

1 **The duration of the meeting was a combined meeting of the NEB and the Federation**
2 **Presidents. (A list of Federation Presidents, spouses, and guests in attendance on file)**
3

4 NP Thissen called the joint meeting to order at 9:00am.
5

6 NP Thissen gave his report, a briefing on headquarters organization, and discussed chapter 2363
7 in order to debunk misconceptions and indicated that 2363 is a chapter like any other, and the
8 members participate in NARFE-PAC, legislative activities, and fundraising. (on file)
9

10 NS/T Dowie gave his report. (on file)
11

12 Jessica Klement, NARFE Legislative Director, provided a presentation on an overview of the
13 Legislative Department and what they do. She also discussed the policies regarding NARFE-PAC
14 and why they are important. (on file)
15

16 Sarah Weissmann of legislation, via GoToMeeting, electronically gave presentation on the PAH
17 grassroots program. (on file)
18

19 Marketing Presentations:
20

21 Director of Marketing Boel presented a marketing department overview. (on file)
22

23 Deputy Director Williams, via GoToMeeting, electronically gave a membership/marketing
24 presentation. (on file)
25

26 Deputy Director Bialek presented information regarding new business development. (on file)
27

28 -----
29

30 Jessica Klement provided a legislative update, complete with a look back at where we've been
31 and the priorities moving forward. She also provided an update on NARFE-PAC and how
32 Federation Presidents can support the department in furthering its goals. (on file)
33

34 The meeting adjourned at 5:00pm.
35

36 **Wednesday, July 8, 2015**
37

38 NP Thissen called the joint meeting to order at 9:00am and opened with a quote from Henry
39 Ford.
40

41 NP Thissen:

- 42 • Debunked misinformation concerning the strategic plan. No decisions have been made;
43 nothing has been decided or adopted.
- 44 • Announced that Linda Parsons and Ken Doyle are retiring and discussed how each would
45 be replaced.
- 46 • Asked everyone to think of NARFE as a whole not just an individual
- 47 • Please speak up if you have something to say, we need to know your feelings and ideas

1 NS/T Dowie:

- 2 • The whole process is transparent, posted on the website
- 3 • Introduced Lou Anne Sabatier and Ed Fitzelle to present

4
5 Lou Anne Sabatier of Sabatier Consulting:

- 6 • Discussed her background, her process to help NARFE create a plan for the future.
- 7 • Presented information about the retirement landscape; showed information on each
- 8 generation's characteristics.
- 9 • Boomers radically change each life stage they reach
- 10 • Significant changes come in small steps
- 11 • Boomers think of retirement as a 20 -30 years, active life style
- 12 • 77% of boomers will work in retirement, they consider work as mental stimulation
- 13 • They want a full life, continue working, have leisure activities
- 14 • Very worried about health issues
- 15 • Growth in the American work force is in the 55+ group
- 16 • Our message should tap into what is important to them
- 17 • NARFE must align their message to boomer interests
- 18 • Call to action: to be effective this realignment must be reflected across the organization
- 19 • Social security is updating their delivery of services based on the use of technology

20
21 NS/T Dowie:

- 22 • 230,134 today's membership number, slowing the decline despite increased deaths

23
24 Ed Fitzelle of Sabatier Consulting:

- 25 • Update on NARFE's strategic planning
- 26 • Presented definition of strategic planning
- 27 • Systematic process, has beginning, middle and end
- 28 • Value is comprehension of what needs to be done
- 29 • Why do strategic planning? Set priorities, focus energy and resources, enable the
- 30 organization to adjust to changing environment; provide alignment among stakeholders;
- 31 identify methods to measure achievements
- 32 • Presented strategic plan outline:
 - 33 1. Executive summary
 - 34 2. Mission statement
 - 35 3. Core values
 - 36 4. Vision statement
 - 37 5. Situation analysis
 - 38 6. Objectives
 - 39 7. Strategies
 - 40 8. Timeline and milestones for achievement of goals
- 41 • Prior studies and FON identified:
 - 42 1. Membership decline
 - 43 2. Loss of member participation
 - 44 3. Fewer members willing to lead
 - 45 4. Over reliance on dues revenue
 - 46 5. Need more funding sources
 - 47 6. Non-core related expenses
 - 48 7. Rising threats
 - 49 8. Lack of leadership continuity
 - 50 9. Declining revenue
- 51 • Discussed Sabatier's role in the process:
 - 52 1. Keep discussion focused
 - 53 2. Probe and find out what are the key issues
 - 54 3. Let the discussion flow
 - 55 4. Look for common ground
 - 56 5. Be realistic and identify opposite views

1 6. Encourage members to find resolution
2 7. Check and re-check to be sure ground is being covered and progress us being
3 made
4 • Committee issues of discussion:
5 1. What is the most efficient structure of the board of directors
6 2. Review the authority of the board of directors and move toward agile governance
7 3. Bod to set annual national membership dues
8 4. Transition from federation structure to state advocacy structure
9 5. Redirect federation funds and mitigate funding to state and other representatives
10 for congressional advocacy
11 6. Establish congressional district leaders I each cong. Dist.
12 7. Local chapters
13 8. Electronic meetings should allow for simultaneous oral
14 9. communication
15 • Showed chart for committee work and progress plan
16 • Gave information about the Strategic Planning Committee (SPC)
17 • Covered committee work thus far
18
19 Lou Anne Sabatier interviewed NP Thissen, which included background on activities of the FON
20 (Future of NARFE) and current SPC (Strategic Planning Committee). (detailed interview notes
21 are on file)
22
23 A Q&A session followed regarding the following:
24
25 Efficient structure of NEB/BOD; review the authority of the BOD and move toward agile
26 governance; transition from fed structure to state advocacy structure; redirect fed funds redirect
27 to congressional advocacy; local chapter membership will become optional; NARFE members are
28 automatically part of a congressional district team; one member/one vote; unified dues.
29
30 Sabatier read from her handout and will email them to the federation presidents.
31
32 The meeting adjourned at 5:00pm

1 **Thursday, July 9, 2015**

2
3 NP Thissen called the joint meeting to order at 9:00am.

4
5 Hawaii Federation President John Priolo gave a speech of encouragement.

6
7 NS/T Dowie addressed that the SPC is a handpicked committee; that is a good thing, and the
8 members are working well. They are doing a good job. Sabatier Consultants has done a great
9 job; the committee has appreciated having a facilitator.

10
11 NP Thissen talked about the regional meetings and asked that if anything new came out of
12 those meetings to forward to NS/T Dowie so the committee has the information. We closed out
13 at 230,120, which is only 235 less than May. The first action for July is the drops for the
14 month; work now begins to recruit, renew, and reinstate members for July.

15
16 Chris Farrell gave a presentation on state advocacy. (on file)

17
18 IT Director Dan Hidayat gave a presentation on the membership database transition from ISI to
19 HQ. (on file)

20
21 Director of Federal Benefits David Snell gave an update on federal benefits. (on file)

22
23 Dan Hidayat did a website orientation (on file)

24
25 Dorothy Creswell gave a presentation about the OAM. (on file)

26
27 **Recruit and Retain Officers in Chapters/Federations**

28
29 NP Thissen: CONK (College of NARFE Knowledge) is an event region V uses to train officers,
30 other regions have these conferences, each one has the same context, recommend to all that
31 you have district or area training for your members and get those people interested in being
32 officers. Honestly it is only about 5 people in each chapter who are interested in becoming
33 officers. HQ will help as much as possible.

34
35 **Officer Qualifications**

36
37 NP Thissen – the only current qualifications are a member in good standing; based on
38 underwhelming response to officer qualifications sent out, we pulled them back. Couldn't find a
39 better Treasurer. Go home, think about qualifications, let me know your ideas.

40
41 NP Thissen gave closing remarks – deep thank you to Jennifer Bialek, thanked Linda again, my
42 sidekick Jon and the presenters, a big thanks. Bottom line, thank all of you; It has been a
43 great opportunity to get feedback, really thank you for coming and sharing, yesterday was one
44 of the most open conversations we have had in NARFE. I really appreciate the participation, I
45 also want to say as long as I am president, we will always be together, applause.

1 With no further business, the meeting adjourned at 5:00pm.
2
3
4
5

6 _____
7 Jon Dowie
8 National Secretary/Treasurer
9

10
11 ****The next scheduled NEB meeting will be held on November 17-19, 2015 at NARFE**
12 **HQ in Alexandria, VA.**
13
14
15