

National Active and Retired Federal Employees Association
North Carolina Federation
Annual Meeting
May 6, 2020

The Annual Meeting of the North Carolina Federation, National Active and Retired Employees Association was originally scheduled to be held at the Crowne Plaza Hotel, Hickory, NC on May 5 and 6, 2020. Due to the Coronavirus Pandemic, the face to face meeting had to be cancelled. The meeting was held on May 6, 2020 as a webinar. One hundred thirty-three (133) members registered for the webinar.

Morning Session

1. Call to Order – The meeting was called to order by NC Federation President L. Thomas (Tom) Jennings. There was a moment of silent prayer followed by a virtual presentation of the posting of the colors, followed by the Pledge to the American Flag. A quorum was present.
2. The first speaker of the day was Bill Shackelford, Region X Vice President, who provided an update on developments at Headquarters and in Region X.

a. VISION

If NARFE is going to attract more active Federal employees into the organization, a change in the way we do business is vital.

It is critical that NARFE enter its second century strong, relevant, and firmly established as the go-to resource for our members and prospective members, the federal community, policymakers, the media, and the public.

b. CHALLENGES

We are all in agreement with NARFE’s vision to be the 100-year-old “Go-To” association advocating for and protecting the earned benefits of active employees, annuitants, families, and surviving spouses/partners. It is imperative that NARFE remains a viable advocacy organization. Leadership and members need to be prepared to meet challenges on all levels by exercising appropriate advancements which will enable ALL of us to make NARFE viable & stronger.

c. DECISIONS

NARFE has been going through an unprecedented period of change. Our organization is evolving to answer the needs and desires of future Federal employees and retirees. During the past two years members of your National Executive Board have made tough decisions that had to be made to insure the future of our Association. The NEB is a team of dedicated members that are working very well together, not always agreeing, but making hard choices that are necessary while putting into motion fiscal and administrative plans that will begin changes towards a new NARFE.

d. MISSION

The first sentence of NARFE’s mission statement is **“To support legislation beneficial to current and potential federal annuitants and to oppose legislation**

contrary to their interests.” NARFE’s steadfast dedication to defending the interests of federal retirees and employees resulted in several legislative accomplishments in 2019. However, we cannot be satisfied with past accomplishments. We must ensure that NARFE’s grass roots legislative advocacy needs continue to be strong and strengthened, if deemed necessary, to remain the trusted voice of active Federal employees, annuitants, families, and surviving spouses/partners.

e. HEALTH OF CHAPTERS AND FEDERATIONS

In Region X, Chapter membership breaks down as follows:

- More than 200 members = 14 Chapters
- Between 100 and 200 = 24 Chapters
- Less than 100 = 80 Chapters

In North Carolina, Chapter membership breaks down as follows:

- More than 200 members = 1 Chapter
- Between 100 and 200 = 6 Chapters
- Less than 100 = 24 Chapters
- Largest Chapter in North Carolina = Raleigh Chapter 192
- Smallest Chapter in North Carolina = Wilkes Chapter 979

The single major concern that continues to plague NARFE is chapter closures. In November 2014, there were 174 Chapters in Region X. As of May 1, there are 118 chapters in Region X. Over the last year, there have been 8-chapter closures.

At the present time, there are an additional 8 Pending Closures. Paperwork for 3 closures has been submitted to NARFE Headquarters for final processing. Federation Presidents preparing paperwork for another 5-chapter closures. There is one Region X Federation currently holding discussion to close **ALL** Chapters and become a National-only Federation.

All Region X Federations have excellent officer/leadership training. However, the primary reason and a longstanding problem within NARFE for chapter closures is the lack of members willing to take advantage of this training and step-up and assume a leadership position.

Individuals who have stepped down from leadership positions are **ALWAYS** willing to assist in the development of new leaders. Each of us, who have held leadership positions, can identify one or two persons that have served as mentors on NARFE procedures and issues.

f. CONGRESSIONAL DISTRICT STRUCTURE

Building and maintaining relationships with congressional staff is critical to advancing NARFE’s priorities. The 2014 Future of NARFE Committee and the two subsequent Strategic Planning Committee reports recommended that Congressional District Leaders (CDLs) be established in each Congressional District. Additionally, there were to be two Senatorial Legislative Leaders (SLL) in each state.

Progress has been made in this area with some states having established and filled the positions, other states are in the process of doing so, while some states have not yet taken any action. The establishment of CDL/SLL in each state will serve as the basic structure for National-only Federations.

Led by Congressional District Liaison, the goal is to develop, maintain and strengthen a relationship with your member of Congress and his/her staff to further the NARFE Advocacy Program.

Efforts could lead to following: 1) Increased Chapter and National member involvement in all advocacy efforts; 2) Attendance at public events having Congressional involvement, and 3) Attendance at fundraisers approved by NARFE Headquarters.

g. NARFE-PAC

NARFE-PAC contributions helps us to build strong relationships on Capitol Hill, which is a key component to winning legislative fights. Here is an update on the success in Region X, comparing efforts during the 115th Congress (2016-2018) to partial efforts during the 116th Congress (2019 – March 2020). The good news is that at the current rate of progress, Region X results for the 116th Congress will surpass the 115th Congress.

NARFE-PAC Contributions	Ending 12/31/2018	Ending 3/31/2020
Contributors	2,487	1,676
Donations	\$174,845.55	\$120,150.99
Average Donation	\$70.30	\$71.69
Sustainers	103	99
North Carolina		
Contributors	513	330
Donations	\$35,937.60	\$24,174.00
Average Donation	\$70.05	\$73.25
Sustainers	30	29

h. SOCIAL MEDIA

Bill Shackelford reported that he has tried to establish a social media presence for our Region. The Region X Website (www.narferx.org) provides members with Regional Updates and NEB Meeting Summaries. The Region X Facebook page (enter NARFE Region X in Facebook search box) provides the NARFE Daily Advocacy News Clips

He then presented an update on the national NARFE activities:

a. NARFE – RESPONSE TO COVID-19

The federal community is obviously no stranger to public health and economic crises; after all, it wasn't long ago that federal employees were struggling to make ends meet during the 35-day government shutdown, and now we're several months into a pandemic that's affecting how we work and live. Communication is paramount to help ease uncertainty and prevent panic, and during this time NARFE has been sharing resources on COVID-19 with the entire federal community via the website, weekly newsletter "Newsline" and social media posts.

b. DATA DRIVEN TO ATTRACT NEW MEMBERS

In the past year, NARFE has been tremendously active. Headquarters launched a rebranding initiative last summer. The new look of NARFE was just the first phase organization's communications and marketing overhaul. The next step focuses on tools and techniques that will make NARFE's knowledge and resources more accessible. A website redesign is currently under way; staff is working with a website design and digital marketing company to produce a new single website – no longer two separate ones – that will provide a more customized user experience and deliver NARFE's excellent content seamlessly on multiple viewing platforms. Once the content can be found via a Google search, more people – even those who have never heard of NARFE – will discover who NARFE is and the benefits and services NARFE provides.

c. DATA-DRIVEN TO CHANGE THE NEGATIVE NARRATIVE

NARFE staff is launching a campaign that tells the story of federal employees. The "***THIS IS A FED***" campaign is a multiplatform NARFE public education campaign designed to raise awareness of the diverse professions within the federal workforce and the dynamic, talented and passionate individuals who serve the American people and is part of NARFE's ongoing efforts to broaden public understanding of the important work that civil servants do. More than 2.5 million federal employees provide vital services that benefit the people of the United States every day, yet much of this work goes unnoticed. "***THIS IS A FED***" will feature profiles of dynamic professions within the federal government and the diverse individuals who serve the American people; why they enjoy working for the American people and what motivated them to work in public service. Profiles will be shared on NARFE's social media platforms including Facebook, Twitter, LinkedIn, and Instagram. This venture is a critical and necessary tool to changing the public's negative perception of civil servants. If you're interested in being featured or would like to recommend that NARFE profile a particular individual, visit narfe.org/thisisafed. Together, we can shine a light on the hard work and dedication of the federal workforce.

d. LEGISLATIVE VICTORIES

When we look at congressional activity since the start of the legislative cycle, it appears like a tale of two Congresses. Early 2019 started out with the partial government shutdown, and even after Congress finally passed spending bills and furloughed employees returned to work, many Feds went additional weeks without paychecks due to payment processing hiccups. With a beginning like that, nobody could have predicted that federal employees would benefit from substantial legislative victories. By the end of 2019, bills guaranteeing a pay raise and parental leave to federal employees passed both the House and Senate and were signed into law by the president.

e. FEDERAL BENEFITS INSTITUTE

As important as passing new legislation is educating members and potential members about benefits, they already have and changes to those benefits as the result of legislation. In 2019, NARFE's Federal Benefits Institute led 18 webinars—six more than in previous years. One of the most recent webinars focused on retirement savings strategies during crises, especially timely now during the COVID-19 pandemic. This webinar alone attracted nearly 3,000 registrants. Another new webinar that was added to the ongoing slate recently focused on changes to the Thrift Savings Plan, which resulted from rules being implemented from the TSP Modernization Act of 2017. A strategic assessment of the Federal Benefits Institute is currently under way, and analysis from that shows that such efforts to expand the quantity and quality of webinars can help NARFE expand brand awareness and tap into new member segments. And, in 2020, NARFE is implementing new membership strategy under new staff leadership that is

already yielding dividends with new prospects, improved reporting and a streamlined renewal marketing process.

f. ADDITIONAL ACTIVITIES

- **NARFE CENTENNIAL** – Looking ahead to this year and beyond, planning is already under way for NARFE’s centennial. Both an internal staff working group and a special membership committee have been established to steer a comprehensive centennial campaign. The official date of NARFE’s centennial is in February, and a gala is being planned to coincide with LEGcon21 in June. Staff is developing sponsorship, public relations, fundraising, editorial and marketing strategies to promote the centennial year-round.
- **HEADQUARTERS BUILDING** – Another of the moving parts that staff are focusing on pertains to the headquarters building itself. After conducting an audit of what the property offers along with general workplace requirements and expenditures, the National Executive Board (NEB) discovered that the current building was no longer meeting the changing needs of business operations. Quite simply, it provides much more space than is needed or used by the staff of 50 employees. As a result, the building is actively for sale, and a search process for a new one has begun.

The goal is to find optimal space that allows headquarters staff to maximize efficiency and productivity for the benefit of NARFE members. NARFE National President Ken Thomas and Executive Director Barb Sido have contracted with a team of real estate professionals with expertise in the nation’s capital area to secure and move into a new facility within the next year.

• **CALL TO ACTION**

While staff are implementing strategies, projects and tactics to move the organization into the data-driven and digital age and help NARFE reach more potential members, influencers and followers, the association will not be as robust and strong without more involvement from its current members.

- **MEMBER RECRUITMENT** – Like many organizations whose members are mature in age, NARFE is facing a big challenge in membership recruitment. Each one of you possess the unique ability to speak from the heart and from experience. Word of mouth and personal experience are powerful tools that can attract federal employees to become new members – especially during these trying times.

We need you to tap into your “can do” spirit and apply that to recruiting new members

3. The next speaker was Mr. Ron Buffaloe, NCNARFE Membership Coordinator, who presented Practical Tools for Achieving Membership Goals. In his presentation he emphasized the following points:

- a. Become familiar with the NARFE Elevator Speech – Form F-20.- It is a summary of facts and arguments for NARFE membership.
 1. What is NARFE?
 2. What does NARFE do?
 3. What are the benefits of NARFE membership?
 4. Why should I join?

- b. Financial Incentives for General Recruitment and Retention:
 - 1. Rebates - \$10 rebate for joining.
 - 2. Rebates - \$5 rebate to the chapter.
 - 3. Rebates - \$10 rebate for dues withholding.
 - 4. Rebates - \$5 rebate to the chapter.
 - 5. National only members are eligible for the rebates.
 - c. Financial Incentives for Health Fairs and Other Recruitment Events
 - 1. \$10 off for immediate NARFE Membership Application completion.
 - 2. Drawing for Free One Year Membership (Requires completion of NARFE m-2 card).
 - d. 150 Ways to Recruit New Members and Retain Current Members:- All 150 are available on the www.ncnarfe.org website. General topics discussed were:
 - 1. Get help from current chapter members.
 - 2. Interact with your community.
 - 3. Traditional marketing and recruitment ideas.
 - 4. Organizational recruitment ideas.
4. Charles Talley, the National Legislative Officer, presented a Legislative Advocacy Update.
- a. Make your voice heard before legislative officials.
 - b. Everyone needs to be sure to complete the census. North Carolina may be able to pick up another congressional seat in the House of Representatives.
 - c. The Federal Employee Education and Assistance Fund (FEEA) is the only independent, non-profit 501c3 organization devoted solely to providing emergency financial assistance and scholarships to civilian federal and postal public servants and their families. Natural disasters are declared each year such as floods, hurricanes, winter storms, etc. FEEA has given over 9,000 disaster relief grants, totaling \$4.5 million, to eligible federal employees since 1986.
 - d. The Thrift Savings Plan suspended the required minimum distribution for 2020 per a provision in the Coronavirus Aid, Relief and Economy Security (CARES) Act. The CARES Act allows eligible individuals to withdraw \$100,000 from their retirement accounts without incurring the usual 10% penalty. To be eligible, an individual must be diagnosed with the coronavirus, have a spouse or dependent who has the virus or must experience adverse consequences due to the coronavirus.
 - e. Everyone should remember to vote. Stay informed to make the right decision.
 - f. Lessons learned from the coronavirus:
 - 1. Debating the merits of government
 - 2. Role of public servants
 - 3. How indivisibly connected our lives are.

- g. The NARFE Legislative Action Center is an easy way to send letters to the members on Congress. The website allows you to search for your legislators and report your congressional meetings and much more. The Action Center also allows you to send a letter to the editor of your local newspaper(S). When communicating with your legislator, it helps to have a compelling story stating what is in it for you, the legislator, and/or the community. NARFE has a Candidate Questionnaire which helps develop your story and where a candidate stands on the issue(s).
- h. Most of the contacts for NARFE with Legislators are made by the Congressional District Leaders (CDL). NCNARFE has several CDL's but we could use more.
- i. NARFE-PAC shows candidates running for Congress that NARFE members are engaged. NARFE-PAC works to keep NARFE priorities front and center with those that have the power to alter our benefits. Nationwide a total of \$1,427,546.50 was donated to NAARFE-PAC as of March 31, 2020.

5. Sharrill Jennings, NCNARFE Service Officer, discussed highlights from the recent NARFE webinar, Managing Your Federation Benefits during the Covid 19 Crisis. The entire webinar, with handouts, is available on the www.narfe.org website. Suggestions made during the presentation were;

Do Not Panic

- Research options – Covid -19 aid and relief. (Coronavirus Aid, Relief and Economic Security Act – CARES)
- Assess financial situation before making any knee-jerk reactions – Retirement Plan contributions. – Keep contributing.
- Volatility is normal – do not let it derail you. Avoid selling stocks in down markets. “Buy time” by increasing non-stock resources.
- Avoid emotional mistakes by sticking to a plan.

6. Nominating Committee Report – Sabine Daringer, Chair of the NCNARFE Nominating Committee began her report by thanking the following members who served on the committee:

- Chair – Sabine Dieringer
- Advisor – Ben Saunders
- Area II – Sabine Dieringer
- Area III – Doug Clapp
- Area IV – Fred Hawkins
- Area V – James Kocsi

Nominations have been received for the following candidates: President – Henry Brattlie, Treasurer – Sam Crain, and Secretary – David Phillips. Bill Austin, a

member of Charlotte Chapter 105, nominated Charles Talley as a candidate for Executive Vice President from the floor. The nomination was accepted.

7. Candidates' Forum – A Candidates' Forum was held to allow Bill Shackelford and Robert Allen, candidates for Region X Vice President to address the attendees as to their qualifications and goals, if elected as the Region X Vice President of NARFE.
8. Memorial Service – A memorial service was held to honor the memory of the 95 chapter and national members that died since the last annual meeting held in May 2019. President L. Thomas Jennings made the introduction to the service. The Rev. Kitty Crain gave the invocation and Taps were played, at the end of the service by Sgt. Richard Benjamin, USMC.
9. Lunch and Learn Program – Abel Simutani, RN of the NC Blue Cross/Blue Shield presented a program on Improving Health During the Stay Home. Tips included:
 - a. Meditation – Promotes calmness, and physical relaxation. Mind and body practices focus on the interactions among the brain, body, and behavior.
 1. Four Elements of Meditation
 - Find a quiet place with few distractions.
 - A specific comfortable posture.
 - A focus of attention.
 - An open attitude.
 2. Benefits of meditation:
 - Reduces the perception of pain.
 - Lowers blood pressure.
 - Decreases heart rate.
 - Enables deeper and slower breathing.
 - Begins healing the body.
 - b. Exercises while at home:
 1. Equipment required:
 - A chair
 - Water bottle or light dumbbell.
 - Desk
 2. Safety First
 - Ensure that you are injury free.
 - Obtain a physician's clearance before starting to exercise.
 - Make sure that the chair you are using is stable.
 - If the chair has wheels, place it against a wall to improve stability.
 3. Warm Up
 - Breathing exercise:
 - ✓ Inhale through the nose, exhale through the mouth.
 - Wear comfortable clothing.

- Walk for approximately 5 - 10 minutes – Increases blood flow to the muscles, allows the muscles to loosen up and lowers the chance of injury.
4. Suggested Exercises:
 - Finger Marching
 - Squats
 - Wall Push-Ups
 - Toe Stands
 - Hip Abduction
 - Quadriceps Stretch
 - Hamstring/Calf Stretch
 5. Benefits of Exercise:
 - May help with coordination, balance, and mobility.
 - May help with problems such as:
 - ✓ Diabetes
 - ✓ High Blood Pressure
 - ✓ High Cholesterol
 - ✓ Arthritis and
 - ✓ Back Pain.
 6. More information can be found on the website: www.cdc.gov.
- c. Prevention of Covid-19 (Coronavirus)
 - Wash hands regularly for 20 seconds with warm water and soap.
 - Avoid touching your face, nose, and mouth.
 - Avoid close contact with people who are sick.
 - Cover your cough or sneeze with a tissue.
 - Clean and disinfect frequently touched objects and surfaces.
 - Stay home when you are sick.

Afternoon Session

1. 2019 Annual Meeting Minutes – President Jennings called upon David Phillips, Federation Secretary, to present the minutes of the 2019 NCNARFE Annual Meeting. A poll of the members on the call and 93% voted in favor of dispensing with the reading of the minutes. The minutes were approved as presented.
2. Federation Treasurer’s Annual Report – Sam Crain, the NCNARFE Treasurer was introduced and was asked to present the Federation Treasurer’s Annual Report. He began by reviewing the NCNARFE Expense Report for 2019 – 2020.

NORTH CAROLINA FEDERATION															
First, Second, Third & Fourth Quarters Expense Report for May 1, 2019-April 30, 2020															
OFFICER	MILEAGE	MEALS	LODGING	SUPPLIES COPIES	POST AGE	2019 ANNUAL MEETING	2020 ANNUAL MEETING	REGION X CONFERE NCE	NEW MBR/DW PROJECT	NEWSPAPER	MISC	10% FUND EXP	TOTAL	2019/2020 BUDGET	BUDGET BALANCE
PRESIDENT	\$735.98		\$517.84			\$201.05		\$206.00			\$150.00		\$1,810.87	\$1,900.00	\$89.13
EXECUTIVE VP	\$724.40		\$261.83	\$67.69	\$9.00	\$601.77		\$100.00					\$1,764.69	\$1,860.00	\$95.31
SECRETARY		\$4.80	\$122.90	\$5.35		\$588.58		\$50.00					\$771.63	\$800.00	\$28.37
TREASURER					\$56.30	\$792.05							\$848.35	\$850.00	\$1.65
A1/2 VICE PRES			\$122.90										\$122.90	\$150.00	\$27.10
A 3 VICE PRES	\$875.10	\$47.37				\$587.67		\$100.00					\$1,610.14	\$1,700.00	\$89.86
A 4 VICE PRES	\$51.50												\$51.50	\$100.00	\$48.50
A 5 VICE PRES													\$0.00	\$50.00	\$50.00
A 6 VICE PRES	\$227.00	\$10.51	\$124.01			\$263.59							\$625.11	\$700.00	\$74.89
NAT LEG	\$492.00	\$46.52	\$203.71	\$25.95		\$413.56							\$1,181.74	\$1,266.00	\$84.26
NARFE/PAC						\$200.00							\$200.00	\$200.00	\$0.00
STATE LEG	\$76.00		\$122.90			\$518.05							\$716.95	\$800.00	\$83.05
MEMBERSHIP COR	\$50.00		\$122.90	\$8.75		\$395.55							\$577.20	\$600.00	\$22.80
PUBIC RELATIONS	\$61.00		\$122.90			\$273.00							\$456.90	\$500.00	\$43.10
SERVICE OFFICER	\$110.50		\$122.90			\$201.00		\$100.00					\$534.40	\$600.00	\$65.60
ALZHEIMERS CO	\$153.00	\$30.12	\$112.37	\$14.97	\$11.00	\$622.92		\$202.65					\$1,147.03	\$1,300.00	\$152.97
EDITOR													\$0.00	\$0.00	\$0.00
WEB SITE MASTER	\$54.00		\$122.90			\$713.68							\$890.58	\$1,000.00	\$109.42
PAST PRESIDENT	\$98.50	\$12.36	\$122.90			\$480.05		\$100.00					\$813.81	\$900.00	\$86.19
BALLOT & TELLER											\$1,736.19		\$1,736.19	\$3,400.00	\$1,663.81
MAILING BALLOTS											\$1,961.59		\$1,961.59	\$4,000.00	\$2,038.41
NEWSPAPER					\$22.57					\$6,200.05			\$6,222.62	\$7,200.00	\$977.38
INSURANCE											\$200.00		\$200.00	\$200.00	\$0.00
ANNUAL MEETING							\$333.27						\$333.27	\$334.00	\$0.73
MEETING ROOM			\$112.75										\$112.75	\$120.00	\$7.25
10% FUND EXP												\$382.72	\$382.72	\$400.00	\$17.28
MEMBERSHIP											\$1,098.78		\$1,098.78	\$1,100.00	\$1.22
SPECIAL PROJECTS													\$0.00	\$0.00	\$0.00
NEW MBR INCENT I								\$720.00					\$720.00	\$800.00	\$80.00
DW PROJECT								\$115.00					\$115.00	\$150.00	\$35.00
MISCELLANEOUS											\$18.72		\$18.72	\$20.00	\$1.28
TOTALS	\$3,708.98	\$151.68	\$2,315.71	\$122.71	\$98.87	\$6,852.52	\$333.27	\$858.65	\$835.00	\$6,200.05	\$5,165.28	\$382.72	\$27,025.44	\$33,000.00	\$5,974.56
													\$27,025.44		\$5,974.56

The board voted at its February meeting to change the fiscal year to August 1 – July 31 of the year. This is the transition year with an extra quarter to carry us to the new fiscal year. The budget for 2019 – 2020 was \$33,000 (This includes the extra quarter to phase into the new fiscal year). \$27,052.44 was spent leaving a balance of \$5972.56. The board is very frugal on how they spend their money.

The next report reviewed was the 2019-2020 Financial Report.- The bulk of the income to NCNARFE comes from the 10% funds received from Headquarters and the \$2.50 per capita for each chapter member received from the chapters. We have also started selling advertisements in the Beacon to supplement our income. Funds were received from one chapter that closed, after they had paid all their expenses. Blue Cross/Blue Shield of NC also donated \$1500 towards the cost of new chapter banners. The total income through April 30, 2020 was \$27,735.81. Total expenses were \$27,025.44. The big expense items are the Beacon and the expenses of the Ballot and Teller Committee resulting from the One Member One Vote mandate.

NARFE - NORTH CAROLINA FEDERATION			
FINANCIAL REPORT FOR FISCAL 2020			
QUARTERS 1, 2, 3 & 4 from May 1, 2019 thru April 30, 2020			
BEGINNING BALANCE ON HAND (ALL ACCTS.)			
CHECKING	MM		
\$46,080.20	\$21,028.05		\$67,108.25
Interest from Money Market	\$4.25		
INCOME:			
10% Funds from National Headquarters	\$15,703.07		
Per Capita from Chapters	\$4,868.53		
Funds for Ads in the Beacon	\$1,075.00		
Funds from Closing Chapters	\$4,584.96		
Funds donated for new Banners	\$1,500.00		
TOTAL INCOME			\$27,735.81
TOTAL TO BE ACCOUNTED FOR			\$94,844.06
EXPENSES:			
Mileage	\$3,708.98		
Meals	\$151.68		
Lodging	\$2,315.71		
Supplies/Services	\$122.71		
Postage	\$98.87		
Miscellaneous	\$18.72		
NC State Convention	\$6,852.52		
2020 Annual Meeting Expenses	\$333.27		
Federations Presidents Registration	\$150.00		
Beacon Newspaper	\$6,200.05		
Insurance	\$200.00		
Membership Supplies	\$1,098.78		
Region X Conference	\$858.65		
10% Fund Expense	\$382.72		
New Mbrs & Dues Withholding Rebates	\$835.00		
Ballot & Teller(Election Expenses)	\$3,697.78		
TOTAL EXPENSES			\$27,025.44
ENDING BALANCE ON HAND (ALL ACCTS.)			
CHECKING	MM		
\$46,786.32	\$21,032.30		\$67,818.62
TOTAL TO BE ACCOUNTED FOR			\$94,844.06
Signed <i>Sam Crain, Treasurer</i>	Date	4/30/2020	

He then presented the proposed budget for 2020 – 2021:

Federation Budget for FY 2019-2020 & Proposed Budgets for FY 20-21 and Status of Funds as of April 30, 2020				
	Fiscal Year	Actual Amount	Balance	Proposed
	2019-2020	4/30/2020	for FY 2020	Fiscal Year
				2020-2021
10% Funds from National Headquarters	\$24,988.00	\$15,703.07	\$9,284.93	\$16,000.00
Per Capita Funds from Chapters	\$8,000.00	\$4,868.53	\$3,131.47	\$4,990.00
Funds from Closing Chapters	\$0.00	\$4,584.96	\$0.00	\$0.00
Funds for Ads in the Beacon	\$0.00	\$1,075.00	\$0.00	\$1,500.00
Interest from Money Market	\$12.00	\$4.25	\$7.75	\$10.00
Funds Donated for New Banners	\$0.00	\$1,500.00	\$0.00	\$1,500.00
Matching Funds for Membership Drives	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Total Income	\$33,000.00	\$27,735.81	\$12,424.15	\$24,000.00
President	\$1,900.00	\$1,810.87	\$89.13	\$2,200.00
Executive Vice President	\$1,860.00	\$1,764.69	\$95.31	\$1,500.00
Secretary	\$800.00	\$771.63	\$28.37	\$600.00
Treasurer	\$850.00	\$848.35	\$1.65	\$800.00
Area 1/2 Vice President	\$150.00	\$122.90	\$27.10	\$300.00
Area 3 Vice President	\$1,700.00	\$1,610.14	\$89.86	\$950.00
Area 4 Vice President	\$100.00	\$51.50	\$48.50	\$100.00
Area 5 Vice President	\$50.00	\$0.00	\$50.00	\$50.00
Area 6 Vice President	\$700.00	\$625.11	\$74.89	\$700.00
National Legislative Officer/NARFE PAC	\$1,466.00	\$1,381.74	\$84.26	\$900.00
State Legislative Officer	\$800.00	\$716.95	\$83.05	\$700.00
Membership Coordinator	\$600.00	\$577.20	\$22.80	\$600.00
Public Relations Officer	\$500.00	\$456.90	\$43.10	\$400.00
Alzheimer's Coordinator	\$1,300.00	\$1,147.03	\$152.97	\$500.00
Service Officer	\$600.00	\$534.40	\$65.60	\$500.00
Immediate Past President/Editor	\$900.00	\$813.81	\$86.19	\$1,150.00
Web Site Master	\$1,000.00	\$890.58	\$109.42	\$800.00
Ballot & Teller Expenses	\$3,400.00	\$1,736.19	\$1,663.81	\$1,700.00
Cost of Mailing Ballots	\$4,000.00	\$1,961.59	\$2,038.41	\$1,900.00
Newspaper	\$7,200.00	\$6,222.62	\$977.38	\$6,000.00
Miscellaneous	\$20.00	\$18.72	\$1.28	\$0.00
2020 Annual Meeting Expenses	\$334.00	\$333.27	\$0.73	\$0.00
Meeting Room Costs	\$120.00	\$112.75	\$7.25	\$0.00
Insurance	\$200.00	\$200.00	\$0.00	\$100.00
Special Projects	\$0.00	\$0.00	\$0.00	\$0.00
Membership Recruitment	\$1,100.00	\$1,098.78	\$1.22	\$1,000.00
10% Funds	\$400.00	\$382.72	\$17.28	\$400.00
Dues Withholding Incentive	\$150.00	\$115.00	\$35.00	\$100.00
New Banners	\$0.00	\$0.00	\$0.00	\$1,500.00
New Member Incentive	<u>\$800.00</u>	<u>\$720.00</u>	<u>\$80.00</u>	<u>\$750.00</u>
Total Expenses	\$33,000.00	\$27,025.44	\$5,974.56	\$24,000.00

The proposed budget is not formally approved until the membership approves it on the forthcoming ballot. The proposed NCNARFE Budget for FY 2020 – 2021 is \$24,000. The per capita dues are expected to decrease due to a decline in chapter membership. The Budget Committee submitted the following report:

Subject: 2020-21 NC Federation Operating Budget

A. Committee members reviewing budget:

- i. David Wright (Area II)
- ii. Larry Standley (Area III)
- iii. Samuel Pipkin (Area IV)
- iv. Glenn Marshall (Area V)
- v. Gerald Wingate (Area VI)
- vi. John Thompson, Committee Advisor
- vii. Dwight Weaver, Committee Chair

B. The Budget Committee has conducted a review of the income and expenses in the NC Federation Executive Board's 2020-21 proposed operating budget (copy attached), In lieu of the normal face-to-face meeting, this year's review was conducted by e-mail.

C. The Budget Committee agrees to accept the proposed budget and further to recommend the budget to the NC Federation Membership for approval.

D. This report authorizes the Ballot and Teller Committee to include the proposed 2020-21 NC Federation budget on the 2020-21 Ballot for a vote by the membership of the NC Federation.

3. Alzheimer's Update – President Jennings introduced Donna Shackelford, Region X Alzheimer's Coordinator for an update.

a. In 1985 NARFE selected Alzheimer's Research, to find a treatment and cure for Alzheimer's Disease, as the organization that they would support and donate funds to.

b. Representatives from the ten regions meet annually to review and approve grants for Alzheimer's Research.

c. In North Carolina approximately 180,000 people have the diagnoses of Alzheimer's Disease and it is expected to increase. Approximately 2/3's of the people with Alzheimer's are women.

d. Over \$244 billion a year is unpaid care racked up by caregivers of people with dementia and Alzheimer's Disease.

e. The fundraising goal set by the national committee is \$14 million by the end of calendar year 2020. Currently \$13,528,383 has been raised. North Carolina is the second highest federation in the nation for giving to Alzheimer's Research. North Carolina has donated \$12,365 in this fiscal year (Alzheimer's Fiscal Year - July 1 – June 30).

f. Donations for Alzheimer's Research in NC should be sent to Vivian Vair, the NCNARF Alzheimer's Coordinator. Checks should be made out to NARFE Alzheimer's Research. Put your chapter number on the memo line.

4. Legislative Committee Report – Carolyn London, Chair of the NCNARFE Legislative Standing Committee, was introduced and presented the Legislative Report.

a. National Legislative Issues:

1. Encourage members at all levels of the Federation to utilize the NARFE Legislative Action Center and the NARFE Magazine to monitor votes and contacted elected representatives concerning legislation endorsed or opposed by NARFE. Write letters to the editors of local newspapers.
2. Reach out to the entire Federal community to email all legislators at the local, county, state, and national levels to assure they understand the many contribution federal employees and retirees make and have made at each level.
3. Oppose across the board federal compensation and benefits reduction.
4. Support reform of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO).
5. Oppose requiring postal employees to either purchase additional health insurance coverage (through Medicare) or forfeit their earned retiree health benefits.
6. Opposed unwise civil service “reform” that would undermine the effectiveness of the federal workforce.
7. Support reform to calculating Medicare Part B premiums where there is zero or low COLA for Social Security benefits.
8. Support the use of the CPI-E for adjusting the annuities of Social Security and federal retirees.
9. Support reforms to the Federal Long-Term Care Insurance Program that would ensure price stability and affordability.
10. Support the budget for legislative training at the federation, are and chapter levels.
11. Support the budget and pay travel for Congressional District Leaders (CDL’s) and Senate District Leaders (SDL’s) in the annual budget and fund trips for the National Legislative Officer to attend LegCon.
12. Ensure CDL’s and SNL’s are appointed and trained in accordance with approved Federation Bylaws.

b. State Legislative Issues:

1. Support the Bailey Settlement Extension and report actions to the chapter.
2. Sign up for 4th Branch alerts and advocate for the extension of the Bailey Settlement.
3. Contact the members of the NC General Assembly and encouragement to support HB213, Bailey Settlement Extension.
4. Support NARFE’s efforts to recognize Public Service Recognition Week. Send letters to the editors of local newspapers.

c. Members of the NCNARFE Standing Legislative Committee:

1. Carolyn London, Area IV, Chair
2. Theron Rumsey – Area I
3. Vacant – Area II
4. Christine Huber – Area III.
5. Don Messer – Area V and
6. Vacant – Area VI.
7. Charles Talley – National Legislative Officer = Advisor
8. John Allis – State Legislative Officer – Advisor

Carolyn thanks the members of her committee for their service on the committee.

5. Proposed National Bylaws: President Jennings introduced Robert Allen, Chairman of the NARFE Bylaws and Resolutions Committee to discuss the proposed national bylaw amendments on the upcoming national ballot.

- a. The committee has five members. Robert Allen is the chair. There are two former federation vice-presidents, a current federation president, and a recent regional vice-president.
- b. Committee duties – Assessing and making recommendations regarding proposed bylaws and standing rules amendments and resolutions that go on the ballot and vote of the membership. For the first time, this year, the committee can submit its own proposed changes to the bylaws and resolutions. The committee can propose amendments, edit, combine, substitute or reject a rule as out of order. A person who submitted a proposal could appeal to the National Executive Board, for the first time this year. The NEB could decide if the proposed change could go on the ballot with a 2/3 vote in favor.
- c. Twenty-nine submissions were reviewed. (Twenty-one proposed bylaw amendments, five standing rules amendments and three resolutions). The committee approved 21 submissions for the ballot. Four were ruled out of order. Three proposed amendments were rolled into one proposed amendment. Two submissions were withdrawn.
- d. Twelve proposed amendments were recommended for adoption and nine for rejection. The NEB overruled one appeal of an out of order decision of the committee.
- e. Specific Proposed Amendments of Interest recommended for approval:
 1. A proposed amendment allowing federations to merge.(B-2009).
 2. Recommend term limits for the National Secretary/Treasurer (B-2010)I.
 3. Change in the start date of the National President, National Secretary/Treasurer and Region Vice Presidents to January 1. (B-2011).
 4. Streamline the executive director duties in the bylaws. Detailed duties should be contained in the director's contract and in the NARFE policy/program documentation. ((B-2015),

Proposal to increase annual dues from \$40 to \$48 per year. (B-2020)

5. For new members that join a chapter when they join NARFE, the rebate to the chapters would be reduced from the current 1/3/ to 1/6 of the membership fee.(S-2005).
6. A proposal combining B-2003, B-2012, and B-2019 proposes removing the Supporting Membership Category and places the national only members first in the membership categories.(BRC-2001)

f. Proposals recommended for rejection:

1. Ballot design standards ((B-2002).
2. A proposal to base the number of members required to submit an amendment be determined by the size of the smallest NARFE chapter. (B-2008).
3. A proposal to add a spousal membership category with no dues. (B-2018).
4. A proposal from the NARFE Membership Advisory Committee recommending that national dues paid monthly to federations be changed from 10% down to 5%. Headquarters would pay for federation presidents to attend FedCon., LegCon, and the federation president/NEB meeting. (B-2021).
5. Resolution to NARFE support legislation to restore social security benefits lost under the Windfall Elimination Provision. (R-2001).
6. Resolution that NARFE support legislation to improve Social Security fund solvency and increase benefits. (R-2002).

g. A complete listing of the proposed bylaws and resolutions and standing rules amendments is attached to the end of these minutes.

6. Resolutions Committee Report – Steve Kessleman, Chair of the Resolutions Committee was introduced. He presented the following resolution for consideration:

Whereas, the Federation’s officers, Board, Annual Meeting Planning Committee, and Area Host Committees worked diligently and imaginatively to put together the 64th Annual Meeting of the North Carolina Federation of NARFE, 2020, originally to be held in Hickory,

And whereas, the pandemic caused the physical meeting to be canceled and replaced by an on-line meeting for all members,

And whereas, the Federation’s leaders and the volunteers and staff who manage digital access were able, under emergency conditions, to transform the Meeting into a successful and stimulating webinar, in which all members could freely and effectively participate remotely,

Be it resolved, that the members of the Federation attending the webinar go on record as expressing their sincere appreciation to the planners and managers of

both the original and the digital meetings for their hard work in making the experience pleasant and rewarding.

The resolution was accepted as presented.

7. Bylaws Committee Report – President Jennings introduced Theron Rumsey who presented the report from the NCNARFE Bylaws Committee. The following proposed amendments were presented and will be on the upcoming ballot for the vote of the membership:

a. Amendment One – Article IV, Section 3, and Article VII, Sections 3-8 Terminology for Heads of Committees. To uniformly refer to heads of committees as “chair”.

Bylaws Committee recommends adoption.

b. Amendment Two – Correct Committee Language. Replace "consisting of", "composed of", and "comprised of" with "comprising" throughout the NCNARFE bylaws, as well as the correct grammatical wording to allow the changes.

Bylaws Committee recommends adoption.

c. Amendment Three – Clarify Duties of the Federation Treasurer. It is proposed to delete “monies” and insert “funds” in the first line and to delete reference to securities and other investment funds placed in a safety deposit box

Bylaws Committee recommends adoption.

d. Amendment Four – Article IX (no section). To delete current language (3rd and 4th line) regarding national bylaws and substitute language from Article I of National Bylaws.

Bylaws Committee Recommends adoption.

Theron thanked the members who served on the Bylaws Committee. They were:

- a. Theron Rumsey – Area 1/II, Acting Chair
- b. Chris Huber – Area III
- c. Paul Carew – Area IV
- d. Carolyn Bronson – Area V
- e. Gerald Wingate – Area VI.
- f. Tom Jennings – Advisor

8. Ballot Voting Process – President Jennings introduced Helen Bronson, Chair of the Ballot and Teller Committee, and David Phillips, Advisor to review the 2020 voting process.

- a. The NC NARFE vote will be conducted by paper ballot again this year. Each NC BARFE member that has an accurate mailing address on file with NARFE should receive a ballot.

b. Members are asked to follow the rules closely when submitting their ballot:

1. Make sure to sign your ballot. Ballots without a signature will not be considered valid and included in the tally.
2. Do not staple the ballot closed. Put a piece of tape at the top of the right and left-hand corners of the ballot. Do not place excessive amounts of tape on the ballot.
3. Make sure that you place a stamp on the return section of the ballot.
4. A date will be included in the instructions as to when the ballot must be postmarked by to be counted.
5. Once the ballots are counted, the results will be submitted to President Jennings who will notify the members of the results of the election. The results will also be printed in the July Beacon.
6. The Voting Procedures Committee investigating the possibility of having a hybrid ballot in the future whereby members who have the ability can vote electronically and those members that do not have on-line access can continue to vote using a paper ballot.

9. Awards Ceremony: The following award winners were announced by Executive Vice-President Henry Brattlie:

- a. NARFE-PAC Awards
 1. Highest Per Capita – Wilkes Chapter 0979
 2. Second Highest Per Capita – Havelock-Cherry Point Chapter 2211
 3. Top Contributor – Raleigh Chapter 1092
- b. Membership Recruitment Awards
 1. Top Recruiter – Carolyn C. London, Durham Chapter 0566
 2. Member Recruiters
 - a. Gwen Austin, Charlotte Chapter 0105
 - b. Marie Feith, Wilmington Chapter 337
 - c. Gail Croley, Durham Chapter 0556
 - d. Clyde Hasty, Durham Chapter 0556
 - e. David Phillips, Salisbury Chapter 0720
 - f. Linda Hughes, New Bern Chapter 0808
 - g. Dave Parker, Wayne County-Goldsboro Chapter 1530
 - h. Patricia Pilcher, Pitt County-Greenville Chapter 1830
 - i. Evelyn Hughes, Johnston County Chapter 5107
 - j. Henry Brattlie, Pearl S. Wright Chapter 2108. Chapel Hill
- c. Alzheimer's Awards – 2019
 1. Highest Per Capita – Stanly County Chapter 0566
 2. Highest Total Contributors – Durham Chapter 0556
- d. Lyle M. Storch Award – Robert Allen
- e. Patton "Good Egg" Award – Tom Jennings, Bobbie Williams
- f. Hobgood Legislative Award – Charles Talley
- g. Presidents Awards:

1. Henry Brattlie, EVP, 2018-2020
2. Sam Crain, Treasurer, 2018 – 2020
3. David Phillips, Secretary, 2018-2020
4. Robert Allen, Immediate Past Pres., Parliamentarian, Editor, 2018- 2020
5. Ron Buffaloe – Membership Coordinator, 2018 – 2020
6. Christine Huber, Area III Vice President, 2018-2020
- h. Region X Citation for Distinguished Service – Tom Jennings
- i. Past President’s Plaque – Tom Jennings

10. Door Prizes – The following members who were registered for the webinar won door prizes drawn during the webinar:

<u>Donor Chapter</u>	<u>Winner</u>	<u>Amount</u>
Chapter 2206, First Flight	Jim Munden	\$20.00
Chapter 0720, Salisbury	Steve Kesselman	\$25.00
Chapter 0720, Salisbury	Scott Maid	\$25.00
Chapter 0566, Durham	Philip Treadway	\$20.00
Chapter 0566, Durham	Mattie Mooring	\$20.00
Chapter 0566, Durham	Charles Talley	\$20.00
Chapter 0781, Rocky Mount	Niraj Kulshreshtha	\$25.00
Chapter 2046, Sampson-Duplin	Bonnie Seashore	\$25.00
Chapter 2316, Stanly County	Ron Buffaloe	\$25.00
Chapter 1894, Brunswick Co.	Bobbie Artis	\$ 25.00
Chapter 1894, Brunswick Co.	Mary Wright	\$25.00
Chapter 2108, Pearl S. Wright	James Sears	\$25.00
Chapter 2108, Pearl S. Wright	Evelyn Ellis	\$25.00
Chapter 0804, Washington	Henry Brattlie	\$25.00
Chapter 0804, Washington	Michael Belmonte	\$25.00
Chapter 0105, Charlotte	Dwight Weaver	\$20.00
Chapter 0105, Charlotte	Patti Pirtle	\$20.00
Chapter 0105, Charlotte	Christine Potter	\$20.00
Chapter 0105, Charlotte	Sandra Bryson	\$20.00

The following members won prizes from Blue Cross/Blue Shield of North Carolina.

William	Guyton
Joyce	Gladstone
Victor	Heinrich
JUDY C.	MUNDEN
Deborah	Germak
Mark	Brown
Carolyn	Bronson
david c	clapp
Andrea	Schmidt
Charles	Humphrey

11. Adjournment – With no further business, the webinar ended at 3:30 pm. The next NC NARFE Federation meeting is tentatively scheduled to be held in Hickory, NC at the Crowne Plaza Hotel, May 2021.

All of the speaker presentations and the business sessions may be viewed by going to www.youtube.com and type-ncnarfe in the search box.

David L. Phillips
Federation Secretary