

Federation to Federation Collaboration
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Zoom Presentation

- Well, good morning, and... Welcome.
- Our presentation is coming up here in a second here. As you notice, you see my picture. I'm trying a new experience. I'm going to record this on Zoom, and I'm going to try to see if this experience works by sending it to you after it's finished.
- All right, everybody should be able to see this. As you notice, there are many hands that make light work, and that's what we're doing today. Can you hear me better? Not close enough?
- All right, you'll see if this goes a lot better now.
- All right, as you see here, this is just my introduction to welcome you to the presentation that we're doing right now.
- And, for our presentation, I'm going to be started off, as you notice, I'm from the Colorado Federation, and we also have Carrie Gibbs, who I hear from the Idaho Federation president, and Mark
- Mickelson from Southwest Federation, and our presentation is going to be starting off talking about Collaborate.
- Or not to collaborate.
- And if you look at it, why isn't it certain?
- There we go. What does the word collaborate mean, or...
- collaboration mean? Well, this dictionary says it refers to the act of two or more people, groups, or organizations working together to create, achieve, and produce something.
- I think you probably have heard during the days that we've been here so far, and even tomorrow, the word collaboration or collaborate has turned up in much of the conversations and the training that we're presenting to you.
- with a different perspective.
- So why did we collaborate with other federations? Well, we collaborate just within our own federation, through the chapters, we collaborate
- At the national level, with the...Agencies and the other, associations.
- As you know, we do have, with our advocacy, collaborating with the other H, postal Service, and etc.
- Why collaboration? That's a good word.
- But it can also mean more than that. It depends on what's...State that you're in, that what you're discussing And that deals with the parties working together to find a win-win situation. You want it to be 100% when it's a win-win. You don't want a win-loss situation.
- You can also use consensus which has a different way of...Supporting what you're talking about, or what kind of a conclusion you want to come up with.
- But it may not be everybody's first choice.
- But through working, communicating, talking with each other on the subject matter, you can come up with a consensus. Compromise is a general form of mutually

accepted resolution. It doesn't mean that you all agree, but you just compromise and say, okay, I'll accept it at that point.

- There is also mutual understanding, which is just a shared recognition of each other's perspective. I think we've...
- Come up with some of this.
- And our mutual understanding when we're presenting our thoughts, our opinions in regards to whatever the subject matter is that we're talking about.
- But one of the things that I left on your table there is the Federation duties and responsibilities.
- And beyond your federation.
- The, it's out the, two pages, or four pages, actually, two sheets.
- are from the FTEM, pages 18 through 21. That's the only thing in that whole book with regards to Federation responsibilities. Yesterday, we had some information about the federations, and
- under John Tiplett, and this can coincide with what they discussed yesterday.
- But, as you can see.
- Within a federation or beyond a federation, it's the way you communicate with each other, through emails, texts, or calling your DVP.
- for RVP and any of the other federations that you have within your region, but it doesn't have to be within your region. We're doing it here today, tomorrow.
- And, yesterday, where we are...
- talking and working together. We have a group project for you, as you're well aware, and Carrie is going to come up and talk to you about it, and how to go through it, and what we're trying to...
- relate to you that you don't need... necessarily need to talk within your own region, because we could have had 10 tables here, but we want you to see how you can communicate and collaborate with each other within your
- environment.
- You can do a lot of collaboration through Zoom, meetings, conventions.
- annual meetings, whatever the situation may be. Within my federation, the Colorado Federation, we have an executive committee who we Zoom in to discuss things. We used to meet at a house a couple, three years ago before Zoom became so popular.
- But now we do it Zoom. It's a lot easier, faster, less expensive, no travel, etc.
- What?
- The main way that we can properly...
- communicate and collaborate is through the FedHub, Federations on FedHub Community. So why FedHub? Well, this transform...
- participants into communicators. You're doing it through the way you...
- I guess it's almost like an email, but it's a text way of... through that system, where you share ideas, or you might even ask a question, has anybody done this in your federation? I'm trying to... I'm having a problem
- over here, or whatever the case may be, if anybody can answer that.
- So you're looking for the how and why you need to use FedHub. There's many reasons on there. You can go to the tutorials, I think it's up in the left-hand corner,

and find out more about how you could use it, what type of communication you could use, but does your...

- Federation have an administrator for this FedHub. Every one of your federations should have an administrator that helps out in directing the information that you have here.
- But there are other sources that you can also share with joint initiatives.
- through newspapers. This is a good way to find out from members who are within the FedHub, or through email.
- you can share a lot of information exactly, like, your leadership development through training, but how would you do that? I think the training that we're getting here today, and what was just presented about how conferences should be put on.
- Well, this is a good start.
- here. So you want to share successful practices. That's what we're hearing, and I think we're getting a lot of ideas.
- From each of us to take back with us, and making notes that we want to make some changes within our federations that will make improvements. And it's all because we're sharing best practices.
- We share discussions, not only here at the tables, but out at the lunch, out in the foyers, and you can get ideas from different individuals.
- I have people who approach me asking me, how did you do your newspaper? You know, so there's different things that you could share with each other that helps the discussion on, anything.
- Collaboration problem solving is probably the most important thing about collaboration.
- when you have a problem, you need to find the resolutions to that. How do you solve those problems? And these discussions that we have with each other is where these ideas that
- Where participants can implement immediately once you get back to your federation.
- But there is a problem about duplication. I think that was brought up,
- earlier in one of the other presentations, how to avoid closing the Federation of merging. I'm going to bring up Mark right now. He's going to give you some example. He was at start where New Mexico and Arizona had to combine.
- Thank you, Frank.
- I just want to say at the outset, I'm not here to
- urge you to merge or not to merge? It sounds like a Shakespearean question, right? To merge or not to merge, that's the question.
- The issue really is, what can I do as Federation president, and what can my Federation board do to make sure that our Federation remains viable? And I would say whatever it takes, kind of in the outset.
- Do whatever you have to do.
- To keep your federation working, and one of the best ways is collaborating and avoiding duplication of effort.
- So... What do we mean by that?

- I want to talk to that second slide.
- First, about some of the advantages and disadvantages of formal merging.
- So, for most of us, formal merging is a last resort, right? There's a lot to it, there's a lot of sweat and agony involved, I won't minimize that.
- The only reason I'm even going to talk about it at all is for the benefit of our new Federation presidents who are here for the first time, because I know those of you who've been here for several years, you've heard my presentations at past conferences. I've gone through the blow-by-blow description of what we had to do. There's a lot of paperwork.
- But even more important than that, it's like a marriage. You know, when you combine with another state.
- you have to compromise, and you have to find new ways to adapt. In Arizona, and New Mexico.
- It's not really an equal merger in terms of population or finances.
- And so that required a lot of adjustment. New Mexico has a lot more volunteers willing to do things, even though we're a much smaller state.
- Arizona, however, has a lot of money
- So it actually worked to our mutual benefit, because now we have the resources to do what we need to do with that big treasury that Arizona brought, but we have the energy that New Mexico brought, and we're finding ways to invigorate the Arizona members more.
- So it turned out to be a really good thing.
- Despite my misgivings about it from the beginning.
- But again, it's probably a last resort. The only other reason that I can think of that you might want to merge is to merge resources if you are two small, struggling federations, or you have
- like, with Arizona, a larger federation that's struggling.
- And you can merge with a smaller federation and combine your resources. But there are a lot of other things we can do short of merging.
- And that's what I really want to focus on today.
- So...
- If you look at that middle slide, collaboration with one or more federations in specific ways. Let me give you a real-world example, and I hope Pauline doesn't mind sharing, me sharing this, but...
- I really appreciate Pauline. She found out that an organization that I believe you belong to, the...
- National Park Service Rangers Association. She found out a few months ago that they were having a periodic conference in Tucson, Arizona.
- And she was thoughtful enough to call our Regional Vice President, Sharon Reese.
- And inform her of that, and... Let her know that...
- We would be welcome to attend on NARF's behalf.
- And we jumped at that opportunity because we're always looking for federal employee conferences that we can go to, where we can set up a table.
- And we can engage those people, because those people tend to be...

- the ones who are most active to... most apt to join. They are probably the most engaged and involved if they go to these federal employee conferences. So I'll make that pledge to you. If we find out that some of our members belong to associations and they're going to have a conference in your federation, we'll... we'll be like Pauline. Be like Pauline.
- We will call you and let you know so you can set up a table.
- So, our Regional Vice President is going down to that conference in Tucson at the end of October, and she's pulling me along so we can talk to people. She's going to give an address to them about NARF.
- And we're very excited about that.
- Another example that just happened today, our Nevada Federation president, you remember yesterday, she talked about how she wants to find ways to engage in the community. She's a brand new president, and
- I correctly guessed that she didn't know about FEEA, the Federal Employee Education and Assistance Fund, so I went up and talked to her about that and urged her to look into that and see if she could have a coordinator, and that I'm sure that her region has a coordinator.
- And that is a way that we can be involved in the community and help people. So... and I've observed this
- just kind of in passing today and yesterday, people are teaming up, they're talking to each other at breakfast, at lunch, about, this is what I'm up against.
- You know, how does it work for you? What can you share with me? And those are the kind of things that we need to do. Do we need to set up formal structures? I don't know. That's something we can consider, whether we want to set up,
- more formal collaboration between people that have kind of struck up a friendship between federations, even if they're in different regions where they can communicate more frequently, either by email or Zoom, that's always an option, and I'd certainly like to entertain that with some of you.
- Decide what your federation can do to remain viable. We all have our strengths and weaknesses.
- One of the strengths that I think we're trying to develop in Arizona and New Mexico is
- We are trying to improve our electronic communication. It hasn't always been the greatest in either of our states, but our geographic area is so massive now, it's second...
- Well, third, only after, Alaska and Texas. It's even actually bigger than California by square miles.
- It's not as long, but it's really wide.
- And so, it's just expensive to go visit all the chapters, it's expensive to travel around, it's very time-consuming.
- It's actually cheaper for me to fly to Phoenix or Tucson and get reimbursed for an airfare than it is for me to drive and get the mileage reimbursement.
- Not to mention all the time it takes to drive.
- So, that's one of the things that we're innovating.
- On the other hand, there are things that I feel like we really need to...

- improve upon, and I'm hoping to learn a lot more from
- All of you about things that we can do to improve
- in what we're doing. So I don't want to belabor the point, but I just want to say, find those relationships.
- Between yourselves, find those ways that you can interact and exchange information.
- And if it comes to a merger.
- formal merger, call me. Look me up, email me, I'll walk you through.
- North and South Dakota are going through that right now, and Daryl and I have been talking
- Off and on frequently about what he's going to be going through next.
- So, are there any questions about this?
- particular slide.
- Yes. We're now talking to each other four times a year.
- Or here, yeah.
- We're not talking to each other four times a year.
- on a Federation call, and the question I ask everybody
- And should we do a standing call more often, and also do a roundtable between all the places of what's happening in your state?
- I've normally put at the first list.
- I stumbled upon a Texas convention.
- prospecting in Delaware, but I think if we went around the room today and took an hour and put a white piece up and said, what's happening in your state? I know people would say, I know about this group, this group, whatever else.
- And I know if I ask people in chapters, we're gonna find people who will carry materials for us.
- But right now, it's not being shared, we're doing it piecemeal.
- How do we do it more formally?
- We're all here in the same world. We put a piece of whiteboard up later this afternoon, and just go, state by state, 5 minutes, what's happening in your state, and just go real fast.
- It sounds like that old USA Today edition, right? Where they had that page where there was, like, a blurb for every state.
- And here's got... He's got the team, no impact. He's got people there.
- Okay, anything else?
- All right, I'll turn it back over to Frank.
- As you can see, it took, 1 to 2 years for those two states to collaborate in order to get to merge and get together with each other. It wasn't overnight. It was a lot of talking, a lot of discussion, etc. I want to go back to a slide here that I have.
- That I said some notes, I want to make sure...
- Yeah, here's something that I wanted to say in the very beginning, that while presentations are useful, as we're sharing information right now, but leadership development is most effective when leaders actively engage with one another through discussed dialogues.

- And that is why we are here today, to exchange ideas and develop solutions, federations leaders can, through collaboration.
- Bring a wealth of experience, innovation, and practical knowledge.
- That often cannot be fully captured in a slide deck. So the presentation is here to share information and gain input from everyone. And to gain input from everyone, we're going to do a project right now, so I'm going to bring up Carrie to get this
- Role play, started. So, Carrie, you want to come on up then?
- Just one last thing that I have a slide here on. A lot of information that's presented to you and is available is the policy manual on the website.
- Also, you also have the Chapter and Federation Officer's Manual, the F-10, and then the bylaws certainly give us some direction, too, that how we need to coordinate with each other.
- So what we're going to do right now is how do we go about transporting participants and contributors? And Carrie's going to go follow through with this project.
- Hi everyone, Carrie Gibbs here from Idaho again. Alrighty, so, last week... well, no, earlier this week, y'all got an email, well.
- Those of you who were the official president at the time got an email that invited you to a topic, and it showed a team that you would be working with.
- The... and the topics were all generated, basically, by going through FedHub, looking at what all the... all of you guys were talking about on the presidents, and all of the communities I could find, to see what topics were the most...
- discussed, and solutions weren't really coming about, or whatever. So, and there's things that we've been discussing for years and years and years. I found a pen today in my bag from 2018.
- And we're discussing things today, still, that we were discussing in 2018, a lot... a lot of it. And part of it is because some of you are new, part of it is because
- it's just an ongoing learning experience. But anyway, so we decided that we would divide y'all up. I put you together, the only team that was specifically shot
- picked was the small federations.
- looking at their, their, funding, and I picked...
- first... that was the first one I did. I picked them so that they all were small federations, looking at their own funding issues.
- and how to get more. And then... then after that, it just was random. I put everybody's name on a piece of paper, I cut them up into slips of regions.
- I put Region 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, and vice versa. So there's a couple of you that have some pretty slim tables, just because it turned out that some of the presidents were not able to come with a representative representing them.
- I have, unfortunately, some of you guys were, like, Willie, And,
- Dana.
- You guys, I didn't have your names, ahead of time, so all of your information went to your presidents rather than to you, and hopefully they passed them on to you. But anyway, so now I have your email addresses, and so you'll be able to get the new stuff.

- Please, so you're basically just discussing the topic that is in front of you, and what works best, what hasn't worked.
- And then have one person at your table write it down so that you can all... one person can get up at the end when we all get... get back together after we're discussing. We're going to do this for 20 minutes.
- I'm hoping that, Ellie can... can give us a...
- yard us off when it's... when our 20 minutes are up, so bring us back up. And then... then everybody can
- get... one person from each table can get up and say, you know, this is what we discussed, and this is what we found. And then it... since he's Zooming it, it will all be recorded, and then
- You'll all get a, digital copy of the verbiage of what, you know, what's going to be helpful.
- On top of, we can give you the slides, too. So, with that...
- Are there any questions before we get started?
- Cool.
- What time is it?
- 55, 55, too.
- Oh, okay. I will give y'all the topics. Well, you got them this morning, but some of you couldn't open a PowerPoint.
- So the topics are small federation funds, newspapers, newsletters, FedHub, emails, social media, and it was like, what works best in your community? Kind of figure out,
- Some people have some really amazing newsletters, they're newspapers, they have fabulous sponsors, they can do all that, and some places don't have that advantage. Increasing leadership and development and mentoring.
- That's... that's... that's been our issue, not being able to get people to replace us. People are just...
- even though I put in the last 3 newsletters before our elections what each position
- Did what it required, how much time it took.
- Still, nobody would step up. And when we're talking about one hour of volunteering a month.
- So, it's, it's just... Where we are.
- Matching funds, small and large federations and chapters, because small federations may not have the budget that the large federations do, so when they're matching funds, they've got to go ahead and do this ahead of time. They have to pay for it, be able to pay for it, and get reimbursed, but they have to file
- That they want to do this project ahead of time also, and get approved, so that they know that when they spend the money, they will get reimbursed.
- And what types of projects pay... worth it?
- And that sort of thing.
- Recruiting volunteers, just getting people to help do anything, whether it's working at the state fair, or just
- Working on a small little project in your chapter?
- How to get into federal buildings and installations.

- encouraging legislative leadership and participation, and that's kind of like getting volunteers again, too. So, with that, it is...
- 10.57, so we'll call it 11 o'clock, but it's 3 minutes. And... Let's get started.
- All right, we'll give you a two-minute warning so you can wrap it up, and at that time, we'll call upon each one of the tables to give one person to come through the mic and give your three to five minute
- Rendition of what you came up with.
- But you're talking really, really?
- This just means that the, so...
- Absolutely.
- If you don't tell a guy like them.
- There was also the exact
- Now.
- Tell me how it is.
- It was an event.
- We bring it forward to.
- We have money in our budget.
- It's no question.
- And that's pretty generous.
- I mean, what I did in the past...
- Right? You should be wrapping it up, coming up with a conclusion.
- What you've either added or deleted, or you're stable and keeping whatever your decision is at your table.
- I have about 3 minutes.
- It's not everybody's not a mess.
- All right, time is up.
- All right. Have you selected somebody from your table to come to the mic and disguise your decision?
- All right.
- Alrighty, everybody, how you doing? Oh, good. It was loud in here, huh? We didn't really take that into consideration. I almost took my group out there.
- I can't whistle.
- Hello, did you like to say something, sir?
- Listen, we're running a ticket, let's just get it on. Okay. We have no idea what we're talking about, but we're rolling with it.
- Are you... which table are you in? We're number 8. Number 8, alright. Okay, you got 2 minutes.
- Okay, table 8, you want to go ahead and start? I think everybody's kind of calmed down. I think we're ready.
- I'm gonna sing a song, and I cannot sing.
- All right. Good morning, everyone. Oh, that's right, I have to say my name. I'm Arthur Bowens, Alabama Federation President.
- Fair enough.
- So, I am at Group 8.

- And our topic was Encouraging Legislative Leadership Participation.
- And we have a unique group
- Made up of myself, we got Mr. Anthony from Washington State, we got Ms. Pauline, of course, from the big state of California, we got Ms. Navy from Utah. Mr. Irvin is counseling us to make sure that we're good to go on that part. And we also have a unique
- perspective for Mr. Lynn over here, because he's with the District of Columbia in DC, so it operates a lot different than our other states.
- But, either way.
- We are... so one of the first things we came up with is we want to focus less on getting involved, just being
- transparent in Alabama, that's all I've known since I came in North, is, hey, get involved, go do the grassroots stuff, right? Get involved, get involved, but no one ever told me how to get involved.
- So getting involved may look different from me. My version of it, my vision of what getting involved looks like, may look different from you. So instead of just saying, get involved, get involved, let's find out why people are not getting involved, and remove those barriers that
- We use as excuses sometimes to not get involved.
- We are looking...
- We want to make advocacy personal. We find that more people get involved when they find out what's in it for me.
- So, if I find out how this is going to impact me directly, whether it's my health insurance, my COLA, my Social Security benefits, then I tend to participate more because I know how it impacts me directly.
- It will also depend on the makeup of your chapter, because some chapters have more active federal employees than retirees, so sometimes
- what getting involved looks like, or what we're fighting for may be different, so you have to take that into consideration as well. Do you only have a couple more points? Yes. Okay. We're gonna knock it out. Create a legislative team, because in Alabama, we have one person, and we just throw it all on him, so we'll create a team to make sure that's good to go.
- States are sometimes broken up into different districts, so maybe we could assign, like, congressional district captains if people get involved, and the last thing is make participation easier.
- Because it's a lot, people tend to want to do things that they don't see as something hard to do. Any questions? Great, there are none. Thank you.
- All right, how about table number 7? What do you guys have back there? And don't introduce your whole team, because that's taken valuable time out of your spot.
- But... I know, I know. All right, thank you, Marie. So I'll... for table 7, we were assigned how to get into federal buildings and installation. Very, robust topic.
- One, deal with the... in my area, we get with the Navy DOD community group, which has been successful. So, post-Navy, this is Navy civilian, not contracted or military,

where, where we, in this real time, where we have actually, participate with the community groups.

- From the community group, who, of course, sat down with the base commander, even though you need at least a secret clearance.
- which I no longer have, most of us no longer have, we still are... we still were able to convince the commander to allow us access to his break room. So, during retirement, installation ceremonies, we're invited to that as part of the community group, and we're able to sit off to the side, the coffee machine and hand out applications.
- As I told my group, we only have realized two... two members... two new members from that, but at least we have access to the base.
- Engaged with City Hall, community office, to see if they have a list of federal facilities that will allow us to access that by getting engaged in a city hall representative.
- look at the membership... look at your membership list to see who are active. If you have an active member who still has access to the federal facility, from there, see if they can get you, their, employee break room or something along that line.
- Join Blue Cross, or CAIS, or any other health care group.
- See if you can join them as a partner at upcoming health fairs. Just see if we can slide in with it.
- Attempt to contact, I'm sorry, attempt to connect with Tammy Brown, launch Tammy Flanagan, to see if you can use your... use her assets as an HR person.
- As you know, some, some, some agencies no longer have an HR rep. That's one of the ways we were getting, you know, a Navy facility. They don't have a human resources rep.
- So maybe we use that to say, hey, we have Tammy down again, now can we go on the base, using Tammy?
- Try to join your union rep. You know, if you have... even though the office is not a union, we do work hand-in-hand with some unions. I know, like, a line... a line for Retired Americans or something that we pointed out before, see if you can join them as they go into a federal facility. And that's it.
- And again, I can't mention my name, so sorry, folks, but I'm Eric Holland Merle, thank you.
- All right, how about table number 7?
- I mean, 7'6".
- I was staring at the right table.
- Like the heat in Tennessee.
- Alright, here we go. We're talking about recruiting volunteers.
- We just start off by saying we all seem to have the same issue, trying to get people involved in days.
- We need to get to know people, and find out their... their experiences, their skills, what associations they've come from, what agencies they've been a part of.
- And also, learn a little bit about the kind of things that they're interested in doing.
- Take one step at a time.

- I think it was one of our states that said that that's kind of their mantra. Mighty Tennessee has been, since I've been president, step up.
- If you're not doing very much, just take one step out and do a little bit more for your organization. If you believe in NARC, then you need to be a little bit more involved, possibly.
- Repetition, repeat asking. Encourage over and over and over again.
- Praise goes a long way. We may have done something well, then praise the individual. We all enjoy and appreciate praise.
- Show them that you are the leader, and be there, be present. If you're gonna ask for help.
- Then you need to show that you're out there doing your part.
- Let's see... try doing a team approach. Some YouTube people, possibly Sunshine Chair, or whatever, even co... we have... I know I belong to another organization, we have co-leaders, co-presidents. We don't call them presidents, we call them just co-captains.
- Show how, Their involvement can impact them personally.
- Tie it to their pocketbook, if you can, or to their well-being.
- And I think we heard some about that yesterday.
- Networking can also help better volunteers. Talking, being with people, listening to what others have to say.
- Thank you.
- Alright.
- Number 5.
- Tim Garner of the Ahide Federation. Our table was, to talk about the, matching funds request.
- And from what we got out of this, how many in here knows anything about matching funds?
- Okay, because everybody should. Those of you that don't, you need to, check into this.
- National has budgeted \$100,000 this year for the federations.
- They also have budgeted, right now, \$100,000 for your local chapters.
- To let you know, there is...
- 10 chapters so far this year that have requested funds.
- The total funds that they have requested out of those 10 chapters has been \$4,000.
- So there's a lot of money out there for your local chapters, but we believe that the procedures for the matching funds request is really quite good. We don't feel that there's any changes that need to be made to that.
- But we need to take a point out
- If the funds are there, and new chapters need to... need to, you need to get with your chapters, and the federation should be assisting their chapters. If their chapter's got \$2,000 to take and put forth an event.
- They come to the Federation, and the Federation ought to also match that.
- That way, you could go to National for matching funds of \$4,000, and they're going to take... if they improve it, they're going to take and give you \$2,000 back.

- Okay, so there's a lot of matching phones out there that we need to, for the, federations?
- you know, we have 54 Federation folks.
- There's been in 14 federations since applied for matching funds. A lot of you, Federation presidents, you need to go out to the website. It's got all the... all the, rules and regulations and what's involved with
- Goodness, matching funds.
- So if you don't know anything about it.
- This young lady can tell you luck is peeking in the door right now, but you can also come to Chapter 101-1,
- And I will show you exactly how to get there.
- So that's our... our issue on matching funds. Thanks!
- If you don't know anything about it, ask somebody. I'm available for anything, I can let you know. Thanks, Tim. All right, number 4.
- Great weekend.
- Hello again, Patricia Barrett, Missouri.
- So, we got the greatest topic of all, the AMS system. Thank you for that. You're welcome. I guess we lost the lottery.
- So we have some points on what do we want from the AMS system. We want to know
- We want correct contact information. This is absolutely the most final part of what we need from the AMS system. We need to know if that email address is bad, we need to know if that phone number is bad, we need to know if the
- actual physical address is bad. We're sending... if we send a snail mail out and get it back, you know, it's a... it's quite a
- process.
- to get that information corrected, and to find that person. Who knows where they went.
- we want... the...
- people developing the software, because we know AMS is going away, or being revamped, we want a field person.
- Presumably a CAB member, Who knows what is needed to interact with the software developer.
- We feel that it's important to have a beta or a pilot program to test it out, and I... that's part of what most software developers do, but we feel that's primary.
- And again, we're going to go back, same point again, listen to these CAGs. Listen to the excitement.
- We would like a congressional district field by number, so we know
- what congressional district that members did. And, oh, by the way, they changed all the congressional districts in Missouri this year. Yes! Ridiculous!
- We'd appreciate a, a tab that says it's a cell phone, so if we can't text them, we're able to, or a landline, which, as you know, can't text a landline.
- And one of the most important things
- Is someone on a Do Not Call list?

- If they're on a do not call list, there are fines if we try to call those individuals.
- So, and that's our... that's our two bids. That's great. Thank you.
- Okay, number 3, and it wasn't gonna be me, right? Right, Jim?
- So we had a great group of people, they were pretty much Acknowledge world-renowned experts.
- And our task was, increasing leadership development and mentoring.
- And we didn't come up with anything.
- No, we did. Actually, there is, Region 5 and Region 10 currently have, started working on a, Federation Development Academy, it sounds like, and so we want to expand on that and make sure that,
- are readily available on a collaborative basis, so that all of the Federations have access to that kind of a tool.
- Because we want to use regional collaboration.
- to establish that pipeline of collaboration, so that would be one thing. We can certainly make use of FedHub and any of the other tools that are appropriate, but we need to be able to know how to use those tools.
- Also, consider smaller.
- or dual... As far as people that we're asking to come forward to help with those kind of tasks.
- And we also wanted to look at funding.
- To make sure that if there is a need for funding, we can develop what the sources of that funding would be, whether it's from the NEB or from, you know, charging fees or whatever it is from the different federations that have received the benefit.
- But working on that together until...
- We're all in it for the long haul.
- Thank you. I don't think I introduced myself. I break my own rules. I'm Jim Ryan from Minnesota.
- Thanks! Alright. Number two. Number two.
- Robert Pierce from Massachusetts.
- The other members of, Group 2 include Gerald Townsend, Illinois... If you're, can you just... just zip to the... the facts, because we're running... we're, we're already into lunchtime here. Sorry. Group 2 says...
- Newspapers, newsletters fit, email, and social media.
- We all looked at that and concluded that it had to do with communication.
- So... We talked about the advantages and disadvantages of these various means of communicating with our members.
- Which Were we using... Who is using what?
- So... very quickly, newspapers, we had one member, Texas, who has what they call a newspaper.
- And the editor of that is, Steve Johnson.
- He resorted to this to communicate with as many members in the state. It was costing
- him \$3,000 a quarter to do what they had been doing previously.
- to mail it, He's currently issuing it electronically.

- Which has reduced the cost, and he's also asking his chapters to mail it to those who do not have email.
- He was the only one using what, he files a newspaper.
- Most of us were using newsletters.
- However... Some more regularly than others.
- In some cases, the newsletter is mailed. In some cases, it's only emailed, anywhere from, two to four times per year.
- In some cases, the chapters, for example, in Texas, I mentioned the chapters are asked to mail the newsletter to
- Those members who do not have, email, Fan Hub...
- Grandpa is being used to post general information, to post newsletters, to do surveys.
- All of the, federation for using that. In addition, regarding email.
- We were all using email, some are using personal email accounts, as well as the email feature of FedHub.
- And the new method that's available to us now, Informs. And the advantage of Informs is that it has more
- Emails recorded, then...
- the emails instead of... well, people have not opted out of that like they have, set up the email system.
- social media,
- Some of the federations have Facebook pages, but that's about the extent of it, and not very much use is being made of social media. Even those who have Facebook pages are not necessarily
- Moving it that much.
- In addition, two methods that were not listed in our list include microsites. All of the federations have microsites, which they're using.
- And in addition, we now have the ability to ask headquarters to send out messages on Inform, so...
- All of the federations, except two, were using informs to send emails.
- Two members.
- So that's it. Thank you. Thanks. All right.
- Table number one.
- Good morning! My name is Marco Fitzgerald, and I represent the Maine Federation. I am not a Federation president yet. I am being recruited. I'm a chapter president.
- And I, am speaking on behalf of another group of small federations, and we were to talk about small federation funds.
- a little bit of education, because I had to learn this, too. For small federations, if they do not receive
- a certain threshold of what's called 10% funds, I understand, then they can receive a small federation supplemental. In years past, that received \$7,000, so if they didn't receive \$7,000 of their 10%,
- reimbursement, then the, national office would

- supplement that so that they got up to \$7,000. For some reason, that number has been reduced to \$3,000, so our first
- Four. 4,000. 4,000. Okay, 4,000. Thank you.
- So, our group is asking, for the national office to consider, putting the threshold back up to \$7,000, because for very small federations with very small treasuries, that money means a lot.
- In what activities they can engage in.
- Secondly, we would like more transparency in how the money is, how that 10% is
- allocated and how the supplemental funds are computed. Apparently, that is not just a simple math thing, and we would like better transparency on how that is calculated.
- And that is it. Thank you very much.
- So, for those of you who do have issues that we're going to want to talk to the NEB about tomorrow morning, because we'll have... we... tomorrow morning is assigned with them, like the small funds, somebody would need to write up a proposal.
- to present to them about upping the small fund, federation fund.
- so that we can present that to them. And the same was with the AMS, perhaps, maybe.
- Just... it doesn't have... just a proposal of what you really want out of them. Were there any other...
- Topics that you guys really wanted the NEB to discuss? Okay. I want them to fund regional training conferences.
- Okay, and Steve Abney from Florida would like them to, fund regional training, conferences. Anyway... I don't know how many small...
- Bye.
- I can train people in Florida, Debbie can train people in Virginia, but I don't know how.
- Puerto Rico with food chapters.
- North Dakota with two chapters and not even the Federation, right?
- I don't know how they can train, how they can be a federation, and have chapters, and train their chapters. I don't know how they can do that.
- Okay, and the Southeast, we have is Sipping Small.
- Puerto Rico's small, but we had a retail training conference where people were able to come together, and we were able to have people who knew what they were talking about training them.
- But we funded it ourselves.
- the federations gave the money to our RVP. Nothing should be in the budget.
- RVP's budgets have been slashed to beyond as well. Because? To save money. Because it was more important to have an election, because it was more important to...
- Okay, I'm from Delaware, Kansas. Personally, the headquarters.
- who knows technology and can walk us through some of it. Some of our states can find people, but we need people. I can tell you, anybody under 30 who knows social

media and knows how to use technology, on a 15-minute Zoom can teach us how to do stuff. I need the technical support.

- For that, I also need people to identify the tools That are there and available.
- Social media training, I'm going to have no issue, because our Alliance for Nonprofits
- fee of \$125, and to look at your nonprofit alliances. They're doing AI training in Delaware. No charge to their members.
- the library doing no-charge training on AI, and they're doing no-charge training on social media.
- But I need people on technology. You use Zoom, you use Teams, you do this.
- I need a technical person, I call headquarters. I call Nora and leave a message, I get a message back. I'm so damn busy, but...
- your materials are going out in 3 weeks, or I don't have materials. Do I need to be able to call and say I'm meeting using Zoom, and somebody will call back and give me a 10-minute walk-through tutorial, okay?
- I need that?
- be able to make one call to National, say, hey, tech person walked me through it. Thank you.
- Even though the wilderness.
- Okay.
- Seems a little... oh, Joyce?
- On the AICO from Hawaii. On the AIC, I hope it would address more of the problems that we've seen.
- And how it can be, hopefully, undone with the new system. But one of the things, that I would like to see with the new system is that they use the same fields for the chapter federation members, as well as the national members. It just boggles me that we have two different setups.
- And also, there's a lot of fields that don't... that we really don't need. For example, prefix and suffix. I think if you just use their name, that would be okay. And
- I've always been asking for some kind of demographics for our population.
- So I just decided I'll just try to figure something out for myself, and what I did was I took the joint date and today's date, subtracted that out, added an age... an average age for retirement, 55. That gives me an estimated age of that member.
- And, so you can start to,
- Age them, see what your membership looks like. And for most of our chapters, they're going to be way over 6 seats.
- But that tells you what your population is, and who you're trying to help.
- And I'm suspecting that...
- If we don't start addressing the first retirees, we're going to lose them. We can't even get them in, really. So, what I did for the first potential members, I developed just a COLA, the Lawton COLA, for first retirees versus CSRAs.
- And I... it's just a simple spreadsheet, Excel program, where you can enter the date you retired, and the amount of your annuity that you received, and calculate your losses each year, just due to the difference in the COLA adjustments.

- So I use this, talking point when I'm talking to my group to get them to get younger employees in, retirees in, and fortunately.
- Two weeks ago, one of my chapter members was able to get me into a contractor.
- group, and basically, we're talking about first retirees. So I gave them that information, and he said, we didn't know that. I'm taking it back to my group, and sharing it with the retirees, who are contracted out. So they potentially have succeed retirees.
- Thank you, and that was really helpful.
- I'm sorry, one more point along that line. With the Social Security credentials, funding problems in 2032, where it's expected to,
- increased our colon by about 20%. My selling point I used to,
- the people who benefited from Weapon GPO, and so sorry, receiving Social Security, I tell them that, listen, this is potentially coming down the road for you, so just be aware that your Social Security, especially for the first employees, could drop by 20%.
- All right, Pauline, you may finish up a little,
- break after this, and I'll conclude our presentation. Pauline, what do you have?
- California Federation. Well done. But the discussion about social media, I was just thinking, this is what I'm hoping for, for our two days together, is I don't have to figure it out.
- Like, whoever has experts in social media, why don't we enroll in a training class that anybody in the nation could join, you know what I mean? So that I don't have to go find somebody and just do it for California.
- If you guys have somebody set up, let's just have a session so that other people can learn about it.
- Wayne, tomorrow's street-level studio is going to be talking about 9 o'clock, so you might want to bring this up with them at that time, too. See if it...
- Well, certainly they could benefit from your funds to help you out through that service.
- Go ahead, Catherine.
- Maybe I missed it, but, is it possible that each of the team leaders
- could provide their report that they gave, so that it can be distributed not only to those of us here, but to the Federation presidents who are not present.
- Yeah, I think that's a good idea. If you could type it up and email it to me, or in any form, I will add it to this Zoom meeting and send it to you.
- Won't be on the Zoom meeting. What's that? Yes, they'll have it on there, but they may want something in hard copy.
- All right. I want to thank everybody for all the participation. I think what we've done is set the groundwork for the other presentations and future presentations that we have these group participation. How did you feel about it? Did you like it this way? Yeah!
- What you've done is participated and communicated to other people that are not even close to some of your regions, so I'm glad to have that. I'll bring John up here to conclude and send us to lunch.

- Okay, the moment we've been waiting for, lunch, so let's, be back here at 1 o'clock.
- Well done.
- Oh, other than that.