

Mississippi Federation of Chapters-National Active and Retired Federal Employees
45th Annual Convention - April 16, 17, 18, 2010
Lake Tiak-O'Khata Resort - Louisville, Mississippi

Friday , April 16, 2010 - Memorial Service

43 Deceased members since 2009 State Convention
61 NARFE Members and friends attended the Memorial

Saturday, April 17, 2010

9:45 AM
Call to Order, Opening Prayer, Lead Pledge of Allegiance, and Opening Remarks by
State President Noel Sumrall

Welcome Remarks: Louisville Mayor William Hill

Region III Vice President Robert Harrell.

MS Federation Service Officer - David Haworth, Chapter 1501 Vicksburg as chosen by NARFE.
Service Officer most important officer in the Chapter.

NARFE is loosing members, 7, 400 in 2009.

Six (6) federations had an increase in membership in 2009, including Mississippi. However,
NARFE has had a loss of 4,000 members already in 2010. We cannot continue to loose
members.

A loss of 7,500 members translates to a loss of \$200,000.00 to National.

Must increase members or dues. National is cutting expenses ..

At the National Convention we will have four(4) new National Officers elected plus a new
Region III Vice President.

2009 was a good year for NARFE Legislatively. All chapters should obtain the booklet "What
Has NARFE Done For Me Lately"? to be used for Recruitment and Retention.

President Sumrall urged all District Reps. to check with chapters about attending the Grand
Rapids National Convention or designating a proxy to represent their chapter.

Initial Credentials Report and Quorum Report by Treasurer Jimmie Glydewell.

Quorum is present. Delegates = 69 representing 17 chapters.

E-Post Card, Form 990 must be filed by May 15. web Site: E-Postcard.form990.org

MOTION by Tom Price/Tucker Russell to adopt Standing Rules. MOTION PASSED.

Guests, Past Presidents, Federation Officers, and Chapter Presidents were introduced.

Mark Chaney reported that the 2011 MS Federation State Convention will be held at Lake Trak-O'Khata. Tom Price asked, "Why convention is Friday, Saturday, Sunday"? The reason is to allow our Current Federal Employee members ease of attendance without using leave. Discussion was held. A standing vote was held with the District Representatives counting the votes. Friday, Saturday, Sunday - 39. Sunday, Monday, Tuesday - 11. 2011 State Convention will be held on Friday, Saturday, Sunday. Jimmie will check on Date and report later.

Federation Reports:

Legislation - Gerald Janci : New F-100 "Be Prepared For Life's Events" is available from NARFE. Order on now. Be aware of the actions of the Commission on Fiscal Reform. Follow everything on "GEMS"; and respond to requests for action from NARFE. We have prevented a 10 billion cut in federal benefits and must be prepared to act.

Membership - Tom Baroni: Review M-112 when received. District Reps should keep up to date with information from their chapters. WE are all the most important recruiters NARFE has.

LUNCH

District 1 Tucker Russell - Reported change of Presidents in two chapters, Chapter 1369 and 1879. Urged everyone to thank their chapter officers, encourage people to participate in NARFE, and to try and contact members monthly.

District 2 Mark Chaney - Has been rep for one year. Vicksburg had 63 at last chapter meeting. Attended a several chapter meetings, and Health Fairs. Chapter 1642, Tallahatchie is a problem chapter with only 15 members. Continue with legislative contacts, contacts, contacts.

District 3 James Sawyer - Request each chapter to establish a legislative committee. Visited several chapters. Visited Representative Greg Harper's office. I will be a delegate to the Grand Rapids Convention and have been appointed to the Convention Legislative Committee. Need chapter delegate or proxy to the national convention.

District 4 Ellawese McLendon - REPORT INCLUDED.

Tom Price passed out letters on recruitment aimed at both Current and Retired federal employees. COPIES INCLUDED.

Alzheimer's - Harry and Diane Moore: REPORT IN CONVENTION BOOK

Special awards were given to Chapter 1572, North Jackson for having the highest amount of donations; and to Chapter 2345, Stennis Space Center for having the most donations Per Capita.

FEEA Fund - Virginia Hawsey, Region II FEEA Coordinator. REPORT IN CONVENTION BOOK. FEEA funds Scholarships and Disaster Grants. F-105 is Brochure on Scholarships.

NARFE PAC-Carlton and Johnnie Brock. REPORT IN CONVENTION BOOK.

Tom Price reported that there was NO RESOLUTIONS for the convention to consider.

Treasurer's Report - Jimmie Glydewell. REPORT INCLUDED.

Jimmie also reported on Matching Funds and encouraged chapters to requested them.

Final Credentials Report - Jimmie Glydewell. 69 delegates representing 17 chapters.

Discussion was held concerning the dates of the 2011 State Convention.

A Standing Vote was held on the dates of April 8,9,10, 2011. Yes - 51. Since this was an overwhelming majority, a No vote was not counted. Therefore the 2011 MS Federation State Convention will be held at Lake Tiak-O'Khata on Friday, Saturday, and Sunday, April 8,9,10, 2011.

Financial Audit Report: The audit was completed by the 4 District Representatives.

Ellawese McLendon reported finding no errors in the financial report from the treasurer for the period April 17, 2009 through April 16, 2010 and all records matched bank statements.

Elana Nolan, representing vender "GEHA", addressed the convention and reported a \$5,000.00 donation from "GEHA" to Alzheimer's in behalf of NARFE. Drawing was held.

Training Session:

Legislation-Gerald Janci. NARFE requests that a NARFE Forum be set up in each District with candidates for office to discuss NARFE items of interest. Information was discussed during a recent phone conference with NARFE and the state officers. All information was sent to each chapter. Results are to be reported to NARFE.

Membership Recruitment and Retention - Tom Baroni and Don Stewart.

Suggestion to split membership chair into:

1. Recruitment chair
2. Retention chair.

INFORMATION ON COPIES OF MEMBERSHIP MATERIAL.

Statements of candidates for the office of NARFE Region III Vice President:

1. Shelton Hawsey
2. Benjamin J. Pappa Jr.
3. Don Stewart

Noel adjourned the convention at 3:40 P.M.

Sunday, April 18, 2010

9:00 A.M. Invocation by Noel Sumrall.

Pledge of Allegiance led by Noel Sumrall.

Other Business:

MOTION by Tom Price/Johnnie Page to purchase a full page Ad in the National Convention Book at a cost of \$200.00.

The convention was adjourned by President Sumrall at 9:15 A.M.

Notes compiled by Margaret Janci and Jerry Janci.

STANDING RULES – MISSISSIPPI FEDERATION CONVENTION 2010

RULE I. ORGANIZATION OF THE CONVENTION

- (A) The printed program shall be the order of business of the convention with the President, as presiding officer, making any necessary emergency changes. The meetings will be called to order at the time designated, as listed in the approved program.
- (B) Admissions to the convention hall during business sessions shall be limited to those displaying proper badges obtained at the registration desk. The sergeant-at-arms shall be responsible for enforcement.
- (C) Delegates shall be seated in the Delegate Section. Non-Delegate spouses may sit with delegates, but may not vote. All others shall be seated at a separate section to the rear of the Delegate Section.
- (D) The sergeant-at-arms shall close the convention doors at the beginning of each business session. Entrance will be limited to persons with proper credentials, but they will not be seated until the action of the floor is completed.
- (E) Distributing campaign material is prohibited during business sessions.
- (F) There shall be no smoking in the convention hall at any time.
- (G) All invocations offered are to be nonsectarian in character.

RULE II. DELEGATES

- (A) Delegates should be in their seats five minutes before each session.
- (B) Delegates must wear badges to be identified while in the convention hall. They will be in the packet provided at the time of registration.
- (C) Only delegates may introduce motions, join in the discussion and vote.
- (D) When a delegate leaves the room for a short time expecting to quickly return, the remaining delegates shall continue to vote, thus representing the chapter. If a delegate must leave the convention with no expectation of returning, delegates from that chapter shall designate an alternate to fill the vacancy. The credentials committee shall then issue a delegate badge to the new delegate.

RULE III. RULES OF DEBATE

- (A) The President shall appoint timekeepers to monitor length of discussion of any issue, which shall not include points-of-order nor points-of-inquiry.
- (B) Motions and amendments may be required to be made in writing at the discretion of the presiding officer.

(C) A delegate shall not interrupt another except to call for a point-of-order, or for a point-of-privilege. When a question is pending before the convention, no motion shall be in order except to amend, commit, or refer, move the previous question, or to lie on the table.

(D) The mere call of "question" shall not be recognized as a call to close debate. A motion to "close debate" or to "move the previous question" is necessary and requires a second and a two-thirds vote. If the motion for the previous question carries, the pending motion and any amendments thereto must be voted on without further discussion.

(E) When a standing vote or ballot vote is being taken, a motion to adjourn shall not be in order.

(F) The maker of a resolution or motion shall be given the first opportunity to speak. No delegate shall be recognized for the second time until all other delegates seeking recognition for the first time have been heard. A delegate may not speak more than twice on the same question.

(G) Each delegate shall be limited to two minutes in debate. A timekeeper shall monitor the time after the speaker has identified himself/herself by name and chapter only, the beginning with the first word of discussion regarding the issue at hand. The speaker shall be given a 30 second warning before time expires and no extension shall be granted. No delegate shall be privileged to relinquish any of his or her time to another. Consideration of any issue will be limited twelve minutes divided evenly between pro and con, if possible.

RULE IV. VOTING PROCEDURE

(A) The Credentials Committee shall establish the voting strength at the beginning of each business session and just before the election of officers as follows: Each chapter with delegates in attendance or which has given it's proxy to another chapter will be allocated one vote for each ten active members or fraction of ten as determined by the latest semi-annual National Membership Roster. This total will be the number of votes which may normally be cast. One designated delegate may cast all the votes for his/her chapter and for any chapter which has assigned it's proxy to that delegate.

(B) All votes on financial matters which are normally brought before the convention must be passed by two-thirds of the authorized votes.

(C) Voting will be limited to delegates authorized to cast chapter votes. The Chair will assign persons to count votes as necessary.

(D) In voting on resolutions, the delegates shall stand to have his/her vote counted either aye or nay by master-at-arms.

(E) The vote for election of officers shall be by roll call of chapters, the delegate standing to cast the chapter vote. The presiding officer shall call roll of chapter vote. All votes will be recorded by the credential committee.

- (F) When a vote is on the floor, the Chair will determine if a numerical count is necessary. If the Chair so determines or if any delegate asks for a numerical count, each chapter will state its votes ("Chapter _____ casts five of its votes in favor and the remaining vote in opposition") and votes recorded. When the vote is limited to the delegates the numerical count will be made.

RULE V. ELECTION AND BALLOTING

- (A) Election and balloting shall take place as provided in the program. One three-minute nominating speech and one two-minute seconding speech may be made for each nominee whether named by the nominating committee or from the floor.
- (B) If there is only one nominee for the office, speeches may be omitted on the request of the nominee.
- (C) A majority vote shall be required for election of officers.

NATIONAL ACTIVE AND RETIRED FEDERAL EMPLOYEES

Pine Belt Chapter 670
294 Hickory Hills Loop
Purvis, MS 39475
601-268-9129

hickoryl@netdoor.com

January 13, 2010

Dear Retired Federal Employee,

We encourage you to consider becoming a member of the National Active and Retired Federal Employees (NARFE). The Pine Belt Chapter members believe that NARFE membership is an investment in our future. The current annual investment is \$33.00.

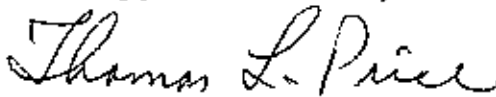
We encourage you to consider the following examples of what NARFE is doing for you.

You do not pay state income tax on your annuity because NARFE took the state to court and won. The return on investment is about \$1000 you do not pay in state income tax.

At this time you pay income tax on your contribution to your health care insurance (FEHBP). Working federal employees do not. If NARFE is successful in changing this, so that retirees are treated the same as employees, it could be worth about \$1000 to you annually.

We consider it an investment in our future to support NARFE as the only organization representing us in Washington. We hope you will join with us in investing in our and your future. Enclosed is an application. Please fill it out and mail it in.

Serving you as best we can,



Thomas L. Price, President Chapter 670

NATIONAL ACTIVE AND RETIRED FEDERAL EMPLOYEES

Pine Belt Chapter 670
294 Hickory Hills Loop
Purvis, Mississippi 39475
601-268-9129
hickoryl@netdoor.com

January 13, 2010

Dear Current Federal Employee,

We encourage you to consider becoming a member of National Active and Retired Federal Employees (NARFE). We in Pine Belt Chapter 670 believe that NARFE membership is an investment in our future. The current initial investment is \$33.00.

We encourage you to consider the following examples of what NARFE is doing for you.

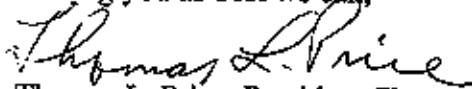
You will not pay state income tax on your annuity because NARFE took the state to court and won. The return on investment is about \$1000 per year that you will not pay in state income tax.

At this time you do not pay federal income tax on your contribution to your health care insurance (FEHBP). As a retiree you will pay federal income tax on this. If NARFE is successful in changing this so that retirees are treated the same as employees, it could be worth about \$1000 annually.

The nation is between a rock and a hard place concerning our financial situation. Congress and the Administration are looking for any way to reduce or shift cost. If Congress decides to have retirees pay more out of pocket for health care, say ½% as compared to about ¼% now, it will cost you about \$3500 annually.

We consider it an investment in our future to support NARFE as the only organization representing us in Washington. We hope you will join with us in investing in your future. Enclosed is an application. Please fill it out and mail it.

Serving you as best we can,



Thomas L. Price, President Chapter 670

Ellawese McLendon
Mississippi Federation NARFE
District IV Representative
April 17, 2010

We have some chapters in District IV that continue to experience difficulty in getting members to serve as officers and in other roles. We need members that will be willing to serve NARFE and it's members.

Chapter 0209, Gulf Coast Chapter, Biloxi, MS – After many years as president Mary Pierson resigned and turned all records over to the chapter. She called to inform me of her resignation and asked if I would be willing to conduct the chapter's next meeting. The meeting was held on a holiday, three current employees attended the meeting. One current employee expressed some concerns and interest in serving as president, but was not a member. I told her Membership was not a problem as she could join. The program focused the MRI and Full Body Scan with a slide presentation. It was an excellent program.

Chapter 0670, Hattiesburg, MS – During the holidays some chapter members volunteer with the Salvation Army to prepare food baskets, toys clothing and other items for 2000 plus families. Other Community Service and support included the Women's Shelter and Southern Pines Animal Shelter.

Tom Price, Membership Plan for 670 include: Recruit 10 new members by Federation Convention, NARFE poster at Hattiesburg/Laurel Credit Union Booth and a presentation at the Annual Credit Union Meeting; Booth at Hattiesburg Senior Fair; Contact all who are late with dues (M112) Report and the Message for the year is your membership in NARFE is an investment in your future. Tom will put together information for inclusion in the ADP (Area Development Partnership) information to seniors moving to the area. Tom also plans to work on applying some of the business principles that include communication techniques of ADP to the chapter.

Chapter 1600, Pearl River, Picayune, MS – The chapter has six in attendance at this meeting. One member from this chapter will attend the National meeting as a delegate and his spouse will attend as his guest. The chapter has worked with Stennis Chapter to collect funds at the local Wal-Mart Store for Alzheimer Research. The chapters also exchanged attendance at meetings. The chapters Will work together to recruit new members during the Senior Expo in June, Picayune High School.

Chapter 1675, Ocean Springs, MS – The Reorganization Meeting was held February 10th. Following a short summary of the survey on the status of the chapter and some discussion on the importance having officers to do chapter business. Linda Robinson volunteered to serve as President for the chapter. During the second meeting Penney Tate agreed to serve as Membership Chair and Margaret Rogers as Secretary. The chapter will continue to work on completing the slate of officers, do program planning and other activities. Tom Baroni, State Membership Chair attended and participated in the meeting emphasizing membership recruitment, retention and involvement.

Chapter 1169, Singing River, Pascagoula, MS – The chapter reported difficulty in getting new officers. However the chapter has a new President Archie Volta. Meeting attendance varies from about ten to twenty per meeting.

Chapter 1570, Jones County – The President has expressed his concern about low meeting attendance. I agree to send a letter to all members with a survey card to be returned, this will give each member an opportunity to share in the decision on the final status of the chapter for the future. I will continue to work with the chapter to complete this task in the best interest members.

Chapter 1729, Buccaneer, Bay St. Louis, MS – Chapter attendance has improved in that twenty members attended the March meeting The chapter is on the bi-monthly meeting schedule.

Chapter 2345, Stennis Space Center, MS – Chapter has been very active doing fund raising for Alzheimer Research working to achieve the prize. Stennis and Picayune Chapters doing some activities together have developed into a cooperative-spirit that is good for each chapter. Working together you are making a difference! Keep up the Good work for the good work.

Chapter 1571, Gulf Breeze, Gulfport, MS – The President expressed pride in having new officers for the chapter. Norman Allen is the new President. Four delegates are attending this meeting.

District IV Legislative Liaison – Ray Lenaz is available to assist chapters with legislative activities. Phone 228-388-5069 or E-mail erlenaz@aol.com.

April 16, 2010

TREASURER'S REPORT OF RECEIPTS AND DISBURSEMENTS
April 17, 2009 -- April 16, 2010

Balance Carried Forward	4/17/09		\$15,881.24
Receipts:			
10% Rebates	<u>\$5,521.72</u>		
Total Receipts		<u>\$5,529.72</u>	
Other Receipts:			
Matching funds	\$0		
Per Capita Tax	2,060.00		
Interest (Bank)	156.59		
Refunds/Adjustments	<u>119.26</u>		
Total Other Receipts		<u>\$2,335.85</u>	
Total Receipts			<u>\$7,865.57</u>
Total Carried Forward & Receipts			\$23,746.81
Disbursements:			
Disbursements:			
Budget 2008 - 2009			
10% Funds/Travel/Business	<u>\$ 707.19</u>		
Total Charges to Budget 2006 - 2007		<u>\$ 707.19</u>	
Budget 2009 - 2010			
10% Funds/Business/Travel	\$ 4,324.66		
State Funds/Business/Travel	<u>1,887.00</u>		
Total Charges to Budget 2009 - 2010		\$ 6,211.66	
Matching Funds 4/17/09 - 4/16/10	<u>\$1,832.42</u>		
Total Charge to Matching Funds		<u>\$1,832.42</u>	
Total Disbursements			<u>\$8,751.27</u>
Total Cash on Deposit	4/16/2010		\$14,995.54
Other Cash Assets			
Keesler Federal Credit Union Membership, Bonus, Interest			<u>\$92.61</u>
TOTAL ASSETS			\$15,088.15

Prepared by: Jim Glydewell, MS Federation Treasurer

I Retention - WHAT IS IT?

Pure + Simple - the ART of Making all Welcome!

AND
It starts on Day 1, Also *

D/W is the best Single Retention Tool We Have!

D/W is front end Retention consider a D/W contest, one @ the Federation level + one @ the District level!

II

What's the Problem? NAAFE loses 56.5% of Members w/ 3 or less Years of Membership

Exit Interviews Identified the main reasons as

Not welcomed when they went to meetings

Not contacted after attending meetings

No one showed any interest in them OR CARED what they thought

III

What's the solution? Ask - Interact w/ Them

What are they interested in?

What are their priorities?

Get them involved! Listen to them!

Use their skills - Make their Chapter Experience Relevant!

* Consider splitting the Membership Chair into two!

1- Recruitment Chair

2- Retention Chair

I identify their interests!

Ask them to recruit their fellow workers AFE or RFE!

IV NARFE's Retention Target

Our New Members - The New Generation of Retirees - BB's
They will have Priorities for their SPARE TIME
NARFE is Competing for that time!
We must be Relevant to them!
NARFE is the only Organization that Protects their Earned Benefits
Legislation is our main objective!

V Making NARFE RELEVANT.

Many Have 2nd Careers - They work longer.
Have Many Interests - Health, Travel, Community Volunteering ETC.
They are Retiring younger & WANT to be Challenged (Want Challenges Met)
They are Diverse & They are Highly Active!

VI What's the BB Psyche?

Technology Oriented making them Individualistic!
They Matured Professionally in the 21st Century!
Their life Experience has transformed their
Work environment; Social life; How they deal w/ Problems;
How they Interact Socially; their Basic Needs.
They Volunteer as part of Social Interaction;
They want to meet others w/ similar interests;
AND relate to

VII BB Volunteerism Psyche!

Ask them for their help!
Recognize them as NARFE's Future!
Involvement Makes NARFE RELEVANT TO THEM!
BB belong to more than 1 Org - We compete for their time!

VIII Retention & Training!

We must be Organized & Result Oriented!
BB like Well Organized, Neatly Packaged, & Clear Objectives.

We must show we are Well Organized & Focused!
 When training DON'T Overwhelm them!
 Start with Simple basics!
 Don't Force Feed them Info - They can't learn it all in 1 Hour!
 Make Training Interactive
 Train w/ Relevance - Why you do what you do!
 Do not lecture! - Get their Input! - Interact!
 They will challenge you - Welcome the Challenge & Respect It!
 Learn from them! Eliminate Red Tape!
 Make their Ideas Welcome - The World is Evolving!
 Make them feel Important - Because they ARE!

IX Retention & Records!

M112 & M114 Keep you on Top IF you maintain them Accurately

X Chapter Closings - Loss of Opportunity?

Closings come from lack of Officers!
 Use dormant chapters to bring in New Blood + Officers
 Approach BB + Emphasize their Opportunity to Run Chapters.
 Chapters that are considering closing offer a Wide Open Door to
 Evolution of Leadership!
 New Leaders can set own Rules, Programs, When ^{EVEN} Lunch and
 Where to meet etc.

XI Leadership + Mtg Role in Retention!

Sets the tone for SUCCESS!
 Mtgs should be Publicized, Program should have Member Input,
 Have an Agenda, Start on time w/ Mtg Room Ready to go,
 Have Inclusive Mtgs, Open + w/ Q & A Following Presentations!
 Recognize New Members + Have them Speak if they worked Experience
 Be Enthusiastic, Cordial, Open + Inclusive!

SUCCESS REQUIRES PERSONAL COMMITMENT! RETENTION IS EVERYONES DUTY
 Nothing I've said is new - We just have to practice what

Obtaining a NARFE Banner

The standard NARFE banner measures 36 inches wide by 50 inches high. The banner is white with the logo and copy in red and blue.

The chapter name and number appear across the top of the banner and National Active and Retired Federal Employees Association is printed in four lines across the bottom of the banner.

The base price of the banner is \$122, which includes a) a combination of up to 13 letters and digits to identify the chapter; b) a cord and tassel; c) a hanging rod and standard ground UPS charges. Additional letters/digits over the 13 allowed will be charged at a cost of \$3 each.

A carrying case is available for an additional \$25.

Make the check payable to National Capital Flag Co., Inc., and send the order to:

National Capital Flag Co., Inc.
100 South Quaker Lane
Alexandria, VA 22314

Banners are shipped directly to the chapter from the manufacturer. If you have any questions or complaints, you can write to the above address, call 1-800-368-3524 (Washington, DC, area, 703-751-2411), or send an e-mail to aulmer@naticapflag.com. You can visit the manufacturer's Web site at www.naticapflag.com.