

Region IX Symposium and Annual Meetings October 24-26, 2024





Symposium Schedule

THURSDAY, OCTOBER 24

- 11:00 - 5:00 REGISTRATION
- 1:00 - 1:50 WELCOME/LOGISTICS/SCHEDULE OVERVIEW
 - *Mary Binder, Symposium Chair, Eastern Washington VP, Chapter 1192*
- VP INTRODUCE SYMPOSIUM VENDORS, OTHERS
 - *Steven Roy, Region IX VP*
- 1:50 - 2:00 BREAK/MOVE TO MEETING ROOMS
- 2:00 - 4:30 INDIVIDUAL STATE MEETINGS; TIME WITH VENDORS
- 4:30 - 5:00 BREAK
- 5:00 - 6:30 EVENING SOCIAL/NO-HOST BAR; TIME WITH VENDORS

FRIDAY, OCTOBER 25

- 8:00 - 9:00 REGISTRATION
- 9:00 - 9:10 WELCOME/REVIEW LOGISTICS
 - *Mary Binder, Symposium Chair, Eastern Washington VP, Chapter 1192 VP*
- 9:10 - 9:40 NARFE UPDATE
 - *Bill Shackelford, NARFE President*
- 9:40 - 11:00 NARFE LEGISLATIVE & NARFE-PAC UPDATES
 - *John Hatton, NARFE Senior VP, Policy & Programs*



FEDERAL BENEFITS EXPERTS

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 - *Mary Binder, Symposium Chair, Eastern Washington VP, Chapter 1192 VP*
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- 9:40 - 11:00 NARFE LEGISLATIVE & NARFE-PAC UPDATES
 - *John Hatton, NARFE Senior VP, Policy & Programs*
- 11:00 - 11:10 BREAK
- 11:10 - 11:45 NARFE MEMBERSHIP UPDATE
 - *Nora McDonald, NARFE Director, Membership Engagement*
- 11:45 - 12:25 WORKING LUNCH W/HEALTHCARE PROVIDERS Qs/As
 - *Ruthann Couch, President, Oregon Federation; Healthcare Representatives*
- 12:25 - 12:35 BREAK
- 12:35 - 1:20 NARFE COMMUNICATIONS UPDATE
 - *Jennifer Rafael, NARFE Director, Communications & Marketing*
- 1:20 - 1:45 REGION IX UPDATE
 - *Steven Roy, Region IX VP*
- 1:45 - 2:30 FEDERATION PRESIDENTS UPDATES
 - *Federation Presidents for Alaska, Idaho, Montana, Oregon, Washington*

Symposium Schedule

(Continued)



FEDERAL BENEFITS EXPERTS

FRIDAY, OCTOBER 25

- 2:30 - 2:45 BREAK
- 2:45 - 3:30 TRAINING: ACCESSING MEMBER PROFILE
 - *Harold Kehr, Idaho Federation Secretary, SE Area VP, Chapter 763 President*
- TRAINING: FEDHUB; NARFE WEBSITE & MICROSITES
 - *Linda Wallers, WSF Secretary & Webmaster*
- 3:30 - 3:45 TRAINING: ACCESSING NARFE LEGISLATIVE/PAC INFO
 - *Doug Rushton, WSF Legislative (National) & NARFE-PAC Coordinator*
- 3:45 - 4:00 TRAINING: REPORTING A DEATH
 - *Charlie Caughlan, WSF Service Officer, Chapter 131 VP*
- 4:00 - 4:30 TRAINING OPTION: AMS 101 - MEMBER REPORTS
 - *Harold Kehr, Idaho Federation Secretary, SE Area VP, Chapter 763 President*
- TRAINING OPTION: NARFE 101 - INFORMATION, Qs/As
 - *Mary Binder, Symposium Chair; Eastern Washington VP; Chapter 1192 VP*
- 4:30 - 4:45 QUESTIONS & ANSWERS; WRAP UP
- 4:45 CLOSE DAY 2
- 5:00 - 6:00 SOCIAL TIME; NO-HOST BAR
- 6:00 - 7:30 BANQUET DINNER & ENTERTAINMENT

Symposium Schedule

(Continued)

Symposium Schedule

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SATURDAY, OCTOBER 26

- 8:30 - 9:00 MEMORIAL SERVICE
 - *Steven Roy, Region IX VP; Federation Presidents; Charlie Caughlan (bagpipes)*
- 9:00 - 9:45 PROGRAM IDEAS FOR CHAPTER MEETINGS
 - *David Epstein, Chapter 2088 President, Juneau (virtual)*
- 9:45 - 10:00 BREAK
- 10:00 - 10:30 REGION IX & WALK TO END ALZHEIMER'S INFO
 - *Leland (Wally) Walbruch, Past Region IX Alzheimer's Coordinator*
- 10:30 - 11:00 OUTREACH SUCCESSES & NARFE ELEVATOR SPEECH
 - *Mary Binder, Symposium Chair; Eastern Washington VP; Chapter 1192 VP*
- 11:00 - 11:30 FUTURE SYMPOSIUMS; ANNOUNCEMENTS;
RECAP COMPLETE/COLLECT EVALUATION FORMS
- 11:30 CLOSE SYMPOSIUM



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FEDERAL BENEFITS EXPERTS

**WASHINGTON
FEDERATION**
Annual Meeting 2024

2024 WSF Annual Meeting

October 24, 2024

Agenda

TIME	
2:00 – 2:20	Call to Order; Welcome; Pledge of Allegiance, a BRIEF State of the Federation -- Cray Henry
2:20 – 2:25	Region IX Alzheimer’s Report & Presentation of National Award -- Linda O’Donnell, -- Lorie Bennett
2:20 – 2:40	WSF 2025/2026 Election Results, and Installations (in advance) of New Officers for 2025/2026 Term - Pat Rudd (or Cray if Pat is not available) - Steve Roy
2:40 – 3:20 ~3-5 min each	Chapter Presidents’ Reports & Comments <ul style="list-style-type: none"> • Scott Robinson, Spokane • Bob Rust, Seattle & Sequim • Mike Teefy, Vancouver • Bill Powers, Bremerton • Marvin Weiss, Everett • Tony Merola, Olympia South Puget Sound • Tina Hedges/Marnie Berry/Autie Bergman, Longview/Kelso • Nancy Crosby, Tri-Cities • Elizabeth Parazoo, Colville Valley

3:20 – 3:30	Break
3:30 - 4:15 ~5-10 each	Federation Advisory Committee Reports & Comments <ul style="list-style-type: none"> • Doug Rushton, <ul style="list-style-type: none"> ○ Legislative Report WSF ○ PAC Report WSF • John Thurber, Legislative Coordinator-State • Charlie Caughlan, Service Officer • Linda Wallers & Curits Price, WSF Secretary <ul style="list-style-type: none"> ○ Bylaws and reports status ○ Webmaster Report • Mary Traxler & Merry Byrum, Outreach & Strategic Planning Efforts • Mary Binder <ul style="list-style-type: none"> ○ State of Eastern Washington • Bea Bull <ul style="list-style-type: none"> ○ State of Western Washington • Arlene Patton, <ul style="list-style-type: none"> ○ Treasurer’s Report
4:15 – 4:30	Open Discussion
4:30	Final Words & Adjournment -Cray Henry

Pledge of Allegiance

I pledge allegiance to the flag of the
United States of America and to the
Republic for which it stands, one Nation
under God, indivisible, with liberty and
justice for all

WASHINGTON'S FEDERAL FAMILY

**Total Active and Retired
Federal and Postal Employees
141,161**

Washington's Federal Family

Federal Annuitants	72,647
Active Federal Employees	56,411
U.S. Postal Service Employees	12,103

Washington's Largest Employers

Department of Defense	30,570
United States Postal Service	12,103
Department of Veterans Affairs	10,061
Social Security Administration	2,559
Forest Service	2,272
Bureau of Reclamation & National Park Service (NPS)	2,196

10 Chapters

- 0032 – [Spokane](#)
- 0043 – [Seattle](#)
- 0131 – [Vancouver](#)
- 0181 – [Bremerton](#)
- 0193 – [Everett](#)
- 0236 – [Olympia/South Puget Sound](#)
- 1006 – [Olympic Peninsula/Sequim](#)
- 1070 – [Longview/Kelso](#)
- 1192 – [Tri-Cities](#)
- 1247 – [Colville Valley](#)
- 1966 – [Sno-King](#)



Total of Current Chapter Members in the Federation	1614
Total of all the National Members in the Federation	2153
Total Members	3767



NARFE

FEDERAL BENEFITS EXPERTS

WASHINGTON
FEDERATION

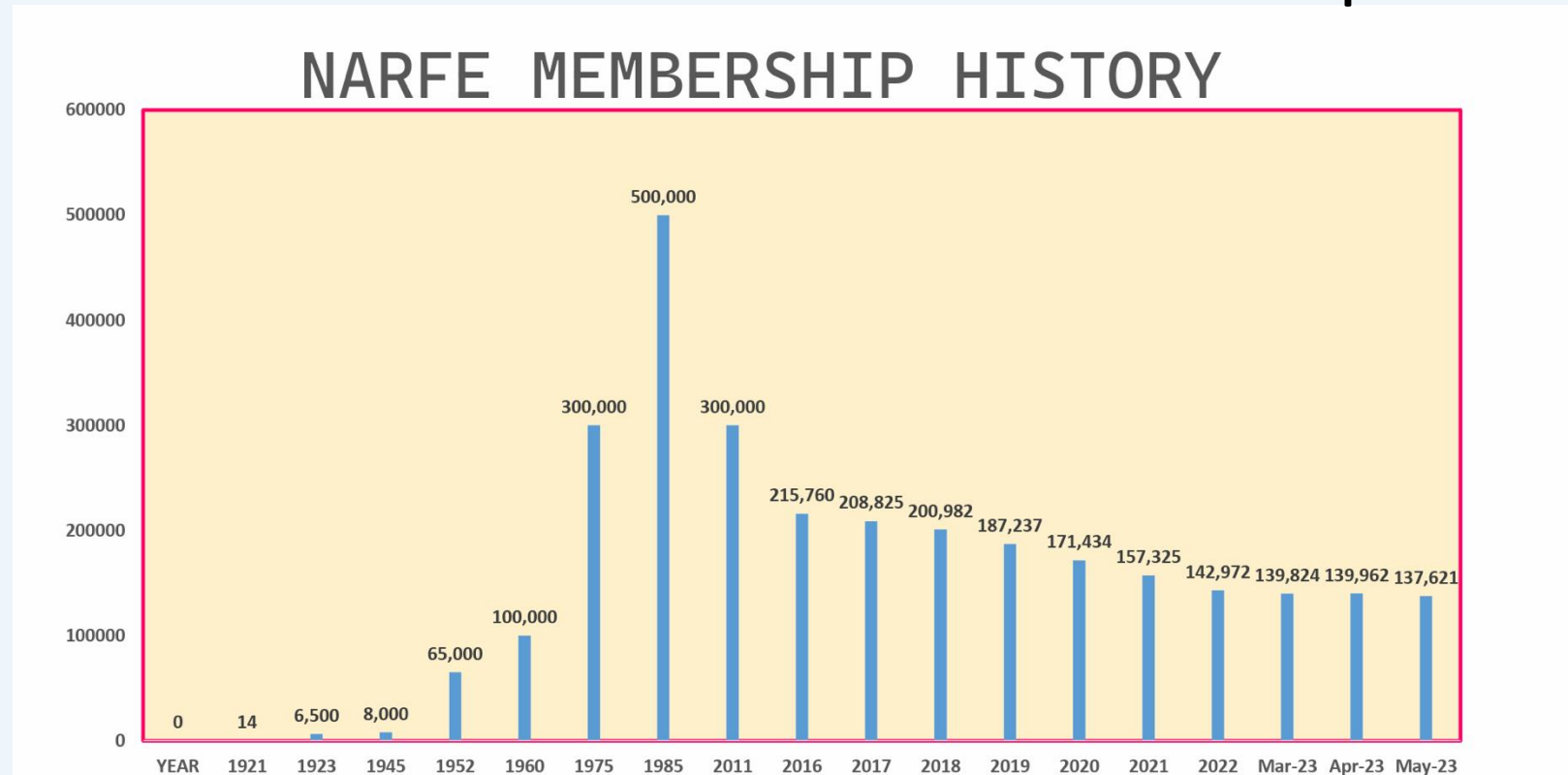
Our Crisis & Focus

NARFE is the only organization solely dedicated to protecting and preserving the pay and benefits of all federal workers and retirees.

**National Active and Retired Federal Employee Association
Washington State Federation
President Cray Henry**

OUR CRISIS -- Membership Decline

- From 2011 to 2021 our membership declined by 50% and the trend appears to be **accelerating!**
- As we lose members, we also lose political power and interest.
- **If the trend continues NARFE will become irrelevant by 2031**



Nationally we need to recruit 15,000 new members annually just to hold our current membership levels!
- That means the WSF needs to recruit at least 400 -600 new members annually

NARFE WSF Strategic Goals

Strategic Goal: **GROW MEMBERSHIP BY 10% (~400 NEW MEMBERS)**

- Without a critical mass of members our ability to accomplish our mission comes into question. To defend and advance the earned pay and benefits of America's civil servants and to promote the general welfare of federal civilian employees and annuitants, we need sufficient members to retain the attention of our congressional representatives and to maintain vibrant chapters.
- We need to focus on recruitment, if we want NARFE to continue to serve federal civilian employees and annuitants.

There are four elements to our goal:

1-1 Increase membership to a level to sustain and fill elected and chair positions.

1-2 Jump start the recruitment effort for each chapter, by focusing each chapter, on Health Fairs as recruitment opportunities.

1-3 Expand recruitment efforts, for each chapter, by identifying recruitment opportunities for new members prior to retirement within chapters' geographic area.

1-4 Support recruitment efforts, for each chapter, by designing a formal advertising campaign for each chapters' geographic location (based on 1-3.3) and targeted audience.

Region IX Alzheimer's Report & Presentation of National Award





FINAL REPORT OF NOMINATION COMMITTEE FOR SYMPOSIUM OCTOBER 24-26, 2024

Cray Henry, president of Washington Federation appointed the nominating committee consisting of Patricia Rudd, Linda Wallers and Kathy Brooks. Cray called for nominations for President, Vice-President, Secretary and Treasurer. Nominations were timely received for the following positions:

PRESIDENT	Anthony Merola	Chapter 236	Olympia-Timberline
VICE PRESIDENT	Kathy Brooks.	Chapter. 32	Spokane
SECRETARY	Curtis Price.	Chapter 193	Everett

MANY CONTACTS WERE SUGGESTED FOR THE TREASURER POSITION AND THE COMMITTEE WAS UNABLE TO GET COMMITTMENT FROM FIVE SUGGESTED NAMES.

RECENTLY the current Treasurer , ARLENE PATTON has. agreed to remain in her currently held position as Treasurer until a replacement could be identified.

The nomination committee has vetted these candidates and recommends they are qualified to serve.

Patricia Rudd ,chairman Nominating Committee

Linda Waller

Kathy Brooks

Installation of New Officers

New Officers Elected by Acclamation

Since there was only one nominee/volunteer for each position, at the last Washington State Federation Advisory Committee, Cray made a motion to elect the slate of officers by acclamation; the motion was seconded by Mary B and passed unanimously. The new officers will be installed by Steve at the symposium and begin their term on 1 January 2025 as put forth in the WSF Bylaws

Installation of Officers

Please raise your right hand.

“I hereby pledge to effectively perform the duties of my office; carry out the programs, policies, and bylaws of the Association; promote its goals and objectives; and work as a team in harmony with the Association’s leadership. I will safeguard all of the Association’s property under my care; have such property available for official inspection if required; and pass on said property intact to my successor.”

I hereby declare you duly installed officers of the Washington State Federation of NARFE. You will now assume the duties of your office as prescribed by the bylaws.



Closing Thoughts

1. There is no NARFE without members -- **NARFE will not survive without a strategic focus on recruitment**
 - **Chapters need to focus on recruiting Chapter members to grow the pool of potential officers**
 - **The National organization needs to focus on recruiting National members**
2. Chapter members and National members have different wants and needs
 - National members are primarily focused on financially supporting **Advocacy**
 - Chapter members are balance focused on **community, Federal Benefits support and Advocacy**
3. Chapters are closing primarily because of a lack of new members to take on leadership roles
 - We will continue to loss chapters if we can't find a way to recruit new members into chapters
4. NARFE and the WSF are structured to support lots of members (250,000+ and 10,000+) with associated administrative procedures. Most of the Chapter and Federation officers have held multiple posts for decades.
 - With the declining number of chapters, its not clear the administrative cost of a Federation is worth the benefit. Consider reworking the WSF by-laws to simplify Federation leadership and administration.
 - Consider a regional Federation.

Memorial Thoughts

We remember our members, who as civil servants are our quiet and unsung heroes. They provided for our national security, our day-to-day protection & safety, the protection and care of our national resources, roads, airways, shipping lanes, food and workplaces. They tirelessly served our Nation often in often innovative ways to benefit our people and keeping our Nation strong and prosperous. We remember you and your service.

Region IX

Alaska	12
Idaho	47
Montana	25
Oregon	103
Washington	209