

MINUTES OF AUGUST 2008 BOARD MEETING

August 21- 2008 through August 22-2008

Federation President, Carey Frazier, called the meeting to order at 1 PM on August 21. Frazier led the invocation followed by pledge of allegiance.

New Federation officers were sworn in by Region X VP, Joe Beaudoin. The new officers are: Legislative Chairperson, Matt Bauer; Newspaper Editor, Max Coats; Pac Chairperson, Glenn Turner; Network Coordinator, Ronnie Collins.

Vivian Fivecoat then did the roll call of all officers present. Those present were:

President, Carey Frazier;

1st VP, John Shannon;

2nd VP, Larry Cunningham;

3rd VP, John Wells;

Secretary, Vivian Fivecoat;

Treasurer, Marie Anglin;

Legislative Chairperson, Matt Bauer;

Membership Chairperson, JC Whitney,

Immediate Past President, John Hicks;

Pac Chairperson, Glenn Turner;

Network Coordinator, Ronnie Collins;

Newspaper Editor, Max Coats

Recording Secretary- position is vacant.

Joe Beaudoin, Region X VP was present.

The only officer absent was Glenda Huff, Financial Secretary.

Following the roll call- President Frazier welcomed all of the officers and said he looked forward to working with everyone. All of the officers bring a lot of knowledge and expertise to the Federation and we all look forward to working with each other to promote the goals of NARFE.

Following the welcome remarks of President Frazier- there was discussion as to whether a Federation Secretary should be obligated to take minutes.

The duties of a Federation Secretary are covered in our Federation Constitution. ARTICLE I – Section 4 of the Federation Constitution states:

“The secretary shall keep a true record of all proceedings, forward to the National Vice President the required number of copies of the Federation Convention Report and Executive Board meetings, attend to correspondence and perform any other duties required of the office.

The secretary shall prepare the Annual Report immediately after the convention using Form F-22, covering all activities of the Federation Convention, submitting the required number of copies to the Vice President of the National Association.”

The question was whether the words: “shall keep a true record of all proceedings” should be interpreted to mean “taking minutes at all federation board meetings?” President Frazier was of the opinion that the above language should be interpreted that the federation secretary should keep minutes. After considerable discussion, and by majority vote, it was agreed the language was ambiguous.

It was further agreed, absent an amendment to the Federation Constitution to clarify the above language, the Federation Secretary would not be required to take minutes at the Federation Board Meetings.

At the moment, the position of "Recording Secretary" as per the Policy Manual is vacant and President Frazier said he will attempt to find someone to fill the position.

A question arose as to waiving the reading of the prior minutes of the Board Meeting immediately following the Convention. It was agreed these minutes were not on the NARFTN web site. Subsequent to the Board Meeting, President Frazier was advised that Jean Cox was not present at the Board Meeting. Vivian Fivecoat sent President Frazier some cryptic minutes that she had kept and while incomplete, they will be posted on the website as the official minutes.

JOE BEAUDOIN- REGION X VP: Joe Beaudoin, Region X Vice President addressed the Board. He pointed out that "matching funds" are available. We should seek those funds in our recruiting efforts. He mentioned printing the NARFE magazine in large print, however, this would be expensive and it will not be done.

As to the Louisville National Convention scheduled to be held in Louisville, KY, beginning September 7, 2008, there are some 1,500 members registered.

He then discussed some of the resolutions to be presented at the Louisville Convention. The question of Honorary Life member will be discussed. It seemed to be the unanimous opinion of the Board and that of Joe Beaudoin that this honorary membership should be continued. The single dues resolution is yet to be worked out in the sense what is the amount of single dues, will it cover chapter dues, will some members be "grandfathered in" at the present dues amount? There are a lot of unanswered question. The "one vote one member" resolution was discussed. The idea is the member would vote from his home or residence by submitting a ballot in the mail for the National Officer of his/her choice. This issue has received divided opinion. Former National Officer President, Charles Fallis, favors the idea. Joe Beaudoin does not. He does not think it will work. The delegate to the Convention or the proxy delegate would not have the opportunity to hear the candidates speak. Joe Beaudoin is of the opinion that the present procedure is best.

Joe commented membership continues to be a problem. In January of 1996, we had over 450,000 members. As of July, 2008, we have 324,000 members.

Following the talk of Joe Beaudoin- the Federation Officers gave their report.

MEMBERSHIP CHAIRPERSON- JC WHITNEY: The Membership report was given by Membership Chairperson, JC Whitney and contribution remarks were made by President Frazier. Following the NARFE Federation Convention at Montgomery Bell State Park, it was agreed that a primary goal of our federation should focus on increasing our membership. It was also agreed that every effort should be made to reach those "lapsed members" and look for ways to encourage them to rejoin.

JC Whitney made a request of our NARFE headquarters to submit- by chapter name- all of those lapsed members from April of 2006 through April of 2008. This list was increased by the names of the lapsed members on the M-112 for the months of May and June of 2008.

President Frazier and JC Whitney then prepared a letter to each of the 37 Chapter President along with a list of the lapsed members and this was all mailed out on July 1, 2008. The suggestion was made that each chapter president or a member of the chapter call the lapsed member and invite them to rejoin. If the member refused, reluctant or "on the fence", then it was suggested that the chapter president mail out a package to the lapsed member. Inside each package was three articles; "Five Reasons to Join NARFE;

What Has NARFE Done for You Lately; Value of NARFE Membership”. The Value of NARFE membership was authored by Joe Beaudoin and presents the challenges faced by our 2009 Congress re the issue that some earned benefits of federal employees will be lost or reduced.

A visit would be made to the ten largest chapters in Tennessee by JC Whitney and President Frazier to discuss the effort to regain membership of these lapsed members. The visits have been made to the Presidents of the Nashville, Chattanooga, Johnson City and Knoxville Chapters. All the chapter Presidents are aware of the membership problem facing NARFE and welcome the visits. Everyone, i.e. the president and membership chairperson were most receptive to the idea of going after the lapsed members.

PRESIDENT REPORT- CAREY FRAZIER: The detail written report of President Frazier was given to the Federation Secretary, Vivian Fivecoat and Region X VP- Joe Beaudoin.

President Frazier reported that the primary goal for the coming year will be increasing our NARFE Membership in Tennessee. We must go after the lapsed members and encourage them to rejoin. A secondary goal is how does the Federation help the Chapters? What do we give back to our Chapter Offices and the members?

President Frazier reported that a lot of time was given to working with JC Whitney, Membership Chairperson, on ways to reach the lapsed members and working with Chapter Presidents and Chapter Membership chairpersons.

Considerable time was spent in being sure that all delegate forms re the Louisville Convention were timely mailed to NARFE Headquarters. This included phone calling, e mailing, letter writing, and copying of various delegate forms for those chapters sending proxies. All delegate forms have been mailed and all 37 chapters in Tennessee will be represented at the Louisville Convention.

President Frazier visited the Donelson, Cookeville, Music City and Clarksville Chapters. He attended three retirement seminars in recruiting new members. He participated in “Meet Your Candidates” month of visiting with Congressman Cooper of the Fifth Congressional District accompanied my members from five chapters in Middle Tennessee, Nashville, Donelson, Murfreesboro, Dickson and Clarksville.

JOHN SHANNON- FIRST VICE PRESIDENT: (John covers all chapters in West Tennessee)

Shannon submitted a copy of his report to the Federation Secretary and to President Frazier. By way of summary- Shannon visited the legislative offices of Senator Alexander and Senator Corker; Congressman John Tanner. Staff person of Congressional Marsha Blackburn did not have time.

Shannon also reported that Chapter 1733 (Memphis Postal) wants to merge or join with Germantown Chapter 1968. President Frazier is to follow up.

Shannon visited Chapters 793 (West Ken TN), 727 (Dickson), 519 Jackson.

Chapter 793 (West Ken TN) is a weak chapter. The secretary is in nursing home and no new members for many years.

Shannon has been working on setting up a “Weida White Award”. This would be similar to the Leo Potts award but it would be an award given to a chapter each year at our NARFE Federation Convention that has contributed the most to Alzheimer based on per-capita contributions. The detail of this award has been forwarded by Shannon to all Board Members as of August 23, 2008.

LARRY CUNNINGHAM- SECOND VP: (Larry covers all of the chapters in East Tennessee)

Larry reported that the Elizabethton Chapter 1845 wants to close. Larry recruited seven new members at a postal seminar. The report of Larry Cunningham was mailed to President Frazier and will be on file.

JOHN WELLS- THIRD VICE PRESIDENT: (John covers all the Chapters in Middle Tennessee)

John Wells was the former Legislative Chairperson on the Federation. That legislative position is now held by Matt Bauer. John spent a certain amount of time with Matt bringing him up to speed on his duties as a Legislative Chairperson for the Federation. Wells visited three chapters, Nashville Cookeville and Crossville. He presented the Leo Potts Award to Bob Martin, President of the Crossville Chapters. He has seven chapter visits scheduled within the next four months and he is working on scheduling the remaining four chapters. He has been in contact with all chapters in Middle Tennessee, by way of phone, e mail and hard copy mail. John states that by the time of our next Convention in April of 2009- he will have covered all of the chapters in Middle Tennessee inclusive of the 4th, 5th and 6th Congressional Districts in Tennessee.

MATT BAUER- LEGISLATIVE CHAIRPERSON (Matt is new to this job- having only held since the Convention of late April of 2008)

Matt has visited chapters in Cookeville and Hendersonville. He has visited with Congressman Bart Gordon of the 6th Congressional District. He was present in the "Meet Your Candidates" program with 5th Congressional District- Jim Cooper.

President Frazier gave Matt the responsibility of working with the three vice presidents in setting up meetings with our Senators and Congressman re- "Meet Your Candidates Month". Incident to that responsibility, Matt has spent some time e mail and telephoning various Federation Officers to see what might be accomplished.

RONNIE COLLINS- NETWORK COORDINATOR:

Ronnie has received a new title of "Network Coordinator". The old title of "Webmaster" as per our Policy Manual has been abolished. Ronnie's new duties will be a combination of the duties as set out in the Policy Manual under ("E Mail Net Coordinator and Webmaster").

Ronnie discussed the number of NARFE members on the GEMS messages. At present it is only about 693 out of roughly 4,600. There was discussion as how to best include more of our NARFE members on GEMS. GEMS is free and very informational. Ronnie will do additional or follow up work to see how this may be done.

MAX COATS- NEWSPAPER EDITOR

Max reported that our Federation Newsletter is published four times per year- January 1; March 1; June 1 and November 1.

He stated that our newsletter is now published by a company in North Carolina and that it is much more efficient and cheaper than using local companies in Johnson City area.

Max asked that everyone submitting articles for the November newsletter do so in a timely manner so that he can gather everything together to send to the North Carolina publisher. After some discussion, it was agreed by all the Federation Officers that those of us submitting articles would have the article in Max's hands one month prior to publication date. For the November 1 newsletter- our articles should be

delivered to Max by October 1- either e mail- fax- or hard copy mail. This is a “drop dead deadline” with no exceptions. It is the same rule used by Diane Taylor, our prior newsletter editor and it seemed to work very well.

Max talked of articles where we as federation officers duplicate what we are saying. One officer might write a report on the Tennessee Convention and another would be saying the same thing. What should he do as an Editor? Should he delete one in favor of the other? What about grammatical errors or articles that are too long? After some discussion, it was agreed that Max is the Editor. To him falls the responsibility. He was given complete discretion to make changes, whether they are deletions, grammatical errors, editing an article etc. The one request made by President Frazier is that Max call the person submitting the article and tell the officer their article will be changed and the reasons for the change.

At our Board Meeting- we did not discuss changing the name of our Federation Newsletter. At present it is called: “The Tennessee Federal Retiree”. Should we rename: “The Tennessee Federal News” or what does everyone think or does anyone have any ideas? We might do this by e mail and gain a consensus.

The November newsletter is dedicated in part to Chapter reports that should be sent to the National Office and full Convention Reports for 2009. President Frazier said he will work with the Federation officers in making suggestions as to article content so as to avoid a duplication of the same message in the articles submitted. This is always a problem and not easy to resolve.

Under the heading of Newsletter Editor- the Board passed a Motion to pay Max a stipend of \$25 per month or \$300 per years for his role in getting the newsletter out in a timely manner.

VIVIAN FIVECOAT –FEDERATION SECRETARY:

The report by Vivian Fivecoat is on file.

GLENN TURNER- PAC CHAIRPERSON: Glenn reported that the total PAC contributions by all chapters in Tennessee from January 1, 2007 through June 30, 2008 are \$15,612. Contributions to various Congressmen in Tennessee are: \$1,000 to Congressman Wamp, Lincoln Davis, and Tanner and \$2,000 to Congressman Gordon. The five federations in Region X contributed a total of \$120,869. A contribution to a Congressman reflects the degree of support for our NARFE legislative issues. We only consider giving if the elected official asks for a contribution. The award and amount are determined by a board which convenes at NARFE Headquarters.

Glenn commented that Pac contributions are strictly voluntary, however everyone is encouraged to make a small donation. Chapters are not allowed to give. Only individual members may give. NARFE PAC is our defense fund. Glenn encouraged all chapters to have a PAC Chairperson.

MARIE ANGLIN- TREASURER Marie Anglin presented a copy of her budget report to each federation officer. The same will be attached to the final version of these board minutes. Financially, the Federation is in good shape. A question was discussed as to the Board having excess funds or more funds than it needs for the next two years given the anticipated future revenues and expenses. Several ideas were discussed but no decision was made. This may be discussed again at our February 2009 meeting. Marie reported that the NARFE Convention held this past April at Montgomery Bell State Park showed a profit of roughly \$1,600. Nashville Chapter was the host chapter. The monies were divided equally between the Nashville Chapter and the Federation.

NEW BUSINESS:

The Federation Policy Manual at Paragraph III- subparagraph b- states that meal allowance may be allowed to the federation officer- \$8 for breakfast; \$12 for lunch; and \$20 for dinner. The question was raised as to allowing up to \$40 per day with no allocation for each meal. In short- allow the traveler to spend whatever he/she wishes for a meal but the total claimed cannot exceed \$40. Everyone agreed this change was proper but the additional requirement that a receipt must be attached to each travel voucher showing the amount paid. A receipt for meals is still required.

ARTICLE III- Section 1 of the Tennessee Federation Constitution states that mileage shall be reimbursed at a rate not to exceed the amount authorized by the IRS Code. At present the amount authorized by IRS is 58.5 cents per mile. Our Federation Policy Manual authorizes a rate of 45 cents per mile. Because of recent increase in the price of gasoline- the question submitted should the 45 cents per mile be increased. After considerable discussion, the Board raised the amount to 50 cents effective for all travel beginning on August 23, 2008.

RECRUITING TOOLS The question discussed was the possibility of purchasing certain large table cloths with NARFE logo on them. At recruiting sessions- these would be draped over a table with handouts- or possibly hung on a wall to give notice to the possible retirees who we are. After some discussion, it was agreed that three table cloths would be purchased- one for each area of Tennessee. President Frazier gave the detail of purchase to John Hicks and he will follow up and possible seek matching funds for the cost.

LEGISLATIVE TRAINING- ARLINGTON, VA- The question was who should attend? It was agreed that Matt Bauer, Legislative Chairperson should attend along with the three Vice Presidents, John Shannon, John Wells and Larry Cunningham. In the discussion that followed the additional question raised should a chapter member from each of the Congressional Districts be invited to attend. We have nine congressional districts in Tennessee. Bauer would represent a district; John Shannon would represent a district; John Wells would represent a district; and Larry Cunningham would represent a district. That is four districts. Question- should NARFE members from the remaining five districts be invited? A question rose as to cost and could the chapters contribute towards the expense? Larry Cunningham said he will do some investigating to see who might want to come; if the chapters can contribute and he will let President Frazier know by October 1.

President Frazier was concerned as to how is this training related to the chapters and how do we take it back to the chapter members so they too will receive some benefit. The three VP will visit with the chapters in their area and share what they learned. At chapter officer training- the same will be true.

TRAINING AT BRISTOL, VIRGINIA

Joe Beaudoin advised that Charles Pratt of the NC Federation had put together a software program relating to membership retention and registration at State Convention. The Training Program will be held in Bristol, VA on August 24th-25th- 2008. Ronnie Collins and JC Whitney will attend this training and report back if there is anything of value we can use in Tennessee.

NARFE STATE CONVENTION- APRIL 2009:

John Shannon reported that the NARFE State Convention for 2009 will be held in Jackson, TN. It will be held on April 20/21 at the Holiday Inn Hotel in Jackson. President Frazier will write a letter to NARFE Headquarters inviting a National Resident Officer to be present. Joe Beaudoin commented that NARFE is considering not sending any NRO to conventions next year. However, with the Weida White award being presented- someone may come if we extend invitation soon. Bruce Thomas, President of

the Nashville Chapter and Chapter Host of the 2008 Convention said he will be happy to assist the Jackson Chapter. The details of the 2008 Convention held at Montgomery Bell State Park are on the TNNARFE web site under "library" under "Convention Minutes".

CHAPTER OFFICER TRAINING: The Board agreed that Chapter Officer Training should take place every two years. We will have chapter officer training in 2009 (odd year) and training to follow on every odd year.

It will be held- in East Tennessee- Middle Tennessee and West Tennessee. The three respective VP will be responsible for scheduling the training and obtaining the instructors. As to those attending the training- where those attending car pool- the driver of the car will be reimbursed at the mileage rate as per the Policy manual which is now 50 cents per mile. If more than four people from one chapter attend, the second car driver will be reimbursed at 50 cents per mile.

GOODBY TO JOE BEAUDOIN

Joe Beaudoin is leaving us as our Region X VP. He has been a real friend to us in Tennessee. Joe is extremely knowledgeable in NARFE procedures and as a former Federation President of the Virginia Federation- he brings a lot of resources to the job. Joe will be missed. As a token of our appreciation and thanks, Joe was presented with a Cross Roller ball Pen with the words engraved: "To Joe B from Tennessee" and the date of August 2008 was also engraved. We asked Joe when he made his many notes at Executive Board Meetings, that he use the pen and think of us.

Joe in turn thanked all of us and said he had enjoyed working with us over the last two years.

Next Federation Board Meeting will be February 19th and 20th- 2009 at the Hampton Inn. Please mark your calendars.

President Frazier adjourned the Board Meeting as there was no additional new business.