way that we, as an organization, can contribute to campaigns. The big thing there is that we contribute to the campaigns of those who support us. NARFE-PAC helps us keep our friends in Congress. Remember, NARFE-PACs are supported solely by your contributions. We cannot use any dues for that. If you haven't given to NARFE-PAC yet, please contribute, and even if you have, please contribute again.

We had a lot of big issues last year. I'm really proud of the joint effort of our Legislative Department and the Federal Benefit Services as it relates to the OPM breach. As you know, we were notified last year that four million of our personnel records were affected and then two weeks later we were notified that 22 million in security clearance records were affected. Quite frankly, many of us were affected personally. We've worked very hard to make sure that on our website we give you the latest data. We also work very hard on legislation to extend the credit monitoring and the ID protection up to 10 years. As you remember, at first they only wanted to give it for six months, then two years, then three years, but we got it up to 10 years for you.

Another way the Federal Benefits Services Department really jumped in and helped is during the Federal Benefits Open Season. As you remember, the Self Plus One was offered for the first time this year and many, many people changed their coverage. Because of that, the OPM line, even though we had warned them to be extra careful to make sure they had extra people to answer the phone, it was overwhelmed and many of you had a lot of difficulties getting through. We were able to help in some of those instances and the worst cases we actually worked out a deal with OPM where we could put in the information and sent the information over to OPM until OPM could get their problem fixed.

The Federal Benefits Department is also continuing its series of online modules. If you have a Service Officer, there is Service Officer training on the website. Be sure to look at that. They are working on finalizing one now and they are working on some more later this year.

(Attachment 19 continued)

Our NARFE magazine is one of the best tools that we have and I'm happy to tell you that we have had an excellent year of advertising. Our advertising revenues were up more than \$150,000 over 2014. So that means that we've brought it about \$900,000 in advertising for the magazine. I know many people indicate they don't like to see all the walk-in bath tubs and hearing aids and Velcro shoes, but quite frankly, we're not going to sell bikinis in our magazine. What sells, because you see them month after month, those advertisers wouldn't be in there month after month if they weren't selling those walk-in bath tubs and those Velcro shoes. We have to advertise those things in our magazine directed at our readership. It has worked out well.

Our advertising revenue on our NARFE Newswatch, our electronic magazine, was up over \$20,000 this year also. I want to give a really special thank you to all of you that have responded to our request when we ask for reader surveys on particular topics. We did seven of those surveys this year and hundreds of you responded and provided the straight information. That just makes our stories better, more factual, so I really appreciate what you've done there.

On Social Media our twitter followers have increased by 20 percent in the last year, our facebook likes have increased by 30 percent. It could be bigger. So if you're on twitter or facebook, please follow us and tell your friends and family. As you know, it's just a great spider web. The information just flows across the entire system. Please do that if you're into facebook and twitter.

On technology, I will tell you that we are working very hard to upgrade all of our systems. A lot of the work is behind the scenes, you don't see what is happening. A lot of it is the back door issues, with payment and that sort of thing. We are really making great advances. We are in the final stages of bringing the membership data base in-house. We will be much more flexible when we bring that in-house, in tweaking it and making work really well for us. You may have noticed that the NARFE website is more responsive when you're on a tablet or cell phone or smart phone. We've done that on purpose. It automatically adjusts itself to make sure that you can read it on any type of modum or media that you are on. Another thing, for those who are really technologically savvy, we are moving on to the cloud which is going to save us a lot of money in the future on software and hardware improvements because the cloud takes care of all the hardware and software improvements. I think you are going to notice some really good things in the membership data base and all of our web pages. We've implemented the new registration software for the national convention so you can designate your delegates, your voting reps, alternates, proxies, all on your OAM. It saves paper, but it's also much more efficient and effective. I will let you all know that we will have a convention ap. So I think you're going to appreciate that.

Also in the building you will notice in the room here it's a lot quieter. It's because we got new windows all across the front of the building. We also put on a new roof. For years the maintenance on this building has been let go. So we're working very hard. We have a new roof that is warranted for 20 years. Hopefully, we won't the multitude of leaks that we had during a rainstorm.

In the June magazine you're going to see that we just completed our audit for 2015. You will see that we increased our net assets at the end of the year. You can be very proud of that. For years we were losing money hand over fist. Now again, getting back to the Strategic Plan, that doesn't mean that we're out of the woods. The Strategic Plan analysis is based on history, but we're trying everything we can do to change history. History is there and it's been there for 30 years.

Now, let me talk more about the Strategic Plan. As I mentioned, at the March meeting the NEB approved three resolutions. One was Optional Chapter Membership. We believe that is very, very necessary if you look at when we put mandatory chapter membership back in, in 1984, ever since then we have had a steep decline. It's no accident. The minute they implemented mandatory chapter membership, membership started decreasing. What is really interesting, if you look back at that time, 190,000 members at that time opted to not join a chapter. We have eight or ten thousand of them left,

(Attachment 19 continued)

they're called national only members, grandfathered national only. Almost fully one half of the membership said, when we implemented mandatory chapter membership back in 1984, said no, I don't want any part of that. You kind of would have thought the leadership at that time would have said, gee, maybe this is not a good idea, when fully half the membership wouldn't buy into it back then. And since then we've had the steep decline. I would ask you to really consider the Optional Chapter Resolution, really consider voting for it because it's something that is needed to recruit people for NARFE and get away from whether it's eNARFE or it's a chapter, we just need to recruit people for NARFE. Once they're in, then we can talk about the chapters and the benefits the chapters make. Based on the data in the Strategic Plan, you'll see that a great percentage of people would stay when chapter membership is not mandatory.

The second thing we passed was One Member, One Vote. We feel very strongly that everyone in NARFE should have the chance to cast a vote on our issues. At the last national convention we had 237,000 members, 800 people were there as delegates who were able to vote on the floor. When we got to ballot vote, we got to about 560. We just think it is wrong for 560 people to have total control over the entire organization and structure. We firmly believe in the One Member, One Vote.

The last resolution that we passed was to allow the National Executive Board to have some authority to adjust dues as needed without coming out for a referendum or waiting until the next convention. In a word, to be able to act very quickly and agilely to anything that comes up and if there is an emergency. Let me tell you, Dick Thissen does not like dues increases. As long as Dick Thissen is around you will never see a dues increase because it causes extra attrition and extra losses. But I firmly believe we need that authority just in case there is an emergency.

The last thing that we talked about at the March meeting was the hiring of the Executive Director. We firmly believe that we need continuity and expertise to manage the activities of the building, someone that is trained in the operation of non-profit organizations and really, really smart in fund raising. We think that having somebody that stays on forever rather than electing someone every two years, then changing the path every two years or every four years, we think that an Executive Director will help us to maybe change some of the things that have happened in the past. What we also believe is that ultimately the Treasurer will be able to go home. That will save us some money. The Secretary/Treasurer can work with the Executive Director to develop budget. We do feel strongly that the President needs to be in Washington to be the face of NARFE, to go on the Hill to meet with associations. At least the Secretary/Treasurer could go home and obviously, with the reduction in salary, would save some money.

We've worked very hard to make sure we give you outstanding service, to recruit new members, to retain our existing members, and most importantly, to remain open to innovations, and, quite frankly, to combat the continued attacks on our benefits. With that I'm going to end. If there's time for questions, I will certainly be glad to answer any questions.

Questions & Answers:

1. Carrie Frazier from the Nashville Chapter: First off, let me say we really appreciate your comments this morning. Some of those are news to me. I think the idea about the Affinity Partners sounds very positive. While I'm very respectful of the Strategic Planning Committee, I do not see anything that we are doing that helps us to recruit new members. To me NARFE is like the patient in the Intensive Care. We're on oxygen and what's been told to us is we got to about 2020 to be in existence. And I do not see how the four items that have been mentioned: Optional belonging to a chapter; one vote, one member; a CEO; or dues increase is going to help us here and now to increase membership. If we were a patient that was well and running up and down the hallways, what you're saying is great. But that's not what we are

(Attachment 19 continued)

- about. We're going down and we're going down fast. I'd like propose, to be thought about is going to an e-chapter concept nationwide, and let's do away with Chapters, let's do away with Federations, let's do away with Regional Vice Presidents and let's cut the NARFE headquarters to bone just to get out the NARFE magazine. That is one thing that is very positive and I've never heard any negative comments. And, of course, we've got to have enough people in NARFE to have a legislative presence. My idea is let's have the magazine, let's have a legislative presence and let's cut everything to the bone and I'd like to go to a \$10 a year membership just to see how we could increase membership fast, I mean fast. How can we get our people to join at \$10 a year? I think they would. I've had too many experiences trying to recruit at a \$40 a year membership and they always say, let me get back to you. Well, they never get back to me. But if I could say \$10, I think they would say, well, that's not bad. I'll join for \$10. I know this takes a lot of planning and I don't sit where you sit and I don't sit where the Treasurer sits. I don't have your knowledge and I don't have the know-how, but you people do. And that's the way, Dick, I think we need to be heading. The rest of this is icing on the cake. It doesn't work. We're sick. The patient's sick. The patient's about to die. So what we're doing is just a lot of triviality, frankly. But I do appreciate everything you're doing. And I do appreciate what the Strategic people did. I think they acted in good faith. I don't mean to be critical. We've got to do something and we've got to do something fast. Thank you, Dick.
2. Richard Thissen: Let me address some of the issues. For one thing, we think, and we have empirical evidence to prove it, 30 years of doing this, if we can say Optional Chapter membership, there are many prospects we have talked to, they say I really don't want to be forced into joining a chapter because I'm not going to participate in a chapter so why should I spend that extra money. As you know, we've had a lot of people quit NARFE because they either don't want to participate in a chapter or they got mad at someone in a chapter and so they do not renew. The e-chapter is helping us in that it gives them a place to go at zero chapter dues. If we can do that with an optional chapter membership where all we are advertising is please join NARFE. I think that would help. One of the reasons why the Strategic Plan is built the way it is, those things you mentioned all have to be approved at the national convention. We think we can get these three things approved at the national convention. But, if we started down the road to completely do away with Chapters, to do away with Federations, and to do away with RVPs. Remember we've had the argument over RVPs for years, whether it's going to be five or ten. We've already got resolutions in to take it back to five, and one to take it up to ten, one to leave it at ten, we've got two or three more to leave it at ten. One of the problems that we have is that little book called the Bylaws says you can't make major changes unless you get the entire membership to go along with you. The Strategic Planning Committee and team felt that going too far, you wouldn't get it to pass. We think we've done some incremental things. I agree with you it would be nice if we could just start over, but we can't. We can do things by increment. We think that these three things will help us in our membership decline. That's the reason those are the ones in the Strategic Plan. Are we on life support? Historically, we are. We are working very hard. John Nuys says I'm making him out a liar every month because if you look at the Strategic Plan, it said we were going to end in 2015 at 219,000 members. We ended 2015 at 225,000 members and we're still not at 219,000. We're working very hard to prove

- history wrong. History's a hard thing to push back on because it's been there for a long time and it's pushing against you. We're working very hard to turn that around. We think that Optional Chapter Membership would really help us and there are a lot of people who talk to us about joining and they say, okay, you have chapters. How do I have any influence on what decisions are made? Once you go to a chapter meeting, you don't have any influence because you don't have a vote. That's why we think One Member, One Vote will help us also as we talk to prospective members as we recruit. I hope that helps answer your question of why we didn't go any further. Quite frankly, you have to contemplate what you can get done and how far you can go at any one time. Now, there will be future Strategic Planning Committees. This is the first two years. Once we get past the convention, we'll appoint another Strategic Planning Committee for the next two years. This is going to be an on-going process so we can continually improve NARFE. I hope that helps.
3. Jim Cooke with the Chapter in Chattanooga, Tenn.: We have a chapter meeting every month. We've got, and I'm sure we have a lot of eChapter members around the Chattanooga area, we've got no idea who they are. We would love to get access to their e-mail addresses so we can send them an invite to our meeting so they can see what the meetings are. As long as e-chapters go on and not keeping the local chapters informed, people are going to say, well, who the hell is NARFE? I'm sorry, but we need to get that information to the local chapter for our e-chapter members so we can send them information about our meetings, things going on, if we have special speakers coming in they may be interested in. But if you don't have any information on them you can't do that. Thank you.
 4. Richard Thissen: You have the ability to do that. Your Tennessee Federation President and the E-Division Coordinator both have access to every e-member in Tennessee. Now, if you do have something special going on, there is nothing wrong with you requesting the President or the E-Division Coordinator to send a message to the e-NARFE members in your area to come to a special meeting or if you're going to have a meeting with a Congressman or Senator, or if you're going to have a special picnic, there's nothing wrong in doing that. However, what we fear, in limiting their access to the President and the E-Division Coordinator, what these e-NARFE members have said, we want to be in e-NARFE, we really don't want to be bothered, I'll call you, you don't call me. They have told us if they get bothered too much, they will leave again or they will just flat go away. That's why we have limited the access. But the access is there by talking to your e-Division Coordinator and to your Federation President and they can send a message for you.
 5. Jim Cooke: As Chapter President, I can get on the e-mail system and send mail out by e-mail through the National Office. I really can't understand why we would have to turn around and get a hold of somebody else to go to somebody else to send an e-mail out when you're trying to get the parties involved a little bit. I'm not saying that that many of them would come, but at least that would have notification that there is a chapter out there that's looking to help them. Thank you.
 6. Richard Thissen: We do tell them that there are chapters out there, but remember, we're also looking to make sure that we don't increase attrition and losses. And, I hate to say it, but many of the e-NARFE members have told us they don't want to be bothered. There are some members that give us their e-mail address and then click the box that says don't send me any e-mails. They are willing to pay their \$40,

(Attachment 19 continued)

- they're willing to contact their Senator or Congressman, but they want no other contact within NARFE. I know that goes against the thinking of all us that are in the chapter and federation system. You remember, I grew up in this system. I started out as a Chapter President. I was a District Officer, I was a Federation Vice President, Federation President, and RVP, then President. I grew up in this system. A lot of the newer people and those who have been around awhile want no part of this but are willing to give us the \$40. We have to respect that. That's why we've limited the access, because, quite frankly, we don't want to lose them. We don't want to lose any more members than we are now.
7. Bill Shackelford: A question has been asked of me, how many employees are at Headquarters?
 8. Richard Thissen: It's right at 50 and four of them are part-timers. It used to be when I came in as Treasurer, it was 69, and has been at well over 100. So we're lean and mean now and trying to become leaner and meaner every day. There are just certain things, like our Human Resources Department, and this upsets some people, but we've contracted it out because we can save money doing that. We don't have an employee, we don't have to pay that employee's health insurance and we don't have to pay seven and one half percent for Social Security and Medicare. And we save about \$50,000 a year by contracting out our Human Resources. As we look at issues like that, obviously, many associations like ours don't have their own print plant, many don't have their own mail room. Right now it's cost effective to have a mail room, and a print plant. But, if the printing press ever dies, then there's a whole new equation on the print plant. We've done studies where it's efficient to do things in-house. We've done things in-house where it's not efficient, we out-source it. We're watching things very carefully. Most of you who know me, you know that I'm a skin-flint and I'm cheap. Jon is just as cheap as I am. So now you have two of us that are cheap. We watch expenses very, very close.
 9. Steve Schraeder from Murfreesboro, Tenn.: I want to thank you for your time and I would like to thank particularly the team's work on the Strategic Plan. We got a copy about a week ago and went through it. I think the most important thing that I saw in there was that you're operating above and towards continuous improvement and you emphasize that in your talk today. I sure appreciate it. Thank you so much.
 10. Richard Thissen: We're going to keep trying and like I said, every month that we can, we're going to beat the historical averages. The problem is as you build a plan you have to base it on what history has told you.
 11. Wayne Lanier from the Murfreesboro Chapter: Do you have a time frame when your Executor Director will be on board?
 12. Richard Thissen: We do not. What we're into right now is looking at the head-hunters, a search firm. Quite frankly, you don't hire an Executive Director like you would hire anyone else in the building. You hire a search firm who will interview us to see what we want and then they will interview perspective candidates. The good thing about a search firm they will go to people who are looking for a job, but they also have a list of what they call passive applicants that are happy in the job where they are but are willing to move to a better job or a more productive job or more rewarding job. Maybe, in some ways, you don't want to hire someone out looking for a job because maybe they didn't do a good job where they were. But, if you've got someone who is really performing well and they would come to a more rewarding

(Attachment 19 continued)

- position, maybe that's a win-win for everybody. The search firm has told us that once we hire a search firm and we're looking at three to five search firms, so that we make sure that we have the best search firm that we can find, it takes three to six months to find the right candidate and get all the interview process done. Because, obviously, once they find candidates, they will narrow it down to three to five. Then we will have to go through an interview process with those people. Once we get that list of three, four or five, the search firm will have guaranteed that they meet all of our qualifications. What we are looking for is someone who has 10-12 years in the non-profit industry, that knows fundraising, that know how to run a non-profit, that has been successful in operating a non-profit because, quite frankly, you all know the complications of being an officer in NARFE. You pay your chapter dues and you are a member of a Federation and that's your eligibility. There are no other requirements. In many ways it comes down to a beauty contest. You may or may not get the best people to be the Officers in the association. But you can have an Executive Director that can make sure you have a continuous top notch organization running smoothly, efficiently and effectively.
13. Martha Forrest of Chapter 1382 Millington, Tenn.: I would just like to expound a little bit on the person who asked about access to the e-NARFE members. What I'm asking is, is it possible to have a section on the NARFE website where chapters can post events that they may be having that the e-NARFE member have the opportunity to click on that section or not?
 14. Richard Thissen: Absolutely. You can send something to Tom Mongol who's the President of e-NARFE and he can put it up on the NARFE website. You can enter something on a blog that other people would see, but probably the easiest way is to send something to the e-NARFE President then he could send something to those people in your area, or, like I said, you could ask your Federation President and/or e-Division Coordinator who could do the same thing. But, certainly, you could get something up on the e-NARFE website. It would get to every e-NARFE member.
 15. Bill Shackelford: Thank you for your time.
 16. Richard Thissen: Thank you so much for having me.
 17. Larry Minniear: Also, we have a Tennessee website that doesn't get used very often, but if you want to get something posted for general purposes, make sure it gets to Ronnie Collins and he'll take care of it for you.

NARFE TENNESSEE FEDERATION NOMINATING COMMITTEE REPORT

Our Committee met Monday, April 25, 2016 with the following members present:

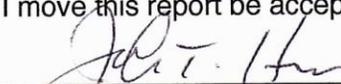
John T. Harris, Chair, Chapter 0806
Cary Frazier, Chapter 0027

All candidates that were interested and willing to serve were discussed by the committee. As a result, the following group was nominated for the following positions:

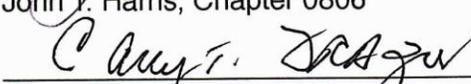
Legislative Chair:	Jim Glenn, Chapter 2035 McMinnville
Membership Officer:	Vacant
Secretary:	Merilyn Evans, Chapter 1576, Donelson Area
Treasurer:	Norris Alderson, Chapter 0027, Nashville
3rd Vice-President:	Vacant George Prewitt, 324
2nd Vice-President:	Ed Evans, Chapter 1576, Donelson Area
1st Vice President	Rhonda Mooney, Chapter 0519, Jackson
President:	Larry Minniear, Chapter 108, Chattanooga

These members deserve our support and assistance and all of the help and encouragement we can give them during the year!

I move this report be accepted as presented.



John T. Harris, Chapter 0806



Cary Frazier, Chapter 0027