

**National Active and Retired Federal Employees Association  
Virginia Federation of NARFE (VFN)**



**2025 Annual Report**

**July 1, 2024 – June 30, 2025**

**Serving Active, Former and Retired Federal Civilians, Spouses and Survivor  
Annuitants in Virginia Chapters**

**Area I**

Chapter 0682 Peninsula  
Chapter 0685 Williamsburg  
Chapter 1757 Middle Peninsula  
Chapter 1823 Northern Neck

**Area II**

Chapter 0005 Metro VA Beach  
Chapter 0066 Tidewater  
Chapter 0974 Bayside VA Beach  
Chapter 1827 Seaside VA Beach

**Area III**

Chapter 0028 Petersburg  
Chapter 0060 Richmond  
Chapter 1727 Tuckahoe  
Chapter 2065 Louisa  
Chapter 2080 Piedmont  
Chapter 2265 Midlothian

**Area IV**

Chapter 1293 Churchland-  
Portsmouth  
Chapter 1697 Brentwood  
Chapter 1743 Suffolk

**Area VII**

Chapter 0111 Roanoke Valley  
Chapter 0135 Charlottesville  
Chapter 0164 Harrisonburg  
Chapter 0180 Winchester  
Chapter 1793 Page Valley-Luray  
Chapter 2358 Shenandoah Co.

**Area VIII**

Chapter 0090  
Chapter 0595 Colonial Beach  
Chapter 1549 Fauquier  
Chapter 2112 Caroline

**Area IX**

Chapter 0090 Fredericksburg  
Chapter 0356 Manassas  
Chapter 0893 Springfield  
Chapter 1159 Annandale  
Chapter 1270 Woodbridge

**Area X**

Chapter 0007 Arlington  
Chapter 0489 McLean-Great  
Falls  
Chapter 0737 Fairfax  
Chapter 1116 Vienna-Oakton  
Chapter 1241 Dulles  
Chapter 1665 Metro No. VA

**The VFN serves 37 Local Chapters, representing over 10,500 NARFE Members in Virginia**

**“Our Future – Stronger Together”**

# **10 things the Virginia Federation of NARFE (VFN) does for you— whether you're an active federal employee, retiree, or survivor**

## **1. Your Voice at the Virginia General Assembly**

The VFN represents your interests before Virginia legislators on issues that affect federal retirees and employees, including state tax policy, pensions, and benefits.

## **2. Advocacy on Federal Issues that Matter Locally**

Working in coordination with NARFE, the VFN helps mobilize Virginia members on national priorities like COLAs, FEHB, WEP/GPO reform, and protecting earned benefits.

## **3. Leadership and Officer Training**

The VFN provides training for chapter presidents, treasurers, secretaries, and other leaders—covering governance, compliance, reporting requirements, and best practices.

## **4. Guidance on Required Reporting and Compliance**

From F-7 officer reporting to IRS 990-N filing, the VFN helps chapters stay compliant, avoid penalties, and understand new requirements such as electronic filing and ID.me access.

## **5. Technology and Communications Support**

The VFN supports chapters with Websites and microsites, Email communications, Online forms and surveys, Data protection and privacy best practices

## **6. Member Education and Training Events**

The VFN hosts and promotes trainings on topics such as Federal benefits and retirement, Identity protection and cybersecurity, Advocacy skills and grassroots engagement

## **7. Stronger Chapters Across Virginia**

By supporting chapter development, succession planning, and officer recruitment, the VFN helps ensure local chapters remain active, healthy, and sustainable.

## **8. Coordination of Advocacy Networks**

The VFN organizes and supports Congressional District Leaders (CDLs), State and chapter legislative officers, Action teams for calls, emails, and meetings

## **9. Information You Can Trust**

The VFN curates and shares timely, accurate information—cutting through misinformation and helping members understand what proposed legislation or policy changes *really* mean for them.

## **10. A Community with a Mission**

Beyond advocacy, VFN connects you with others who share your federal service background—offering fellowship, shared purpose, and opportunities to continue making a difference.

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## **President – Frances E. Boatman**

It has been an honor to serve as President of the Virginia Federation of NARFE for the past two years. Thank you for your trust, hard work, and your support.

It has been a rewarding experience to visit Chapters, speak with members, conduct Membership Drives, and work with our Board to help accomplish our goals and the mission of NARFE – to protect the earned benefits of Federal Retirees and current Employees.

Together, we achieved many of our goals – monthly Training for all members via Zoom, a highly functioning Electronic Communications Team, two successful Conferences, maintained our Number One position in Alzheimer’s contributions and Facebook pages, developed State Legislative Plans, and advocated to finally repeal WEP/GPO - to name a few.

We also reached our goal of developing a Strategic Plan that will identify strengths, weaknesses, and opportunities for growth. It will identify potential leaders needed for succession planning. Dr. Constance T. Bails, Chair and Strategic Planning Committee presented the VFN Strategic Plan to our VFN Board at our July 28th Board Meetings and a copy can be found on our VANARFE.org website.

Best wishes to President Deborah Fisk in carrying on the goals we have reached and beyond. Keep in mind, I simply changed roles to become the Immediate Past President and will be here to support the VFN.

## **1<sup>st</sup> Vice President – Deborah O. Fisk**

During the reporting period, my duties were carried out with a strong focus on **conference planning, operational support, and strengthening the effectiveness of Area Vice Presidents (AVPs)** across the VFN.

### **Conference Planning and Execution**

I played a key leadership role in the planning and successful execution of the Virginia Federation of NARFE Annual Conference. Responsibilities included:

- Serving as a principal planning partner in conference development, timelines, and logistics
- Assisting with agenda coordination to ensure business sessions, training, and networking opportunities aligned with federation priorities
- Supporting coordination with speakers, presenters, and committee chairs
- Assisting with on-site logistics and problem-solving to ensure a smooth and productive conference experience for attendees
- Supporting post-conference follow-up to help ensure action items and outcomes were clearly communicated

Through these efforts, the conference provided meaningful training, governance continuity, and opportunities for collaboration among chapters and federation leaders.

### **Support and Coordination with Area Vice Presidents (AVPs)**

A major focus of the First Vice President's work this year was **supporting and strengthening the role of the Area Vice Presidents**, who serve as the critical link between chapters and the federation.

Key accomplishments included:

- Serving as a point of contact and resource for AVPs on questions related to chapter operations, reporting requirements, and federation procedures
- Assisting AVPs in understanding and carrying out their responsibilities under federation bylaws and standing rules
- Supporting AVPs as they worked with chapters on leadership development, officer recruitment, and continuity planning
- Encouraging consistent communication between AVPs and the Federation Board to ensure chapter concerns and successes are shared
- Helping reinforce best practices for chapter engagement, compliance, and member support

This collaborative approach strengthened communication flows, improved consistency across areas, and helped AVPs better support the chapters within their assigned regions.

### **Collaboration and Governance Support**

Throughout the year, it was important to work closely with the Federation President, officers, and board members to:

- Support federation goals and strategic priorities
- Assist with leadership continuity and mentoring
- Provide guidance and backup support where needed to ensure federation operations remained effective and responsive

### **2<sup>nd</sup> Vice President – Patricia Wolfe**

1. Assist President and 1VP as needed and/or requested.
  - a. Served as Secretary of VFN Conference and Post-Conference Meetings
  - b. No other assistance was requested. **Recommend that Incoming President and 1VP ask for assistance on special projects or as needed as we are a team.**
2. Provide guidance in development of program plans and assist program chairs as needed.
  - a. Program Chairs had their plans in place for this last quarter of the fiscal year and needed very little help as they have worked independently.
  - b. Asked Program Chairs to provide recommendations for their successor or the VFN Board as applicable. It is a bit confusing as to whether they have the seat at the board meeting or the newly appointed program chairs. **I am used to the new program chairs to be at first meeting of new administration, but I was told this was not the case. In some cases, it may be the same person but not always as the incoming President has the right to appoint or re-appoint program chairs. Recommend that this be clarified for the future.**

3. Participate in Zoom meetings held by Program Chairs and others as often as possible.
  - a. This quarter has not been as busy with training due to VFN Conference and beginning the summer break.
4. Work with Training Committee on providing training via Zoom or in-person meetings for program chairs and chapter officers.
  - a. This is on-going but has received no requests.
  - b. Since training is emphasized in description of duties of 2VP, recommend that Training fall under the purview of 2VP – not to micro-manage but to assist and to more closely align with description of duties.**
5. Receive, review and forward reports for board meetings and annual report and articles for VFN newsletter.
  - a. Reviewed and forwarded reports for April board meeting and spring newsletter. Currently awaiting reports for July Board Meeting.
  - b. Reviewed spring newsletter and it was forwarded to President but it has not been published yet. Fall 2024 newsletter was also reviewed and forwarded but was not published. Recommend we look at changes to newsletter. I have always felt it was more appropriate to do articles rather than reports and that doing a short version more often is more effective.**
6. Prepare summary-type reports for board meetings, annual report, and newsletter as well as my personal activities.
  - a. All reports were submitted in a timely manner.
7. Conduct monthly Zoom meetings with Program Chairs.
  - a. We changed the meeting day/time to first Monday, 2:00 p.m. but this time is not good for incoming president. Recommend that the new program chairs hold Zoom meeting in August or September and decide on a date/time that works for most. It's probably never going to be a perfect time. Also recommend that we meet every other month as there's usually very little to report and people have so many meetings. This will be as agreed to with new administration.**
8. Continue proofreading newsletter, annual report and other VFN documents.
  - a. Proofed the spring newsletter. I do not know if this will be needed or requested in new administration.
9. Assist with VFN Conference as requested.
  - a. Agreed to serve as Secretary. Reported on other donations last quarter.
10. Research and provide information on location of other organizations comprised of federal employees.
  - a. Federally Employed Women: National Training Program 2025 and Regional Training Programs have been cancelled after President's Executive Order eliminating anything to do with Diversity, Equity and Inclusion. Organization was built on elimination of discrimination so is re-assessing and re-grouping. FEW is going on 3-year "pause" or cease operations.

- b. Blacks in Government (BIG): August National Training Institute was cancelled. No further information available at this time.
  - c. Federal Asian Pacific American Council (FAPAC) is holding an anniversary celebration dinner in DC area.
  - d. National IMAGE, Inc. (Hispanic Group) is not active at this time and it is doubtful they will try to re-organize at this time.
11. It is important to note that BIG and FAPAC are 501© (3) organizations and are prohibited from active lobbying. FEW is 501© (4) and already partners with NARFE on legislative issues but is shutting down operations for now. **Recommend contacting local chapters and trying to recruit members for NARFE during this challenging time – not to take away from their current membership but to share common goals and to let them know that NARFE is working for them while their organizations may have limitations right now and they can belong to both organizations. Perhaps consider offering a small discount. Also recommend trying to identify members or chapters and invite to conference.**
12. Determine which chapters have program chairs and which positions are filled.
- a. This was not completed but will continue as a goal in 2025-2026.

#### **Additional Activities/Accomplishments January-April 2025**

1. Continued to serve as Dulles Chapter Secretary, Program Chair, Luncheon Coordinator and Newsletter Editor. This was a challenging quarter with restaurant closing due to tax issues the morning of our meeting with largest attendance, being bumped for private banquet room, continued problems with people willing to take leadership roles, health issues for current leaders. Dick Giangerelli did volunteer to assume duties of Treasurer.
2. Elected for third term as 2VP and appreciate confidence in re-electing me. I hope to be of assistance to any new program chairs that may come on board, to continue to learn and help in any way that I can and as requested.

#### **Brief Summary of Program Chairs Accomplishments**

1. National Legislation continued to celebrate Elimination of WEP/GPO and provided updates as new information on payments became available. Had most successful PAC collection at VFN Conference. Filled CDL positions. Provided information on current issues and challenges as it became available.
2. Public Relations Chair continued to support job fairs and other membership events with attendance, handouts, etc. She shared information on Facebook and other social media outlets and welcomes input.
3. Service Officer continued to offer assistance as requested and held workshop at VFN Conference.
4. Membership Chair continues to do double duty as VFN President and Membership Chair. She led a very well-attended workshop at VFN Conference and is available to offer training at chapters.
5. Alzheimer's Chair continues to receive donations and reported a very successful Silent Auction and 50/50 drawing at VFN Conference.

6. State Legislative Chair has continued to visit chapters, meet with legislators, etc. and led workshop at conference. She reported the best-ever State PAC collection at conference.

**Recommend that ECC Program Committee be moved to fall under purview of 2VP to be in alignment with policy of other voting program committee chairs – not to micro-manage but to assist as needed.**

**As previously recommended, I continue to recommend that we look at ways to reduce the cost of supporting board members without causing any undue hardship on individuals.**

**There are any number of ways that we can reduce a little and with everyone doing a little, it can amount to a significant amount.**

Thanks to all 2024-2025 program chairs for their hard work and many successful efforts. While we always want to build on what we have done, it is important to recognize the work that has been done.

## **Secretary – Doris McAdams**

No Report – Reference Meeting Minutes

## **Treasurer’s Report – Jim Little**

The Federation operated within its original 2024/2025 Fiscal Year Budget of \$145,895, which included funding for NARFE’s Annual Conference (2024 FedCon) and Annual Legislative Conference (2025 LegCon). During the year, line items were adjusted and realigned to allow for the purchase of additional promotional materials and updated Audio-Visual Equipment. Total income for the year was \$71,866, and expenditures were \$117,805, resulting in a deficit of \$45,340, the deficit below what had been approved. The Board had approved the original budget to cover any deficit spending by transferring funds from savings, thus creating a Balanced Budget. Year-end cash balance was \$82,000.59.

The Federation’s Political Action Committee (PAC) account began the fiscal year with a cash balance of \$7,226.96. After a successful annual fundraising campaign which collected \$1,178, the Board approved PAC payments for \$500 each to six incumbent Virginia legislators as follows: Senator Bill DeSteph, Senator David Sutterlein, Delegate James Leftwich, Delegate Sam Rasoul, and Senator Lamont Bagby. Certified checks were drawn from the account for distribution to the officials; however, it was later determined that Delegate Sam Rasoul does not accept donations from PAC’s, and the check will need to be refunded. The year-end cash balance was \$5,045.46. During the year, five mandatory reports were prepared and timely filed with the Virginia Department of Elections.

As required by the bylaws, President Boatman appointed an Audit Committee for the 2023/2024 Fiscal Year, with Gaston Gianni and Donna Shackelford as members, and Jim Little as observer. The committee conducted its review and reported its opinion, summarized as follows: “We used an audit review guide to ensure that we covered everything required. The information furnished

the audit committee with reasonable assurance that the records were in proper order. We found no material mistakes in the documents we reviewed.” The committee suggested that the board consider investing in a stepped series of CDs to earn additional interest for the federation. Currently, the suggestion is under review. In September 2024, Form 990-EZ, Short Form Return of Organization Exempt From Income Tax, was filed with the IRS for the 2023/24 tax year by former Treasurer Thomas Rachele. The 2024/2025 Form 990-EZ is currently being prepared and due no later than November 15, 2025.

### **Immediate Past President – Bob Martin**

This year, the Immediate Past President was unable to participate. In his absence, several past presidents generously stepped forward to provide guidance and support as needed. The Virginia Federation extends its sincere appreciation to Constance Bails and Leslie Ravenel for their willingness to assist and for their continued commitment to the success of the Federation.

### **Area I Vice President – Marilyn Riddle**

The last quarter was very active for many of us, but not always with NARFE activities in December. Given the holidays and end-of-year period, some of us may have taken a little time off to enjoy the season. But January proved to be a very, very busy month. Talk about making up for lost time. Most AVPs were able to meet online in November, December was a freebie, and in January we stayed in contact usually one-on-one with phone calls and email communications. A query was taken on 990n Income Tax filings for 2023, and we are excited to report that 34 Chapters are in full compliance, two chapters will file and are still within the 3-year window, and we will work with the third chapter to create the paperwork to be re-instated.

With that said, I want to take a moment to recognize the exceptional engagement and support that our VFN VPs have provided officers this past quarter. Their dedication and proactive communication have fostered a sense of collaboration and empowerment, driving our collective success. Thank you, each of you for being invaluable partners in our mission!

Marilyn Riddle, Area I VP, January 2025

First, I will address the statistics version that has been a part of each of my reports since assuming the lead position for Area I:

- Peninsula Chapter 682 has a ratio of 47% for chapter membership vs total membership.
- Williamsburg Chapter 685 has a ratio of 47% for chapter membership vs total membership.
- Middle Peninsula Chapter, 1757, has a ratio of 60% for chapter membership vs total membership.
- Northern Neck Chapter, 1823, has a ratio of 59% for chapter membership vs total membership.
- Area I has a ratio of 50% for chapter membership vs total membership. With a different number in each chapter, if I do math correctly.
  
- VFN membership for chapter membership has a ratio of 39% for this same statistic.

Thus, relatively, we are doing well, but this is the first time that the area has had less than 50% in any chapter and we have two in that category. I can also tell you that the total membership in the area remains almost the same as last quarter, but the two largest chapters have experienced the most loss in total membership. They are also the two that were chartered in Summer, 1958. The other two were chartered in Spring, 1981. It is to be noted that the average age of those in attendance is very similar throughout the four chapters. No, I am not the age police! It is my hope and plan that with the help of each chapter we can increase the ratio to that of former quarters and thus, years. I would like to work with other AVPs who have VFN chapters that may have a secret to reversing this trend which has occurred within Area I. Beyond that, I have no ideas. I can identify those other chapters outside my area.

To the next items, *Form 990* has been submitted by all four chapters as of this date. Good programs with the important advertisement of them in newspapers and even parade involvement from Chapter 1757, and central, consistent meeting sites is the rule of the day. A variety of program topics, plus a luncheon, keeps Chapter 685 members coming to the point that we have exceeded 40 in attendance recently. Chapter 682 has always held legislation up as so very important due in large part to a member who served as a congressional aide for 20 years. The one chapter, 1823, must rotate because the area covered is so very large. It is also to be lauded for planning overnight trips throughout the year to places far distant than the assigned area. Movement to programs that emphasize our most important national goal of promotion of legislation is more evident in all four chapters. The successful passage of *HR 82* is hoped to bring much benefit to all even though not necessarily money but increase in membership. All meet monthly except during the summer and that varies as to each chapter's needs. Officers are in place and most have been installed. I did suggest that one chapter could delay their installation until most of their officers are present. That was confirmed with the state president that it was a practical way to handle. That chapter's president is continuing and entered into the decision. I am scheduled to perform at that ceremony as mutually agreed upon. I continue to meet with the chapters upon their invitation unless

I feel that this group of presidents are not shy about asking when needed. Remember that our area attends state conferences at a much higher rate than average and thus is better informed even though they sometimes have a distant trek to that site my illness has prevented that.

Fortunately, I have only one concern expressed by any chapter's leadership that I have not yet focused upon. That is succession planning, particularly for officers. The leadership in the chapter where a president died, 1757, ensured me immediately that their vice president would "move up" as stipulated. He shows much promise of working hard. I was in attendance at the only recognition of his demise at the deceased's home for an open house held by his son and sister before they returned to distant places, one here in the US and the other farther than that. His wife predeceased him by only a year.

The two goals are driven by the data:

1) Work with the other chapters in the state who have more in their chapters than national only members to see the similarities that they have. I can identify them from the profiles for each chapter and they are in various other areas.

2) Work on succession planning for officers, specifically, but chairmen in general for the chapters of Area I.

## **Area II Vice President – Betty Warren**

The 2025 VFN Annual Report highlights a year marked by proactive membership recruitment, retention efforts, and increased community engagement across the Area II chapters in Virginia Beach and Norfolk. Chapter leaders and members organized diverse events---from health fairs to candidate forums---and strengthened partnerships to boost NARFE’s visibility and impact. Focused chapter programs led to improved meeting attendance, while dedicated leadership and committed volunteers fostered a welcoming environment, laying the groundwork for future growth and continued service to NARFE’s mission.

I am grateful to our members who made the sacrifice to volunteer their time and energy to support our organization. It is my pleasure to serve another year.

## **Area III Vice President – Wynn Hasty**

### **CHAPTER 2265 MIDLOTHIAN**

This chapter continues to be the best chapter in Area 3, led and managed by Deborah Fisk. About 10% of our membership continues to meet monthly. There is great excitement about the recent WEP/GPO amendment repeal. I saw many members access the NARFE Advocacy portal to write letters to House Representatives in November. At our December Chapter meeting, we watched the online Facebook live DC Rally in support of urging the Senate to bring a vote to the floor. Finding members willing to accept leadership roles is a constant obstacle. We are fortunate to have a core group of members willing to continue their service to our Chapter but at some point, we are going to have to address two things:

1. Is it healthy for the membership to continue the same leadership year after year?
2. At what point do we ask for help from the board to reorganize i.e. change the number of required officers, consolidate job titles, etc. We are open to suggestions.

As we recover from the shock and excitement of WEP/GPO repeal, our focus is on collecting information on the Social Security process. The board is helping members find and review their Social Security online portals to make sure information is correct as we move into the next phase. Chapter 2265 remains in compliance with filing the 990r required IRS return.

Goals for 2265:

1. Use the recent legislative good news to develop inroads to celebrate NARFE’s grassroots initiatives. We are developing conversations to share the good news that we feel may encourage

like-minded employees and retirees to join. Our next campaign is “Bring One, Get One”. (bring a qualified guest and there is a surprise gift)

2. We will implement a hybrid meeting environment.

### **CHAPTER 1727**

Our monthly attendance at meetings typically draws 10-15 members.

Speakers and programs: Past and upcoming topics include

- Kathy Bass, BC, Clerk of Henrico: Avoiding Probate
- History of Richmond (Valentine Museum)
- Rosie the Riveter (pending confirmation)
- Matt Phillips, Henrico Library: Senior Services and Lesser-known Resources
- Talk with a Pharmacist (Bremo Pharmacy)

They also hosted two workshops for members on the new post office insurance plan for retirees. The absence of a state assessment was beneficial, allowing us to allocate those funds toward our yearly rent. They would appreciate mugs to present as thank-you gifts to guest speakers. Area 3 VP will provide Thomas Reid, President, Chapter 1727 with a few mugs for no one from the Chapter will attend the April Conference.

Goals: This chapter’s goal is simply to maintain a viable chapter through 2025. They also believe that mergers or consolidations should be studied for future action. They also were excited about the recent WEP/GPO amendment repeal as they have a few members affected by this amendment.

### **CHAPTER 60, RICHMOND VA**

Their next meeting is January 20, 2025. None of their members plan to attend the April Conference. They will discuss at their January meeting buying an ad for the Conference Program Book. Concerning the health of this Chapter, the outlook is uncertain. Phyllis Bruce, President, Chapter 60 states this is her second year as President. It is also the second year for her Chapter Officers. She does not believe they will continue with their offices. President Bruce also believes it is time for someone else to undertake the office of President as she has held the chapter together for two years. This chapter seems ripe for merger/consolidation or conversion to National Members. This Chapter’s officers will remain in place throughout 2025. Beyond that is uncertain. They will take an ad for the Conference Book.

### **CHAPTER 2065 LOUISA**

The Louisa Chapter of NARFE will continue with the same schedule used in 2024 into 2025. They will meet every other month starting February 20th with a summer break in July and August. However, they have a couple vacancies that include 2nd VP and more importantly, program chair. They will see how it goes this year. As an aside, their chapter numbers continue to decline as we lost three longtime members who passed away and another due to relocation. No one from Chapter 2065 will attend the April conference. This Chapter is barely surviving, which would make it a candidate for closure, merging perhaps with the Midlothian Chapter or conversion of the remaining members to National Members. They are doing the very best they can under the leadership of Karen Cheatwood and Richard Schrum.

### **CHAPTER 28, PETERSBURG**

President, Wynn Hasty

Meeting attendance averages between 5-12 members. The biggest turnout was October 2024 for Kathy Bass's presentation on the 2025 BlueCross FEHD Plans. In September 2024, we had a Chapter member, Tom Redfern do a presentation on the U.S. Constitution and Bill of Rights to refresh our memories on our civic responsibilities. In November, we had Ali Koleda brief the members on the several Museums at Fort Gregg-Adams. The members were very impressed with their offer, and we are discussing a spring outing to the museums. We do have a few members affected by the WEP/GPO repeal amendment. I expect to have, including myself, four-chapter members attend the April conference. GOAL: To keep the Chapter viable for the terms. And to assist the 1st VP in any way possible to maintain viable chapters in Area 3. However, for the future, I see Chapter mergers or conversion to National Members. I am not missing the Treasurer and are doing those duties in the interim.

### **Area IV Vice President – Graylin Taylor**

Area goals for the upcoming year include:

- Restarting Chapter 1293
- Include in our recruiting message to new members, and the retaining conversation to present members, the importance of being ready and available to cover operational vacancies to keep the chapters/federation running smoothly.
- To understand why many of the chapters have become just places of fellowship, instead of offering help and direction and Leadership that Narfe requires.
- More cross pollination between Chapters (zoom meeting, Read all chapter Minutes, a place online where all yearly relevant information for the operating year can be reviewed.

Chapter Meeting:

All Chapters are meeting (1697, , Except for Chapter 1293(insufficient operational volunteers).

All up to date as of this email for 990 tax filings. No program scheduling problems.

Suffolk Chapter 1743, Vice President Ray Orland, is recovering from open Heart surgery. He sent a message; "I am no longer the Congressional District Leader (CDL) for Virginia's 2nd. District. If any of you might have a member in your chapters that would consider becoming the CDL , Contact Gaston Gianni, National Legislation Officer.

### **Area VII Vice President – Ruth Greene**

My first year as an AVP has been a challenging but rewarding one. I appreciate the help and guidance of the Board Members. I was able to have telephone calls with all of my chapter presidents on a regular basis and provided them with contact information for future speakers when requested. Each quarter I had a zoom meeting with my area presidents or their representative to share ideas and concerns, along with current events in their chapters. I personally attended chapter meetings in Winchester, Luray, Shenandoah, Charlottesville, and continually in Roanoke.

I actively participated in three membership drives; one with the Blue Cross Blue Shield Expo in Roanoke and the other two with the FBI in Winchester where we had over 250 participants. During the year I was able to sign up 3 new members for the Roanoke Chapter and 1 for the Charlottesville Chapter. I also assisted with the April 2025 Annual VFN Conference in Harrisonburg by participating in the Memorial Service, the opening approval of the agenda and helping with the silent auction.

All the chapter members seem to just enjoy the social aspects of getting together on a regular basis. Since most are comprised of older retirees or their spouses getting to meetings can often be a challenge. Some reduction in membership occurred because of death or declining health. Filling officer vacancies is also a major concern. I did suggest at my last meeting that perhaps a brief description of those positions vacant could be presented at their chapter meetings to encourage members to volunteer. All chapters regularly contribute to the Alzheimer's Association. Our smallest chapter is one of our largest contributors. Many members reaped the benefit of the passing of HR 82 and hopefully will encourage other Federal workers and retirees to join NARFE.

### **Area VIII Vice President – Vacant**

During this reporting period, Area VIII operated without an elected Area Vice President. Despite this vacancy, the chapters within Area VIII continued to receive support through the dedicated efforts of Leslie Ravenel and Stan Palen. Both individuals actively monitored the four chapters in the area, remained attentive to chapter needs, and provided assistance when necessary to help ensure continuity of operations, communication, and support. Their willingness to step forward helped maintain stability and responsiveness within Area VIII during this transition period.

### **Area IX Vice President - Carol Campbell**

Area IX is made up of four Northern Virginia Chapters in two counties: Manassas 356, Woodbridge 1270 (both in Prince William County), Springfield 893, and Annandale 1159 (both in Fairfax County). All chapters have the minimum required officers. Since July 2024, all chapters have been consistent in their membership totals as a result of new members joining and members passing or not renewing. All chapters have regular meetings throughout the year. Manassas, Woodbridge, and Springfield have their meetings in restaurants. The Annandale Chapter meets in a county facility for free. Members bring food and beverages. There are sufficient food items, so leftovers are given to the police and staffers in the County Supervisor's office. Annandale is the only chapter in Area IX to have a camera at their meeting so shut-ins can attend via Zoom. Blue Cross/Blue Shield representatives presented updated information to Manassas 356 and Annandale 1159 during Open Season.

### **Manassas Chapter 356**

Chapter 356 had a successful Christmas party in December at which time \$455 in gift cards for the local SERVE food pantry and \$200 in raffle donations for Alzheimer's Association was

collected. At the March Chapter luncheon/meeting, Alicia Jones, a representative from the Prince William County Agency for Aging, gave an excellent presentation on the services and resources that the agency has available for seniors. The Chapter continues to publish its monthly Newsletter, with an emphasis on reporting on legislation and executive actions targeting federal workers, pay and benefits and encouraging members to use the NARFE Legislative Action Center or the contact section of their Congressional representatives' websites to express their concerns. Members attended Congressional Town Hall meetings. At the June meeting/luncheon, Mr. Jeff Alexander, Director of Business Development for Avow Hospice in Naples, FL, gave a presentation on transitional healthcare as we age.

### **Springfield Chapter 0893**

Springfield continued to support NARFE mission-related activities in addition to supporting their local community events. Monthly membership meetings were held on the second Wednesday of each month at the LAFiamma on Franconia Road in Alexandria, VA. Recent presentations covered topics such as Organizing for Seniors, Helping Animals in the Community, and tax information from an AARP Volunteer. There was also complimentary attendance at Little Theatre of Alexandria plays, special social events, and activities in support of funding research for a cure for Alzheimer's Disease with the Alzheimer's Association of America.

### **Annandale Chapter 1159**

We held interesting programs at their monthly hybrid meetings held on the first Wednesday of each month at the Mason District Governmental Center through June. Presentations have included: Fairfax County Police Department's Threat Assessment and Management (TAM) Unit; Cheryl Crowe, the Virginia State Director of the Humane World for Animals Legislative Fund whose efforts are focused on statewide initiatives before the Richmond legislature; and Jessica Faith, a WRC Storm Team4 meteorologist. Local legislators have joined them and spoke on matters of importance to members. With many Federal employees facing layoffs, Annandale chapter members gathered information to assist affected active members. They provided information on resources available to them, location of job fairs, and they represented NARFE at these fairs, to include a Job Fair at George Mason University's Arlington Campus. President Kim and other Chapter members attended the VFN 2025 Conference to hear updated information on NARFE programs, expert speaker, and relevant workshops.

### **Woodbridge Chapter 1270**

1270 continued to hold monthly luncheon/meetings even through July including speakers on the Virginia Medicare Patrol, US Representative Vindman's constituent efforts, and the Prince William Committee of 100. Nine members attended the VFN Conference in Harrisonburg, including three new recruits and four "first timers". The Chapter is also fortunate to have Jim Little and Doris McAdams, VFN officers, as Chapter members, as well as Gaston Gianni, NARFE PAC fundraiser. The chapter's donation for the VFN Conference to support the Alzheimer's Silent Auction and Raffle was \$320 worth of gift cards on two Money Trees.

## **Area X Vice President – Ted Pasek**

### **Summary, Area X**

Four of the six chapters continue to be active. All have the same issues of the same officers and people participating every year and no new personnel helping out. Attempts to reach out to active federal employees have not worked out yet. Membership has increased slightly but loss of members also has counteracted that. Programs have not attracted increases in in-person attendance. Prices of meals are also an issue. Attendance at the Conference increased but not as much as anticipated. Condolences to the family of Congressman Gerry Connolly who passed in May, 2025. He will be missed is an under-statement. He was an advocate for Federal workers and those that needed assistance. He fought for what he believed in and that included the Feds and NARFE. In September 2024, Areas IX and X combined to have an open house attended by about 75 members, featuring speakers Congressman Connolly, John Hatton, VP of Plans, Policy and National President Bill Shackelford.

### **Arlington, Chapter 7**

Chapter 7 does not meet in July or August and in 2025, it did not meet in January and February due to bad weather. However, it had an active year with programming, including presentations on the following subjects: INF Care focusing on technological solutions to make home care more affordable, personalized and accessible to seniors, RCV (Ranked Choice Voting), Blue Cross/Blue Shield updates, Filing current Income Taxes, the Northern Virginia RAFT Program and an update on NARFE's national legislation by Gaston Gianni, VFN National Legislation Chair. The chapter initiated a free pizza luncheon at the November meeting and repeated it at its March meeting in view of its success in increasing attendance. Plans are to continue this event twice a year. We also collected food for AFAC, Arlington's local food bank, in November. Officers were elected in October and installed at our November meeting by AVP Ted Pasek. The chapter gained 10 new members in the 2024-25 year. Monthly newsletters were sent to members, an annual audit completed and forwarded to NARFE HQ and the IRS 990 Form sent and accepted by IRs. December 2024 and June 2025 highlighted Chapter 7's biannual luncheons with good attendance. We were privileged to have Annette Benbow from the Arlington Historical Society as our holiday keynote speaker, briefing members about plans for Arlington County's celebration of our nation's 250th anniversary. In addition, a successful basket raffle was held and, combined with some contributions, raised over \$500 for Alzheimer's research. Our June 2025 luncheon at the Italian Café in Falls Church featured popular Delegate Patrick Hope (District 1) updating attendees on the 2025 Virginia legislative session. In addition, Chapter 7 and its members participated in the following activities during this year:

- Three members attended the annual VFN Conference in Harrisonburg in April, including First-timers, Dan Perch and Rita Rutsohn. Pat Meyers served as VFN Nominating Chair and as Area X's representative on the Nominating Committee.
- Ed Weiler, 1 st VP and Legislation Chair, served on the State Legislation Committee which produced the 2025 State Legislative platform.
- Chapter 7 participated in Congressman Don Beyer's Job Fair for Federal Employees at Wakefield High School in Arlington and at the job fair sponsored by George Mason University at its Arlington campus during the spring of 2025.

- Members attended meetings of the Arlington Civic Federation, virtual training sessions sponsored by the ECC and training committees, and quarterly NoVA Caucus meetings. Nancy Palmerino continued to represent Area X on the ECC, serving as registration chair for training sessions.

### **McLean-Great Falls, Chapter 493**

No report received.

### **Fairfax, Chapter 737**

Chapter 737 held eight monthly program meetings during the period July 1 - June 30, and Chapter 737 held a joint program meeting in September with other Area IX chapters on a Saturday for the benefit of attracting employed Federal workers to attend it. About 70 people attended the joint meeting. Average attendance for the monthly meetings is about 14 members with about two members who use Zoom. At the November 5th membership meeting, an election for chapter officers was held. The chapter held a sing-along at its December meeting and held a picnic for the June meeting with about 20 attending. Donations of groceries are given by members and friends to the chapter at each program meeting. Chapter 737 gives the donations to "Food for Others", [www.FoodforOthers.org/](http://www.FoodforOthers.org/). The chapter takes about 1,100 pounds of food to this charity. Bob Sotille leads the chapter in the amount of food which is brought to a program meeting. His neighbors join Bob in donating food. In April, Sharon Lenius led a Chapter 737 field trip to the Virginia Room of the City of Fairfax Library. We try to organize a field trip once in the Fall and another one in Spring. Ted Pasek, Donna Shackelford, Tom Hart, Sharon Lenius and President Shackelford participated at Congressman Beyer's Resource Fair for Feds and Ted also participated at a Job Fair sponsored by G. Mason U. Tom Hart continues as CDL for Congressman Beyer. The Chapter continues to be a strong financial supporter of Alzheimer's research and was awarded highest contributions and highest per capita it has participated in several job fairs for rifted Federal employees. Program meetings will resume on

### **Vienna-Oakton, Chapter 1116**

Chapter 1116 has been active this year. Monthly meetings included speakers on a variety of subjects including Jennifer Gittins-Harfst, a certified Professional Organizer, who delivered a presentation entitled, "Organizing for Seniors", Laura Montz, who presented a program on "Nutritional Changes with Age," Carolyn Pennington, Executive Director, Shepherd's Center of Northern Virginia who spoke about their mission for helping seniors in Fairfax Couty, Michelle Nesbitt Johnson, Senior Account Consultant of Blue Cross and Blue Shield who provided updates on the 2025 Health benefits and Mayor Linda Colbert who provided information on development in and around Vienna. NARFE Board Members who visited the chapter included Deborah Brown, VFN Legislative Chair. who acknowledged Mary Ann Munley of Chapter 1159 (Annandale) and Chris Gieseler of Chapter 1116 (Vienna-Oakton) who helped draft the 2025 VFN Legislation Plan and Gaston Gianni, VFN National Legislation Chair. Chapters members are active in NARFE outside of the Chapter. Members participated in the successful NARFE Northern Virginia Membership Event held in September at the Vienna Community Center. They secured the venue and assisted at the event. At the NOVA NARFE Caucus Meeting in October, Dave Graf,

Chapter Treasurer, was elected Caucus Secretary. Jayne Seidman, Chapter 2nd Vice President, Membership Chair and Hostess, was selected as the new CDL for Congressman District 11). She participated in LEGcon25 in June. Kathy Arpa, Chapter President, served as the VFN Newsletter Editor. Chapter 1116 had three attendees at the VFN conference: Mark Arpa, Kathy Arpa and Chris Gieseler. 18 Chapter Members contributed as supporters and the chapter submitted three ads for the Program Book. Two members of the Chapter were on the Conference Committee. Kathy Arpa was a co-chair of the Reception and Banquet and Mark Arpa was the Conference Photographer. Kathy also presented a workshop for the New Members and 1st Timers which was “standing room” only.

The Chapter has 168 members and 153 National Members in the area. They gained 19 new members since January and there are 17 life members in the Chapter. Meeting announcements are posted in local news media and in a church bulletin. The Chapter does a monthly newsletter. Chapter social events included a Holiday party at Mulligans Pub with installation of officers by Area X Vice President Ted Pasek, an ice cream social and a chapter picnic at a member’s home.

#### **Dulles. Chapter 1241**

Dulles Chapter had 263-chapter members and 503 nationals only as of September 2024 and 306 chapter and 509 nationals only in the area as of July 2025 - a net gain of 43-chapter members and 6 national only. While we celebrate all new members, most have not attended chapter luncheon programs. We need help with correspondence to new members, members who are late renewing and those who have lapsed. Approximately 18-25 attend luncheon programs with occasional 30+ for special events. We were honored to have U.S. Representative Gerry Connolly (D-11) with us for the final time in September 2024 and were expecting U.S. Representative Suhas Subramanyam (D-10) in June 2025, but the restaurant was unexpectedly closed by the Sheriff’s Office the morning of our event for tax problem. The chapter has been meeting at The Amphora Diner Deluxe for almost 30 years but is currently looking at other options. The same people serve in chapter leadership positions with one exception. We held a special election for treasurers due to illness/relocation of previous treasurer. The chapter publishes an electronic newsletter every other month and holds regular board meetings via teleconference. Several Dulles Chapter members are also serving the VFN. Pat Wolfe was re-elected as VFN 2VP and completed 6 years as Chair of Northern Virginia Caucus in October. Judy Thorne stepped down as CDL to 11<sup>th</sup> Congressional District after many outstanding years. Angelo Wider was appointed as CDL to 10<sup>th</sup> Congressional District. Dulles Chapter President Jeff Sargent thanks all who have served and looks forward to the 2025-2026 year.

#### **Metro Northern Virginia, Chapter 1665**

No report received.

#### **Alzheimer’s Chair – Donna Shackelford**

NARFE fundraising National total as of September 30, 2025, is \$16,734,483.16. During August 2025, our members raised a combined total of \$12,433.62. Be sure to share this information and

all the reports I send with your Federation Presidents. Please send your pictures from various Walks so I can send them to Melissa LaBonge to put them on our National Walk Page. The same is true for the Longest Day pictures as well. Continue to get your Walk Teams set up and when they register for the Walk, be sure to say that they are a part of the Walk Team even if they do not walk. The fact they gave a donation, makes them a part of the Team.

Again, we are in Fiscal Year 2026, so please review the NARFE Gift Donations Spreadsheet for any donations that are in the wrong place or that have not cleared or shown up on the Report. This should also be reviewed every month, so we can catch them and move them earlier in the year to the correct states. It might take some extra time, but that means we catch them earlier and not have to do a lot of research at the end of the Fiscal Year, except for the very last Report in June.

Special thanks to all of the NARFE Members for your continued Gifts and Blessings toward more Research Grants.

## **Electronic Communications Chair – Constance Bails**

### **EXECUTIVE SUMMARY**

The Electronic Communications Committee (ECC) made significant progress this quarter in expanding training initiatives, promoting FEDHub and chapter communities, and enhancing communication infrastructure. ECC meetings were held on April 24, May 22, and June 26, 2025. Major themes included increased engagement through strategic training, troubleshooting technical challenges, and organizing chapter communication platforms. FEDHub and Zoom Basics training reached new participants, while newsletter strategies and security protocols were re-evaluated. The committee emphasized streamlined communications, robust video training documentation, and long-term digital engagement planning.

### **Ongoing & Pending:**

- Finalize standard video/audio procedures for training.
- Improve EC training communication flow.
- Establish post-training feedback mechanisms and ECC feedback inbox.
- Microsites, outreach in progress.

### **KEY THEMES & INITIATIVES**

- Digital Training Engagement: Emphasis on Zoom and FEDHub training as central strategies to keep chapters connected and informed.
- Communications Infrastructure: Shift toward standardization of training visuals and processes for video content delivery.
- Chapter Communities: Continued rollout and training support to help local chapters leverage new tools.

Closing Remarks by the ECC Chairperson *Dr. Constance T. Bails*

“As this administration ends, thank you for the opportunity to lead the Electronic Communications Committee. Together, we built more than websites and webinars—we built community.

We turned challenges into innovation and distance into connection. The tools we developed empowered chapters, uplifted voices, and prepared us for a more unified future.

Though I now pass the torch, I do so with pride in our accomplishments and confidence in the leadership ahead. May the next chapter be bolder, brighter, and ever more connected.

Thank you for walking this journey with me.”

### **Membership Chair – Frances Boatman**

The Virginia Federation currently has 4,089 Chapter members and 6,190 National members for a total of 10,279. Beginning October 7th, AMS was to be down for about a week and it is still down; therefore, reports cannot be produced.

Along with Area VII Vice President Ruth Greene, visited Winchester 0180 and made Membership presentation in October. Roanoke Valley 0111 participated in a Membership Drive at two U.S. Postal Service facilities in Roanoke in October. Brentwood 1697 participated in Membership Drives at the FBI and BCBS Health Fair in November. Areas IX and X participated in a Membership Drive at Congressman Connolly’s Health Fair in Fairfax on November 16<sup>th</sup>. Winchester 0180, along with Area VII Vice President Ruth Greene and me, participated in Membership Drives at two FBI locations with a total of 450 employees in Winchester in November. All total, more than 100 Prospective Members were identified.

After visiting Northern Neck 1823, Area I Vice President Marilyn Riddle and I stopped at five Post Offices to speak with them about joining NARFE and gave them brochures and applications. Membership Training via Zoom is scheduled in January.

If you have an opportunity for a Membership Drive in your area, please let me know and we will assist you.

### **National Legislation Chair – Gaston Gianni**

This quarter has been relatively quiet. Main legislative event was the passage of HR 1 “ One Big Beautiful Bill”. What started out as including substantial changes for Federal employees and retirees ended up, with the major help of NARFE Advocacy, the provisions being dropped in final bill. CDLs spent the month outreaching/ participating in their representatives’ town hall meetings and job fairs. Contacts were made for representatives to speak at chapter meetings or attend chapter picnics. An election was held to fill Gerry Connolly’s seat in the 11 districts. James Walkinshaw (D) won. He received NARFE PAC funds during his campaign and stated his intentions to carry on Connolly’s support for NARFE issues.

Next big issue is the funding the Federal government beyond September 30, the end of the fiscal year.

NARFE Headquarters Advocacy staff continues to keep members informed of major issues.

I continue to encourage CDLs SL to share information with chapter members and encourage

them to contact their members regarding the current bill. Also reminding them to use NARFE's Advocacy web site to send letters. Next PAC update on 3rd quarter won't be until mid to late October. Members should be on the lookout for Representative's fund-raising events to seek NARFE PAC funds to attend. These should be coordinated with Gaston.

### **Public Relations – Doris McAdams**

It has been my pleasure to serve you as your Public Relations Chair. Here's a summary of what I did this past year.

- Attended all program chair meetings
- Participated in Congressman Connolly's Health Fair
- Participated in Congressman Byers's May Jobs Fair
- Attended the VFN annual conference
- Provided gifts for first time attendees
- Visited as many chapters as I could, some several times
- Provided promotional materials to chapters and others for events
- Updated social media with content and photos relevant to VANARFE's mission
- Updated social media with material provided by the chapters or program chairs
- Attended meetings of the Northern Virginia Caucus

### **Service Officer – J. Larry McIlwee**

This is a short report, because there is not much different to report. I have asked several times that the Area Vice Presidents get the Chapter Presidents to get Service Officers selected for each chapter. To this date we have 13 chapters that do not have Service Officers. I will give the number for each area in my oral report. The Service Officer might seem like a small job, but it is one of major importance. You as service officers are of great assistance when you have a member in need. I know, because I was in need in 2023, and I will say most definitely your mind is like much when you lose your best friend and partner in life. At this point, the only piece of information not available through the National web site is the manual on divorce. This manual is only available through OPM. I am trying to get National to obtain it and make it available with all the other information. Please work on selecting Service Officers for your individual chapter. In the meantime, you should be able to use the services of other Service Officers in your area, or call me, and I will assist the family in any way possible.

### **State Legislation Officer – Deborah Brown**

No Report Submitted

## **Training – Ted Pasek**

The VFN (Virginia Federation of NARFE) Training is provided on the 4<sup>th</sup> Wednesday of the month via zoom. Topics are generally about what is involved in the VFN and Chapter positions and subjects of interest to the members. Some of the topics presented in last year included: Membership, Service Officer Duties, Alzheimer's, National Legislation, State Legislation, Member Outreach. All training sessions were well attended, some with as many as 50 attendees including some from across other Federations and the CAB. Training recordings, when recorded, and presentations are saved on the VANARFE.org web site under the Training section: Training/information/training, then training and videos. Nancy Palmerino continues to keep the VANARFE calendar updated with the speakers, times and links that is an invaluable tool for people to use to join these sessions. The training has come a long way and evolved into a popular way of sharing knowledge and as a learning tool. New folks will be handling the training in the future.

# VFN Board of Directors

(July 1, 2024 – June 30, 2025)

<b>Position</b>	<b>Name</b>
<b>President</b>	<b>Frances E. Boatman</b>
<b>1<sup>st</sup> Vice President</b>	<b>Deborah O. Fisk</b>
<b>2<sup>nd</sup> Vice President</b>	<b>Patricia Wolfe</b>
<b>Secretary</b>	<b>Doris McAdams</b>
<b>Treasurer</b>	<b>Jim Little</b>
<b>Immediate Past President</b>	<b>Bob Martin</b>
<b>Area I Vice President</b>	<b>Marilyn Riddle</b>
<b>Area II Vice President</b>	<b>Betty Warrant</b>
<b>Area III Vice President</b>	<b>Wynn Hasty</b>
<b>Area IV Vice President</b>	<b>Graylin Taylor</b>
<b>Area VII Vice President</b>	<b>Ruth Greene</b>
<b>Area VIII Vice President</b>	<b>Vacant</b>
<b>Area IX Vice President</b>	<b>Carol Campbell</b>
<b>Area X Vice President</b>	<b>Ted Pasek</b>
<b>Alzheimer's Chair</b>	<b>Donna Shackelford</b>
<b>Electronic Communications</b>	<b>Constance Bails</b>
<b>Membership Chair</b>	<b>Frances Boatman</b>
<b>National Legislative Chair</b>	<b>Gaston Gianni</b>
<b>Public Relations Chair</b>	<b>Doris McAdams</b>
<b>Service Officer</b>	<b>Larry McIlwee</b>
<b>State Legislative Chair</b>	<b>Deborah Brown</b>
<b>Audit</b>	<b>Thomas Rachele</b>
<b>Bylaws</b>	<b>Jim Little</b>
<b>Chaplain</b>	<b>Ora McCoy</b>
<b>Net Coordinator</b>	<b>John Bails</b>
<b>Net Coordinator</b>	<b>Stan Palen</b>
<b>Nominating</b>	<b>Pat Meyers</b>
<b>Parliamentarian</b>	<b>Beatrice Squire</b>
<b>Sgt-at-Arms</b>	<b>John Bails</b>
<b>Training</b>	<b>Ted Pasek</b>
<b>Webmaster</b>	<b>Stan Palen</b>



**The Virginia Federation of NARFE**

[www.vanarfe.org](http://www.vanarfe.org)

**The Virginia Federation of Chapters was established April 9, 1955. Eighteen national members representing ten chapters and fewer than 1,000 members in the state established the tenth state federation of NARFE. In 2007 the state was divided into ten areas with 56 chapters and a membership of about 20,000.**

**The organization officially adopted the name Virginia Federation of NARFE (VFN) at the July 2018 board meeting.**

**Currently the state is divided into eight areas to which 37 chapters are assigned by geographical location for more efficient operation. Eight Area Vice Presidents, seven Committee Chairs, five Executive Committee members, and the Immediate Past President serve on the Federation Board of Directors.**

**The Board meets at least four times annually at a central location to conduct business of the Federation. The Federation Bylaws dated August 2024 conforms to the overall objectives of NARFE, with the Organizational Handbook outlining the specifics of operation.**

**The Federation trains chapter officers and program chairs on a recurring basis. Training sessions are usually held online or at the annual conference.**

**For more information, contact:**

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