

PENNSYLVANIA FEDERATION OF CHAPTERS, NARFE
51st BIENNIAL FEDERATION CONFERENCE
WYNDAM GARDEN HOTEL, YORK, PENNSYLVANIA
MAY 2-3, 2022

WELCOME AND OPENING SESSION

MONDAY, MAY 2, 2022

The 51st Biennial Conference of the Pennsylvania Federation of Chapters, NARFE, convened at the Wyndham Garden Hotel, York, Pennsylvania, on May 2, 2022. Federation President Richard Zuck called the meeting to order at 10:00 a.m. and welcomed all attendees. A moment of silence was observed, followed by the Pledge of Allegiance led by Immediate Past President Larry Palecek.

President Zuck introduced the Officers of the Board: Richard Zuck, President; William Krouse, 1st Vice President/Membership; William Staarman, 2nd Vice President/Legislation; Virginia Giordano, Secretary; Richard Karakantas, Treasurer; Larry Palecek, Immediate Past President; Wanda Galbraith, Alzheimer's Chair; and recognized the Federation DVP's. Dr. Gary Roundtree, Region II Vice President, and John McHale, for his work in securing meeting places, were also recognized.

FEDERATION OFFICER REPORTS

THE IMPACT OF COVID-19 SINCE 2019 – PRESIDENT RICHARD ZUCK

The impact of Covid-19 on all of NARFE, our National organization, our Pennsylvania Federation and all of our Chapters, has been beyond what anyone imagined when the pandemic first began. Just about every facet of our lives was impacted as we witnessed work, worship, shopping, recreation redefined by the threat of Covid. In-person Chapter Meetings fell off to almost none in 2020 and into 2021, but we have been clawing their way back slowly across the state, and the Federation itself has been relegated to a life of Zoom for two years. We are now up and running forward, definitely Coming Back Stronger.

Pennsylvania has a strong leadership team poised to move us forward. Your statewide elected officers: 1st Vice President Bill Krouse from West Shore Chapter #1465, 2nd Vice President Bill Staarman of Chester County Chapter #0377, Federation Secretary Virginia Giordano of Carlisle Chapter #0373, Treasurer Rich Karakantas out of Norristown Chapter #0372, and myself, President Rich Zuck from Presque Isle Chapter #0143 of Erie, remain committed to the success of our Federation. Past Presidents George Shal of Norristown Chapter #0372 and Larry Palecek of Johnstown Chapter #1130 continue to work hard for the Federation, along with NARFE-PAC Chair Brian Finn of Norristown #0372, our Alzheimer's Chair Wanda Galbraith of Mechanicsburg Chapter #1816, and Joanne Dine from right here in York #0331, keeping the lines of communication open as our Federation Newsletters Editor. Add to that our Congressional District Vice Presidents who work with our individual Chapters and you have the strength of

Knowledge, Experience, and Drive to carry us through and keep NARFE strong and alive in Pennsylvania.

That's not to say we don't have our challenges. Our membership numbers continue to decline as they have been doing over the years, but the AMS, which had been a source of frustration rather than resource for answers as we tried to analyze why we were losing members, has started to offer some help. We had about 8,250 Chapter and National Members in our Federation. Today, we find ourselves with about 7,500 total members, which includes about 3,200 National Members and 4,300 Chapter Members according to the AMS. Another way to look at the numbers is 57% of our members in Pennsylvania belong to a Chapter, 43% are National Members. Nationwide Numbers now show that less than 50% of all NARFE members are Chapter Members.

We know passing members play a big role in our membership decline, but other factors, like non-renewal and relocation enter into the decline as well. The NARFE member databases have been relied on over the years to pinpoint where the losses are occurring, but up until recently, the AMS was more of a hindrance than a help.

Progress has been made with reports available to both Chapters and the Federation, such as the M-112, but reliability is still questionable. Chapter Life Members disappear occasionally from Chapter Rosters, and National Members in the area of **Chapters that were recently Closed** disappear completely from our tallies as displayed on the AMS's Officer Portal. Only recently have we seen some progress in moving these National Members back into our report, although MOST are still not reflected in our Portal tallies. As of just late last week, our Portal showed 3,215 National Members, 300 fewer than our actual total.

I mentioned Chapter Closings and this extremely unpleasant task is not taken lightly. Anyone involved in the process can tell you how we agonize over the need for a chapter to close, a process that is set in motion not by the Federation, but by the Chapter itself. Late last summer, I noted the closing of three Chapters since I assumed my office: Butler Area Chapter #1296, Kinzua-Warren Chapter #1778, and Pittsburg Metro Chapter #0411. Shortly after that, in early fall, we started working with Montgomery County Chapter #1384 and Susquehanna Valley Chapter #1646, but without willing members/leaders to take over and the failing health and untimely deaths of the leaders of these Chapters, we ultimately lost both. In the past year, we closed five Chapters in which Covid played some role in it.

This is a sad, but real, fact of Chapter life and death within NARFE nationwide and, even though we as a Federation struggle to keep at-risk Chapters operating, we are going to continue to see Chapters close due to lack of members willing and able to assume leadership roles.

We struggle to keep Chapters operating, and we will continue to see Chapters close. Bigger and smaller Chapters are closing. Active and knowledgeable DVPs have been able to step in with advice, alternative actions, and encouragement recently to stave off imminent closings. Special

thanks go to John Shutack and Larry Palecek for their proactive roles in the health of Chapters in their areas in helping Chapters to rebuild and come back. More needs to be done, and to that end, we will be working more closely with our Regional VP in the future to intercede quickly when we first learn of Chapter issues or difficulties.

There are initiatives in development and in play now at both the Regional and National levels aimed at recruitment strategies that will hopefully take NARFE forcefully into its second 100 years. We must all remember though, that we, NARFE's current members, are a big part of any recruitment strategy at any level.

Since advocacy is a major part of NARFE's existence, I want to talk briefly about the huge success we had as part of LEGcon21 last year, a completely virtual version of our Biennial Legislative Conferences of the past. LEGcon21 is now history and for the Pennsylvania Federation it was a very successful venture into advocacy with our legislators in Washington, DC. Eleven of our Federation Members and two National Members spent up to six hours a day for three days in Zoom Meetings with our advocacy staff at Headquarters in preparation for and then the virtual visits with nine of our Representatives and both of our US Senators (or in most cases, their staff).

While we are not always in complete agreement with our members of Congress, we had very cordial conversations during all visits. We made NARFE's case for Postal Reform while protecting the FEHB Plan, WEP/GPO repeal or reform or more formally referred to as Social Security Fairness Act and the Public Servants Fairness Act, and fair COLA's for seniors and FERS retirees. Both National Members and Chapters Members teamed up to make very convincing (in our minds) arguments for NARFE's Legislative priorities.

We all owe Bill Staarman, our Federation 2nd Vice President for Legislation, a big "thank you" for his work coordinating our Federation's efforts, not only on our Lobby Day visit with Congress, but all of the preliminary work leading up to and including our two days of preparation that took us into Lobby Day. Thank you, Bill! Others involved were Joan Larkin, Bill Krouse, C. J. Mills, Bill Lennartz, Monica Drury, Tom Cline. Mary Lou Burton, Mary Howse, May Ann Hooker, and Doug Dettling..

What's in the near future? Staring us right in the face during this Conference is our National Election, on which your NARFE Magazine updates you every month. This month, the May issue lists Candidate Statements for all four candidates running for President, as well as the only candidate, at this time, for National Secretary/Treasurer, Kathryn Hensley. There are also Candidate Statements for those who are running for Regional Vice President positions across the country. There is currently no one running for our Region II VP position. Our RVP, Dr. Gary Roundtree, has his sights set on a higher office.

Coming up is FEDcon22 in late August in Scottsdale, AZ, and once again, your current NARFE Magazine has two pages of information on that event. The August issue, which should come out

in mid-July, will have everything you need to cast your ballot, either by mail or online. Plus, in early fall, Region II's Training Symposium has been scheduled with tentative dates of October 10-11 here in York, PA.

There are so many opportunities for you and your members, especially newer members, to learn and experience what makes NARFE tick, to meet the people who make NARFE run at all levels, and how to develop into NARFE Chapter and Federation leaders of tomorrow. Invest in your Chapters' futures today.

National Election

Information on four presidential candidates is incorporated in the May 4, 2022, issue of NARFE Magazine. There are also ten openings and only six people running for them. Dr. Gary Roundtree is running for both Region II VP and National President. NARFE Magazine for August will have your paper ballot and also information on how to vote online. Voting members will rank their choices for National President one-to-four, a process of preferential voting which will present the need for a runoff election if no one candidate gets over 50% of the votes.

National Convention

The date for the National Convention is August 21-23, 2022, in Scottsdale, Arizona. You are encouraged to go back to your Chapter and talk to your members. This is a chance to learn about the election of National Officers. That is an excellent chance to do that. It is a worthwhile investment.

Region II Training Symposium

The Region II Training Symposium will be held October 10-11, 2022, here in York. Speakers are local and statewide and people from Washington. You will be told what legislative people do and you may send people to learn more and to be Chapter leaders in the future. It will be a similar setup of what we have here.

MEMBERSHIP REPORT by 1st VICE PRESIDENT WILLIAM KROUSE

Pennsylvania membership is 7,283 with 38 Chapters and 300 Officers. It has been decreasing for quite a while now. Five Chapters have closed in the past year. No one steps up to take over. That's a problem. People move to different states and some die. There were 491,876 NARFE Members in 1982 and that dropped to 157,325 in 2021. Whatever we have done in those years did not work. We have to find a way to reverse that trend. We are losing more members from

National Only than from the Chapters. If you use Dues Withholding (DWH), you will not lose your membership. If they die, their membership will drop off.

We need to use our Chapters, newsletters, email, Chapter in-person meetings, and Zoom meetings. Some people don't want any part of Zoom. Get your Chapters to engage however you can.

(Map of Districts shown) District Vice Presidents are set up according to Congressional Districts but the new Districts are not changing now. The Districts will change going into the next calendar year. Things you can do: (1) get more members and earn a \$20 incentive for recruitment; (2) volunteer for office -- people are not stepping up to serve; (3) locate and encourage others to serve as officers and give them a call; (4) check on "non-renewed" members and get your Chapters meeting again. Offer your help. Contact prospective members. National will have a prospective member listing. They have some contact information. We have to find something to change this pattern. M-112 has a new listing of prospective members.

LEGISLATION REPORT BY 2ND VICE PRESIDENT WILLIAM STAARMAN

Bill welcomed everyone. You will be hearing more about Advocacy when John Hatton visits this afternoon. I want to remind everyone about the real purpose of our Mission. Socializing and getting together is a good thing but our real reason hasn't changed since 1921, and that is to defend and protect our pensions and benefits.

Duties of the Federation Legislative Vice President:

- Educate through a newsletter.
- Motivate NARFE membership.
- Research legislation with tools like the website, Congress.gov; maintained by the Library of Congress. If you want to find out who sponsored a Bill, just go to this site for details.
- The primary contact for the Senate and House Members.
- Assume leadership role at member events i.e. LEGcon21.
- Staarman elaborates on a typical Legislative Conference.

Every two years, Headquarters holds a Legislative Conference. You go to Washington and spend two days of training to learn what legislation is important and what we want to talk about with the Representatives. On the third day, we sit down with them and go over these issues. In 2021, because of the pandemic, Headquarters hired a company to design a virtual program to duplicate the meetings. Arrangements were made for participants to meet virtually with their respective delegates. The event was very effective despite not meeting in person.

Know your Representatives:

Keep in touch.

Pennsylvania has three voting District maps:

One for the PA House of Representatives.

One for the PA Senators.

One for the US House of Representatives.

COMPLACENCY. It's been hard dealing with Covid and trying to keep up with things, but if you remain complacent, you allow others to make decisions for you. You need to stay informed. How do you stay informed?

Go to NARFE.com and visit the Advocacy section.

Read newsletters

Read magazine articles to educate yourself.

Watch TV.

Don't get your information from just one source.

Avoid Facebook as your sole source of information.

NARFE Legislative Action Center is still an easy way to send letters to members of Congress.

Fear/Intimidation

Be honest. We all have various degrees of anxiety when meeting with legislators.

Legislators are just people.

Preparation is the best antidote.

Email messaging is a very good way of communicating.

Twitter is probably faster.

Phone calls good if you can reach someone.

Letters are slow and less effective.

Bill was asked if it is appropriate to speak to a Legislator at a special event. If you attend certain events, it will be difficult to get a private moment for any meaningful conversation. If you do get an opportunity, then yes. They are very approachable at some events.

Are there Power Point-blank slides available on the NARFE website to use? Yes.

Rich Zuck asked Bill Krouse if he can put these points on the NARFE Website and he said yes.

TREASURER'S REPORT by RICHARD KARAKANTAS

Rich Karakantas retired ten years ago in May and then received a card from George Shal to become a NARFE member. This is one way to approach new members.

Form 990 must be filed every year by the Treasurer of your Chapter. The majority of our money comes from Headquarters. A good sum of income is received from sponsorships. There was not

much activity the first year of Covid. Members of closing Chapters select to whom the money goes. It depends where the members go, to which Chapter. We are on target with income. Six thousand dollars were paid out in April to closing Chapters.

With our Incentive Program, it was originally decided to pay \$10 to a recruiter, but during Covid, it was changed to \$20. Information was placed in the Newsletter and it was given wide distribution.

CHECKING RECAP	
Start 7/1/2020	29,492.83
21 months income	71,606.14
Funds available	101,098.97
21 months expenses	14,039.11
Transfer to Savings	30,000.00
End 3/31/2022	57,059.86

An accounting of the Treasurer's Report is attached to and made a part of this Report.

A question was asked about how legislation handles reimbursement of Life Members. The member should get a notice to pay National. It comes in the same way as DWH. Kathryn Hensley oversees this. How does the Chapter know when a member pays their \$3 to the Chapter? There is no record of who is paid or who isn't. Dr. Gary Rountree said Headquarters is working on that. We have to hire a programmer who knows how to update this. How does the Chapter tell Headquarters when the dues are paid? The Treasurer should notify HQ or send the check to HQ. They have been trying to get Kathryn Hensley help.

ALZHEIMER'S REPORT by WANDA GALBRAITH, CHAIR

It takes only a few "Senior Moments" struggling for words, names, or memories to cause worry. Is it the beginning signs of Alzheimer's? Almost everyone becomes forgetful as we age. We don't wake up one day and feel different, but we may wake up and think "my memory is not quite as sharp as it used to be." Age is a leading factor for Alzheimer's but it is not the only factor. The following articles have been printed recently about Alzheimer's:

- o Article in NARFE Newsline dated April 26, 2022, stated Heart Risk Factors Can Be Recipe for Dementia;
- o Article in US News on April 25, 2022, previous research linked heart health threats such as high blood pressure, diabetes and obesity with mental decline and dementia;
- o Findings in Neurology suggest that having an accelerated risk of cardiovascular disease quickly accumulating more risk factors, like high blood pressure and obesity, is predictive of dementia risk and associated with the emergency of memory decline.

As a result of the foregoing, earlier interventions with people who have accelerated cardiovascular risks could be an effective way to help prevent further memory decline in the future.

NARFE's fundraising national total as of March 31, 2022, is \$14,345,612. During March 2022, members raised over \$24,000. NARFE's new goal is now \$15M by December 2024. During the first nine months of FY2022, members have contributed over \$137,000 more than in FY2021. This is a great job by our Chapters and members. Donations to the Alzheimer's Association may be mailed to Chicago by using the form in the monthly NARFE Magazine or through your Chapter coordinator or treasurer.

The Longest Day event is June 21st, the first day of summer. Encourage your members to recognize this day with a special donation.

At the Alzheimer's table, information is available about Alzheimer's and a small afghan/throw donated by Sandra Brown of the Easton Area Chapter #110, will be raffled off. For every \$10 donation made at this conference, you will receive a raffle ticket for a chance to win the afghan/throw.

AETNA REPRESENTATIVE JAY DAWKINS

AETNA is the sponsor for our lunch today. Jay has served on the Leadership Team for 25 years, doing a lot of NARFE meetings around the country. He attended some of yours over the years and he wanted to say "I'm glad to be here and proud to be a sponsor of yours."

Members were asked to take advantage of the Alzheimer's table and of handouts at the tables of our sponsors. NARFE-PAC is doing a great job also of supporting our candidates and has a table.

ADJOURNED AT 12 NOON FOR LUNCH SPONSORED BY AETNA, RETURNING AT 1:30 P.M.

THE CONFERENCE BACK IN SESSION AT 1:35 P.M.

Form 10 is available, "How To Do It Manual for Chapters." Rich has a few with him but they can be printed offline. Also available is "Profiles in Civil Service" which is bio's of members.

PRESENTATION by JOHN HATTON, STAFF VICE PRESIDENT OF POLICY AND PROGRAMS, NARFE

John oversees the Advocacy Department and has been with NARFE about ten years. He leads the Association's advocacy efforts and oversees the NARFE Federal Benefits Institute. He previously served as a legislative specialist and began his career in legislative affairs as a legal clerk for the Senate Subcommittee on Oversight. He holds a Bachelor's Degree in Industrial Labor Relations with a concentration in Economics from Cornell University and a Juris Doctor Degree from NYU School of Law.

John shared a few of the ways to approach our efforts. With lobbying, Headquarters advocacy

deals with lobbyists, and NARFE-PAC and Postal reform. Some background/history, the last major reform was in 2006 and fiscal challenges in 2000's and early 2010's.

Postal Reform pertained to H.R. 3076, as amended, and passed by Congress. Postal retirees are protected by FEAB for all. A Federal pay raise of 2.7% was issued in 2022. He highlighted the NARFE employees' concerns and dealing with OPM. NAPA recommendations were accepted by OPM.

A few of the other accomplishments were Schedule F Executive Order was rescinded and the NARFE Centennial was honored and recognized for NARFE's 100th Anniversary and unanimously passed the Senate. The WEP/GPO is being considered for repeal or reform H.R. 82/Senate 1302. Social Security Fairness Act's goal is 290 sponsors in the House, 39 in the Senate. H.R. 2337 is the Protection and Fairness Act. H.R. 5834 Equal Treatment of Public Servants Act and has 51 sponsors. H.R. 304 equals FERS COLA. NARFE leaders and staff cannot do the work alone.

Engage with lawmakers at events – Plan, Prepare, Perform. Members will be engaged in advocacy activities. If you have any questions, contact NARFE.

NAEFW-PAC updated defending your bottom line and amplifying your voice. You can contact www.narfe.org/NARFE-PAC or by phone at 1-800-456-8410, option 3.

As a result of questions, John said they have supported Representatives and Senators multiple time. We don't waste money on things we think are not worthwhile. If you don't find lawmakers who have time to discuss issues, you can at least take time to say thank you and create that relationship. How do you find who is the sponsor? Search for that bill and you will find the sponsor. Rich was surprised how quickly our 100th Anniversary was recognized by the House. We talked with Glenn Thompson and the next week it was done.

PRESENTATION by DR. GARY ROUNDTREE, REGION II VICE PRESIDENT AND CANDIDATE FOR NATIONAL PRESIDENT

Gary was the former Maryland Federation President before becoming the Region II Vice President. He considered it a privilege to be with Pennsylvania. He reads our Federation Newsletter and follows how our membership is doing.

What's in it for members to join NARFE? He asked all five Federations to have a membership plan. If you have a plan, you can develop and get new members. Attitude is 99% of accomplishing what you want. Attitude is important in achieving what you are after. You can have a plan but you must be adaptive. You should go where there is no path and make one. Create a recruitment plan called Operation Recruitment.

Gary discussed five questions, a few of them being: (1) Have you heard about NARFE? Region II

is the largest in membership. (2) If you have heard about NARFE, why haven't you joined? No time; don't know how; too expensive; don't think it will benefit me. Do what you should to recruit a NARFE Member. Postal Service has the second most employees – 470,000 postal civil service and 732,000 military staff. We have over 330,000 VA employees, some retired military. You can go to a military base and stand there and hand out material for NARFE. There is no reason we can't get this organization back to what it was. Don't bring me any problems, bring me solutions.

There are things we need to understand. How do you prefer we connect with you? The majority of our members are of the older system. This group gets smaller each year. Do you know you can have a voice in Congress concerning your Federal Benefits by joining NARFE? You can contact veterans at the American Legion and the VFW. They are attracted to other veterans.

Gary wrote about NARFE in his candidacy statement "I Have a Dream." Provide contacts that help you develop relationships. What do they need to know to advance their careers and do their jobs? Offer incentives. Talk with other organizations that you know. Members don't want to see outdated information. Keep your information current. Use assisting business membership and development. You have to grow into your position.

If you retire, you don't work for the government advocate as if you are still in government. We have to work together and develop. If we don't step up, there will be no more NARFE. Try to make it better for the person coming after you.

You don't talk about your accolades or your PhD. Just try to help someone along the way. When he gets up each day he advocates for the same things, our Federation Presidents things, and what they did. Gary's Federation Conference has its Conference the same time as Pennsylvania. He enjoys being a NARFE member.

ADJOURNED FOR THE DAY AT 4:40 P.M. UNTIL 9:00 A.M. TUESDAY.

*NOTE. JON DOWIE sponsored the Cocktail Hour at 5:30 p.m. prior to Dinner on Monday evening. Jon is a candidate for NARFE National President but has been hospitalized and unable to attend this Conference. He sent the following message.

"While I am not there to meet you, if elected as NARFE President, I will be there in the future to "break bread" together. Thank you for your contributions to NARFE's success. As a past NARFE Secretary/Treasurer, I have insights into a more progressive NARFE. The dedicated members, such as those at this Conference, are NARFE's future. Vote for a better organization."

**NOTE. After the evening dinner, Ricard Zuck, PA Federation President, presented certificates to a group of members on behalf of RVP Gary Roundtree.

CONFERENCE BACK IN SESSION ON TUESDAY, MAY 3, 2022

The Conference was called to order at 9:05 a.m. by President Richard Zuck. A moment of silence was observed, followed by the Pledge of Allegiance led by William Krouse, 1st Vice President of the PA Federation.

MEMORIAL SERVICE by GEORGE SHAL, PA FEDERATION PAST PRESIDENT

George told the members we are in transition and part of the transition is a Memorial Display of some of our missing members. The pictures located on the back table show we lost a lot of leaders in the past couple of years. Two very special people should be honored in our display. Jean Crotty of Chambersburg passed in the fall, and David Robinson, webmaster/editor and an all-around good guy. You are encouraged to go forward. All of these items will be on the internet.

Rich told the members that in Pennsylvania you have a bill for school tax reform, he thinks it is 13. The purpose is to eliminate property taxes. They are thinking of increasing other taxes. More importantly, they are adding a tax on pensions and annuities. When you have decided "in favor" or "opposed", contact your legislator. It is 314 pages long. A tax above \$5,000 is the limit for this bill.

PRESIDENTIAL CANDIDATE BILL R. AUSTIN (Video)

From humble beginnings, Bill developed a burning desire to work hard and create a better life. There were no resources to attend college. He did the next best thing and enlisted in the school of hard knocks, the US Army. He served three years and reached the rank of Specialist Fourth Class. Later, he earned a Bachelor's Degree in Political Science.

His greatest ambition was to become a Postal Service letter carrier. He found carrying mail was a hard physical job. He turned to the union and to the management ranks. He progressed up the ladder and retired as District Manager in Greensboro, NC.

Bill was introduced to NARFE and signed up and enjoyed NARFE so much that he explored every role that NARFE had to offer. He held positions from Chapter Vice President to National Vice President. He is now inspired to become National President of NARFE, which is facing tremendous pressures to perform politically, to find/retain numbers and to right size financially. Fixing operations is what he does. He is ready to fix NARFE and it will not cost you a dime. He will not accept a salary. He will leave the day-to-day operations of NARFE to a competent CEO. He will function as President/Chairman of the Board.

He talks with members who share opinions and will continue to share his vision for NARFE. You can count on him to listen to you. In reply to a question about financial problems, Bill said it is a difficult bill to move because it is on the National Register. It may take two months to look for another source of revenue. When asked about his thoughts on improving AMS, he said he won't move to Washington, DC. He believes he can do a good job without moving to Washington.

PRESIDENTIAL CANDIDATE WILLIAM "BILL" SHACKELFORD

Bill has been a member of NARFE since 2005 and retired in 2006. He served on National Committees since 2012. Chapters are closing and we need to keep our members active. E-NARFE was our first National Members Only. They didn't see the need for Chapters. He serves as the Region 10 Vice President. They are an advocacy organization. We are their representative on Capitol Hill. We need to reorganize. We get our message out through our Chapters.

When trying to educate a younger crowd, ads in the front of NARFE Magazine of young people wearing jeans is the wrong message. We have to get our message across. We are the future of NARFE and that is what I plan to do. We've got to decide on leadership. People want to stay and help people come up in the ranks. We have to stay clear of social clubs. We need to remain one. We need to increase the number of CDLs we have. It costs money for the President to re-locate. He lives 22 miles from Headquarters.

Members require someone who will listen and address their concerns. His decision to run for National President is to ensure continuance of our history of success as an advocacy group by adjusting its direction with emphasis on including Chapter members and National Only Members in recruitment and legislative events. Chapters have played an important role in NARFE's history by helping members connect and get involved in local and national activities. Organization must build on such traditions to evolve, survive, and thrive. After 100 years, it is appropriate for NARFE to move to a new model.

Bill helped to provide a blueprint for reorganization of Future NARFE Committee report. He helped develop the recommendations which could solve many of NARFE's current challenges coupled with the Strategic Plan. NARFE should restructure Chapter formats into Congressional District Chapters (CDC) by redrawing Chapter boundaries to coincide with Congressional Districts. The position of Chapter President would evolve into a position of Congressional District Leader (CDL) with overall responsibility of CDC activities.

When asked how he felt about HQ getting the word out, he thought of newsletters and staff positions. There has got to be ways to get our events out there. He doesn't want to see another dues raise. When asked about the ? Committee, he believes we need to get that committee going again. We need to reach out to non-NARFE members and let them know we exist. At the end of March, we were down to 152,000 members. Dues used to be collected by the Chapter but now they aren't.

A question was asked about the building at HQ. It was voted down to hire a real estate agent. Originally, the asking price was \$8M "as is". AMS is a great system if it is operated properly but it is not. We need a database manager. We need to straighten out this system.

Someone wondered how they got the word out in the 1980's and he replied, the magazine. The magazine is growing. We have the right person in place. Together we can move forward.

RECOGNITION OF CONFERENCE WORKERS

President Rich recognized the workers who set up this Conference. Service Awards were given to Joan Larkin, Wanda Galbraith, and Bill Staarman for creating the Conference Booklet, which didn't begin until January 31, 2022. Rich recognized also George and Joan Shal for their many contributions, and George Shal and Larry Palecek for their outstanding work. Rich will send certificates to Joe McGurk, President of the Pittsburgh Chapter, and Larry Curran, Past President of Mon-Yough, presidents of closed Chapters.

Recognition of two deceased Chapter Officers, Wallace Robinson, President of Montgomery Chapter, and Carl Cantaluppi, Jr. President of Susquehanna Valley Chapter, and David Robinson, also of Susquehanna Chapter.

SILVER CIRCLE

Silver Circle is another program. You can have your name placed on the program and the money will go back into NARFE. It is a great thing to do but it costs \$1,000.

Bill Staarman told the gathering that Rich Zuck deserves a lot of credit for getting this thing done. A lot of hard work was done. (He received a standing ovation.)

ALZHEIMER'S RECOGNITIONS

The Citations for Distinguished Service which Rich handed out were provided from NARFE HQ and are signed by President Kenneth Thomas and Ms. Olivia Williams, NARFE'S Alzheimer's Chair, to honor Chapters and members who have demonstrated extraordinary service to their Federation. The decision was to acknowledge one Chapter and one member, who have donated the most to NARFE Alzheimer's Research Program this collection period (July 1, 2021, through April 30, 2022).

The Chapter donating \$2,723 is the Johnstown Area Chapter #1130 with a membership of only 92 members. This was all Chapter membership donations and did not include any personal donations.

The individual member who personally donated \$350 is Nancy Wenger and son, Jay, of the Lebanon Valley Chapter #0458. The Lebanon Valley Alzheimer's Chair is Dixie Gasper. After their second donation, Nancy sent a note explaining her mother was one of six children, four out of six who had Alzheimer's and her mother being one of them. Her sister also had dementia. When

they send donations, it is in honor of her family members who have had this disease. Everyone was congratulated and thanked for all their donations.

Wanda Galbraith, Federation Alzheimer's Chair, announced \$430 was taken in for Alzheimer's at this Conference. The individual winning the afghan/throw was Karen Woodall of Chester County #0377. Judy Capello of Mechanicsburg #1816 won the NARFE shirt.

NOMINATING COMMITTEE REPORT by LARRY PALECEK, COMMITTEE CHAIR

The 2022-2024 nominees for Federation Officers are:

President	Open
1 st Vice President	William Krouse, West Shore #1465
2 nd Vice President	Douglas Dettling, Johnstown #1130
Secretary	Mary Howse, West Shore #1465
Treasurer	Richard Karakantas, Norristown #0372
DVP1	Thomas Cline, Easton #1102
DVP4	Marion Pugh, Norristown #0372 (absent)
DVP5	John Dukes, Delaware County #0404 (absent)
DVP7	Ruth Cline, Lehigh Valley #1371
DVP10	William Krouse, West Shore #1465
DVP12	William McGinley

Having no contested positions, the Standing Rules for One Member One Vote stipulates there is no need for an election. For the slate of nominees, the Nomination Committee is recommending the nominees be accepted as the 2022-2024 elected officers. When the new Districts come out, the new DVPs will be assigned. William Parrish made a motion to accept the recommendation of the Nominating Committee, seconded by Joan Larkin. Motion carried unanimously.

Installation of officers was conducted by Immediate Past President Larry Palecek. It was mentioned that the outgoing Secretary Virginia Giordano, Carlisle Chapter #0373, has resigned after 22 years of service.

ADJOURNMENT

Ruth Cline made a motion to adjourn the Conference, seconded by Richard Karakantas. Motion approved unanimously at 11:28 a.m.

Respectfully submitted.

Virginia L. Giordano
Secretary

BRIEF MEETING OF THE OUTGOING AND INCOMING BOARD MEMBERS
AFTER ADJOURNMENT OF CONFERENCE

SUBJECT: FEDcon22 in Scottsdale, Arizona, August 21-23, 2022

Three members of PA Federation plan to attend the FEDcon22 in Arizona August 21-23, 2022. The Boards agreed they would be supported financially in the amount of \$1500 each, plus registration, to attend FEDcon22.

Virginia Giordano
Secretary

