



**NATIONAL ACTIVE AND RETIRED
FEDERAL EMPLOYEES ASSOCIATION**

**Virginia Federation of
NARFE
2025 Annual Meeting & Conference
April 6 - 9, 2025**



**Hotel Madison
Shenandoah Valley Conference Center
710 S. Main Street, Harrisonburg, VA 22801**

“Our Future: Stronger Together”



Earn rewards for reaching your health goals

We are proud to support NARFE and the work of our federal employees and retirees in Virginia.

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fepblue.org





April 7, 2025

Dear Members and Friends of the Virginia Federation of NARFE,

It is with great pleasure the Board of Directors of the Virginia Federation of NARFE and I welcome you to the 2025 VFN 70th Anniversary Celebration, Annual Meeting and Conference. It has been an honor and a pleasure to serve as President of the Virginia Federation for the past two years. Working with such an extraordinary group of people to help accomplish the mission of NARFE has been a very rewarding experience. I look forward to continue serving the VFN and our members.

This conference is a unique opportunity to share experiences, exchange ideas, and chart a course for our continued success. It serves as a tribute to the strength and unity of our organization. As we come together once again, let us celebrate the spirit of camaraderie and mutual support that has been the cornerstone of our success because as our theme states **“Our Future - Stronger Together”**.

The VFN continues to facilitate monthly training classes, conduct membership drives, visit chapters, develop a State Legislative Plan, and meet with legislators to discuss important NARFE issues related to bills and laws which negatively affect active and retired Federal employees. We were finally successful in obtaining repeal of WEP/GPO.

We promote NARFE through our VFN website and our Twitter and Facebook pages. Electronic Communication Area Reps continue to maintain and update our VANARFE websites and social media platforms. Our Strategic Plan should be finalized soon. In addition, Virginia remains number one in Alzheimer’s funds raised.

Thank you to our supporters, sponsors, affinity partners, 2025 VFN Conference Committee and members who have worked hard to make this conference a success.

Virginia Federation of NARFE, **“Together we Succeeded!”**

Best regards,

Virginia Federation of NARFE, Executive Board & Board of Directors

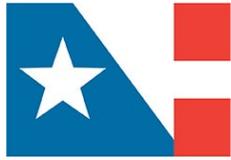
Frances E. Boatman

Frances E. Boatman, President

Virginia Federation of NARFE

“Our Future – Stronger Together”

100 Years of Success



Prior to 1871, federal government was dominated by a “spoils” system, meaning employees hired during an administration could be terminated upon the election of a new President.

1871 President Ulysses S. Grant launched the first federal merit system, with it he initiated the Civil Service Commission. In 1874 the program ceased when it lost its appropriation.



President Chester A. Arthur signed the Civil Service Bill in 1883. Over the next 40 years, significant civil service changes took place, but none that addressed civil service retirement.

In 1899, the Civil Service Commission recommended adopting a retirement plan based on employee contributions.

The first civil service retirement law was signed by President Woodrow Wilson on March 22, 1920. The act provided for compulsory retirement for employees with 15-years of service who reached the retirement age (determined by occupation). Within two months of the enactment, over 5,000 employees, some over age 90, retired.

1921: Fourteen (14) retired federal civil servants organized to represent retired federal employees.

1926: First Victory – Increased annuities. First legislation endorsed by NARFE that became law.

1939: Surviving Spouse Annuities granted after more than 12 years of negotiating with legislators.

1942: Retirement Coverage extended to all Federal Employees.

1947: Incorporated as fraternal nonprofit organization- National Association of Retired Civil Employees.

1952: Annuities increased 25% and Retirees Life Insurance taken over by Civil Service Commission

1960: Retired Federal Employees Health Benefits Act passed by Congress.

1969: First Legislative Conference held.

1971: Second Legislative Conference held – 13,000+ letters from those with less than \$350/mo. income were presented as evidence of federal retirees receiving insufficient annuities.

1982: NARFE-PAC Fund Established.

1985: NARFE partnered with the Alzheimer’s Association.

1990: Scholarship Fund Established and partnered with FEEA – Emergency Fund.

2000: Long-Term Care Security Act passed covering federal employees and retirees.

2001: Legislative Advocacy Tool was established online.

2004: Name changed to National Active and Retired Federal Employees (NARFE) to emphasize advocacy for both active and retired federal employees.

2009: Pre-Retirement Seminar Program was offered. FERS sick leave credit toward retirement.

2015: NARFE Federal Benefits Institute established to provide expert advice to members..

PRESENT: NARFE continues to advocate for the interests of federal employees and retirees, providing resources, support, and lobbying efforts on their behalf.

“Our Future - Stronger Together”

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Virginia Federation Members and Guests –

Thank you for inviting me to the 2025 Virginia Federation Conference and the celebration of your 70th Anniversary Celebration as a Federation of the National Active and Retired Federal Employees Association.

Virginia is one of the premier Federations in NARFE. VFN members continue to show their support in various ways. When looking at the statistics for Legislation, NARFE-PAC contributions, membership recruitment and Alzheimer's Research donations, the VFN has some very good membership recruiters, remains in the top three for NARFE-PAC and consistently holds the #1 position in donations for Alzheimer's Research. Additionally, Virginia has strong state legislative support. Our chapter members stay active and informed on the state level and react to highly charged issues facing all of us.

Membership issues remain a major stumbling block for NARFE, and we are dependent on new members. NARFE's mission is both critical and timely as Congress and the Administration undertake unprecedented actions to the federal system. Unfortunately, many current federal employees don't see the pitfalls fast approaching them and their earned benefits. Somehow, they continue to push back instead of seeing the importance of NARFE membership. The current situation has opened a few eyes to NARFE's benefits but there are still many potential members that refuse to see the light.

Each new member strengthens our message to Congress, fortifies our national outreach, and demonstrates our dedication to maintaining a strong and effective federal workforce. Let's keep our focus and our heads up high. We owe it to the founding fathers of NARFE who had a vision.

I would again like to extend my sincere thanks to all VFN members for their hard work and dedication to the organization. It doesn't matter if you hold an office or have taken on duties, your membership shows that you understand how valuable NARFE is to all of us. You are the reason we continue to thrive with protecting the earned benefits of federal active employees, retirees, and survivors.

Your annual conference is an excellent opportunity to get re-acquainted with old friends, make new ones and network with others to find solutions to the challenges we all face.

Again, thank you for inviting me, and please enjoy your 2025 VFN Conference experience and 70th Anniversary celebration.





COMMONWEALTH of VIRGINIA
Office of the Governor

Glenn Youngkin
Governor

April 6, 2025

Dear Friends,

On behalf of the Commonwealth of Virginia, welcome to the 70th annual Virginia Federation of the National Active and Retired Federal Employees Association (NARFE) meeting. This year's theme, "Our Future - Stronger Together," perfectly captures the spirit of collaboration, unity, and resilience that has defined your organization for seven decades.

Your dedication to protecting and enhancing federal employees' and retirees' benefits and rights is commendable. NARFE's work to provide valuable resources, information, and representation is invaluable to ensuring that your members' needs and concerns are heard and addressed.

As you gather for this significant occasion, reflect on the many achievements and contributions that NARFE has made over the years. Your collective efforts have made a positive impact on the lives of countless individuals and families, and your continued dedication to your mission inspires us all.

The First Lady and I thank you for your service, advocacy, and unwavering commitment to your fellow federal employees and retirees. I wish you a successful and productive meeting as you plan and continue to make a difference in the lives of your members. Your remarkable milestones and ongoing achievements truly strengthen the Spirit of Virginia.

Sincerely,

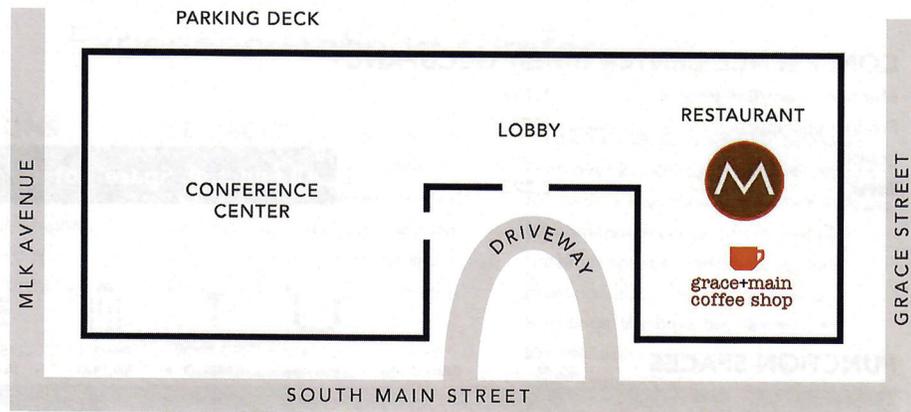
A handwritten signature in blue ink that reads "Glenn Youngkin".

Glenn Youngkin

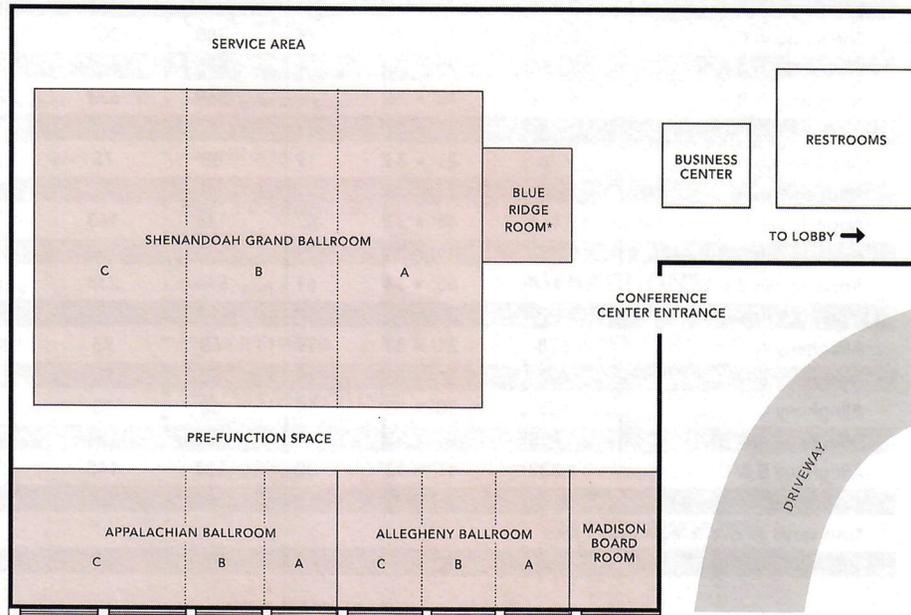
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HOTEL
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 SHENANDOAH VALLEY CONFERENCE CENTER



FIRST FLOOR PLAN



DETAILED CONFERENCE CENTER PLAN



*EVENT REGISTRATION



VIRGINIA FEDERATION OF NARFE (VFN)

2025 Annual Meeting and Conference Agenda

"Our Future – Stronger Together"

Monday, April 7, 2025

Registration: 8:00 a.m.- 10:00 a.m.

Pre-Function Area

Silent Auction: 8:00 a.m. - 5:00 p.m.

Blue Ridge Room

Exhibits: 8:00 a.m. - 4:45 p.m.

Pre-Function Area

9:00 a.m. - 10:00 a.m. Annual Meeting & Conference - Shenandoah Ballroom

Presiding Officer – Call to Order

Frances E. Boatman, VFN President (Roanoke Valley 0111)

Invocation

Ora McCoy, VFN Chaplain (Roanoke Valley 0111)

Call for the Colors

John D. Bails, CW03, USN Retired, VFN Sergeant at Arms (Fairfax 0737)

Presentation of Colors

Harrisonburg High School JROTC Cadets Color Guard Under the
Direction of Commander c/COL Sophie Lema

National Anthem

Presented by Brittany Weiler

Pledge of Allegiance to the Flag of the United States of America

John D. Bails, CW03, USN Retired, VFN Sergeant at Arms (Fairfax 0737)

Welcome to the VFN Conference

Frances E. Boatman, VFN President

Welcome to Harrisonburg

Dany Fleming, Vice Mayor of Harrisonburg, Virginia

Report of Credentials Committee

Melissa Goppel, Registration Chair (Harrisonburg 0164)

Presentation of Annual Meeting Standing Rules

John D. Bails, CWO3, USN Retired, VFN Sergeant at Arms (Fairfax 0737)

Presentation of Conference Program

Ruth Greene, Conference Chair (Roanoke Valley 0111)

"Our Future – Stronger Together"

Roll Call of Officers

Doris McAdams, VFN Secretary, (Woodbridge 1270)

Introduction of Past VFN Presidents & National Officers

Deborah Fisk, First Vice President, Conference Coordinator (Midlothian 2265)

Introduction of First Timers

Frances E. Boatman, VFN President

Introduction of Sponsors and Vendors

Cynthia Graunke, Exhibitor Chair (Midlothian 2265)

10:00 a.m. - 10:30 a.m.

Introduction of Keynote Speaker

Gaston Gianni, National Legislation Chair (Woodbridge 1270)

The Honorable Senator Tim Kaine, (VA)

10:30 a.m. - 10:45 a.m. BREAK - Please Visit Exhibits & Silent Auction

10:45 a.m. - 11:15 a.m.

Treasurer's Report

James Little, Treasurer (Woodbridge 1270)

President's Report

Celebrating 70 Years of Dedication and Advocacy

Frances E. Boatman, VFN President (Roanoke Valley 0111)

11:15 a.m. - 11:45 a.m.

Introduction of NARFE National President

Frances E. Boatman, VFN President

William Shackelford, NARFE National President (Fairfax 0737)

11:45 a.m. - 12:25 p.m.

Conference Voting Procedures

Doris McAdams, VFN Secretary (Woodbridge 1270)

Nominating Committee Report

Pat Myers, Nominating Committee Chair (Arlington 0007)

Call for Nominations from the Floor

Frances E. Boatman, VFN President

Candidates Statements (5 minutes each)

******* Vote by acclamation for unopposed candidates*******

Bylaws Committee Report

James Little, Committee Chair (Woodbridge 1270)

12:25 p.m. - 12:30 p.m. Announcements

12:30 p.m. - 1:30 p.m. LUNCH – Shenandoah Ballroom

1:30 p.m. - 2:00 p.m.

What is the VFN?

Frances E. Boatman, VFN President

2:00 p.m. - 2:30 p.m.

Introduction of Guest Speaker

Gaston Gianni, National Legislation Chair

John Hatton, NARFE Staff Vice President, Policy and Programs

2:30 p.m. - 2:45 p.m. Break - Visit Exhibits & Auction

2:45 p.m. - 3:30 p.m. Workshops

Title	Presenter	Room
Hearing Screening	True Hearing	Allegheny A
True Colors – Part 1	Constance Bails, Ph.D.	Allegheny B
Members/1 st Timers	Kathy Arpa	Allegheny C
Travel/Road Scholar	Cynthia Graunke	Appalachia A
Electronic Communications Lab	John Bails & ECC	Appalachia B
Advocacy	John Hatton	Appalachia C
Alzheimer's	Donna Shackelford	Blue Ridge

3:35 p.m. - 4:20 p.m. Workshops

Title	Presenter	Room
Hearing Screening	True Hearing	Allegheny A
True Colors – Part 1	Constance Bails, Ph.D.	Allegheny B
Downsizing – Clutter Conversions	Corinne Warns	Allegheny C
Travel/Road Scholar	Cynthia Graunke	Appalachia A
Electronic Communications Lab	John Bails & ECC	Appalachia B
Advocacy	John Hatton	Appalachia C
Alzheimer's	Donna Shackelford	Blue Ridge

4:30 p.m. - 5:00 pm Area Caucus Meeting

Area I	Allegheny B	Area VII	Appalachian C
Area II	Shenandoah A	Area VIII	Appalachian A
Area III	Madison Board Room	Area IX	Appalachian B
Area IV	Allegheny C	Area X	Shenandoah C

5:05 p.m. - 5:30 p.m. Special Meetings - Madison Board Room

Secretary meets w/Newly Elected Nominating Committee (Primary & Alternates)

Welcoming Reception

Shenandoah Ballroom

Monday, April 7, 2025

6:00 p.m. - 7:00 p.m.



THANK YOU, CONTRIBUTING SPONSOR

**BlueCross BlueShield
FEDERAL EMPLOYEE PROGRAM**



“Silver Mic Night” Karaoke

7:00 p.m. – 9:00 p.m.

“Our Future – Stronger Together”

Tuesday, April 8, 2025

Registration: 8:00 a.m. - 10:00 a.m.

Silent Auction: 8:00 a.m. - 5:00 p.m.

Exhibits: 8:00 a.m. - 4:45 p.m.

Pre-Function Area

Blue Ridge Room

Pre-Function Area

CONFERENCE RECONVENES - Shenandoah Ballroom

9:00 a.m. - 9:15 a.m.

Presiding Officer - Call to Order

Frances E. Boatman, VFN President

Invocation

Ora McCoy, Chaplain (Roanoke Valley 0111)

Pledge of Allegiance to the Flag of the United States of America

John Bails, CW03, USN Retired, Sergeant at Arms

Second Report of Credentials Committee

Melissa Groppe, Registration Chair (Harrisonburg 0164)

Ballot Results (Area Vice President Elections)

Doris McAdams, VFN Secretary

9:15 a.m. - 9:45 a.m.

Region X Report

Robert Allen, NARFE Region X Vice President

9:45 a.m. - 10:30 a.m.

Memorial Service

Ora McCoy, VFN Chaplain (Roanoke Valley 0111)

Soloist

J. Larry McIlwee, Service Officer (Northern Neck 1823)

10:30 a.m. - 10:45 a.m. Break - Visit Exhibits & Auction

10:45 a.m. - 11:00 a.m.

Introduction of Area Vice Presidents - Deborah Fisk, VFN 1st VP (Midlothian, 2265)

Area I	Marilyn Riddle	Williamsburg 0685
Area II	Betty Warren	VA Beach (Bayside) 0974
Area III	Wynn Hasty	Petersburg 0028
Area IV	Graylin Taylor	Churchland-Portsmouth 1293
Area VII	Ruth Greene	Roanoke Valley 0111
Area VIII	Vacant	N/A
Area IX	Carol Campbell	0356 Manassas
Area X	Ted Pasek	Fairfax 0737

11:00 a.m. - 11:15 a.m.

Introduction of Program Chairs – VFN 2nd VP Patricia Wolfe (Dulles 1241)

Alzheimer's	Donna Shackelford	Fairfax 0737
Membership	Frances E. Boatman	Roanoke Valley 0111
National Legislation	Gaston Gianni	Woodbridge 1270
Public Relations	Doris McAdams	Woodbridge 1270
Service Officer	J. Larry McIlwee	Northern Neck 1823
State Legislation	Deborah Brown	Brentwood 1697

11:15 a.m. - 11:30 a.m.

Introduction of Program Chair/Committees/Appointees – President Boatman

Electronic Communications	Constance Bails, Ph.D.
Strategic Planning	Constance Bails, Ph.D.
Audit	Gaston Gianni/Donna Shackelford
Bylaws	Jim Little
Chaplain	Ora McCoy
Editor	Kathy Arpa
Net Coordinator	John Bails
Nominating	Pat Meyers
Parliamentarian	Beatrice Squire
Sergeant – at – Arms	John Bails
Training	Ted Pasek
Webmaster	Stan Palen

11:30 a.m. - 11:45 a.m.

Introduction of Electronic Communications (EC) Team

Chair Constance T. Bails, Ph.D. (Fairfax, 0737)

EC Assistant	Deborah Fisk	Midlothian 2265
Secretary	Ellie Long	Roanoke Valley 0111
Web Administrator	Stan Palen	Colonial Beach 0595
Net Coordinator	John Bails	Fairfax 0737
Area I	Marilyn Riddle	Williamsburg 0985
Area II	Fran Sansone	VA Beach (Bayside) 0974
Area III	Cynthia Graunke	Midlothian 2265
Area IV	Deborah Brown	Brentwood 1697
Area IV	Willie Levenston	Brentwood 1697
Area VII	Ellie Long	Roanoke Valley 0111
Area VIII	Stan Palen	Colonial Beach 0595
Area IX	Vacant	N/A
Area X	Nancy Palmerino	Arlington 0007

11:45 a.m. - 12:15 p.m. Introduction of Speaker

Deborah Fisk, First Vice President (2265)

Jennifer Rafael, NARFE Senior Director Communications and Technology

12:15 p.m. - 12:30 p.m. Announcements – John D. Bails

12:30 p.m. - 1:30 p.m. LUNCH – Shenandoah Ballroom

1:30 p.m. - 2:00 p.m. Leadership - Dr. Constance Bails, Ph.D.

2:00 p.m. - 2:15 p.m.

Introduction of Congressional District Leaders for the 119th Congressional Session

Gaston Gianni, National Legislation Chair (Woodbridge 1270)

SENATORIAL LEGISLATIVE LEADERS

Senator Mark Warner	Charles Kawecki	Shenandoah County 2358
Senator Tim Kaine	Eddie Eitches	McLean-Great Falls 0489

CONGRESSIONAL DISTRICT LEADERS

District 1	Marilyn Riddle	Williamsburg 0685
District 2	Barbara Patrick	VA Beach (Seaside) 1827
District 3	Margaret Keator	Peninsula 0682
District 4	Deborah Fisk	Midlothian 2265
District 5	Patricia Gwathmey	Roanoke Valley 0111
District 6	Frances Boatman (A)	Roanoke Valley 0111
District 7	Jeffrey Riddel	Woodbridge 1270
District 8	Thomas Hart	Fairfax 0737
District 9	Frances Boatman	Roanoke Valley 0111
District 10	Angelo Wider	Dulles 1241
District 11	Jayne Seidman	Vienna-Oakton 1116

2:15 p.m. - 2:45 p.m.

Introduction of Guest Speaker

Gaston Gianni, National Legislation Chair

The Honorable Abigail Spanberger, Former 7th District Congresswoman

2:45 p.m. - 3:15 p.m.

Introduction of Guest Speaker

Ted Pasek, Area X Vice President (Fairfax 0737)

Common Medicare Healthcare Scams and Fraud”

Shawn Smith, State Director of the Virginia Senior Medicare Patrol (SMP)

3:15 p.m. - 3:30 p.m. BREAK – Visit Exhibits and Silent Auction

3:30 p.m. - 4:30 p.m. Committee Meetings & Training

Alzheimer's	Donna Shackelford	Blue Ridge
Area Vice Presidents	Deborah Fisk	Madison Board Room
Hearing Screening	TruHearing	Allegheny A
State Legislation	Deborah Brown	Allegheny B
National Legislation	Gaston Gianni	Allegheny C
Public Relations	Doris McAdams	Appalachian A
Electronic Comm.	Constance T. Bails, Ph.D.	Appalachian B
Membership	Frances E. Boatman	Shenadoah A
Service Officer	Larry McIlwee	Shenadoah C

4:30 p.m. RECESS Exhibits & Silent Auction Closed (Pick up items until 4:45 p.m.)

Tuesday, April 8, 2025

BANQUET – SHENANDOAH BALLROOM

6:00 p.m. - 7:00 p.m.	Social (Cash Bar) Pre-Function
6:50 p.m. - 7:00 p.m.	General Seating
7:00 p.m. - 7:05 p.m.	Introduction of Board & Special Guests Frances E. Boatman, VFN President
7:05 p.m. - 7:15 p.m.	Installation of VFN Officers Installing Officer William Shackelford, NARFE National President
7:15 p.m. - 7:20 p.m.	Banquet Blessings Ora McCoy, VFN Chaplain
7:20 p.m. - 8:15 p.m.	Dinner Served 70th Anniversary Cake presented by Hotel Madison
8:15 p.m. - 8:30 p.m.	Special Presentations VFN President Boatman
8:30 p.m. - 10:30 p.m.	After Dinner Entertainment Dancing – DJ Rick Mix

Wednesday, April 9, 2025

CONFERENCE RECONVENES – Shenandoah Ballroom

9:00 a.m. - 9:15 a.m.

Presiding Officer – Call to Order

Frances E. Boatman, VFN President

Invocation

Ora McCoy, VFN Chaplain

Pledge of Allegiance to the Flag of the United States of America

John D. Bails, CW03, USN Retired, VFN Sergeant at Arms

Third Report of Credentials Committee

Melissa Groppe, Registration Chair

Alzheimer's Awards/Drawings

Donna Shackelford, Alzheimer's Chair

9:30 a.m. - 10:30 a.m.

Introduction of Keynote Speaker

Missy Groppe, Registration Chair

“How Would You React to Cyber Threats?”

Edna Reid, Ph.D. Retired FBI Analyst

10:30 a.m. - 10:45 a.m. BREAK

10:45 a.m. - 11:15 a.m.

Introduction of Speaker

Donna Shackelford, Alzheimer's Chair (0737)

Jill Workman, Sr. Director, Planned Giving, Alzheimer's Association

11:15 a.m. - 11:30 a.m.

Report of 2025 VFN Conference Committee

Deborah Fisk, 2025 Conference Coordinator

11:30 a.m. - 11:55 a.m.

“Our Future – Stronger Together”

Frances E. Boatman, VFN President

11:55 a.m. - 12:00 noon

Announcements – John Bails

Benediction – Ora McCoy

12:00 noon Adjournment – Sine Die

VFN Board Meeting Immediately following Adjournment Medicare Board Room

VFN 2025 CONFERENCE SPEAKER LINEUP



Dany Fleming, Vice Mayor of Harrisonburg, VA. He brings extensive leadership experience across civic, nonprofit, and corporate sectors. Dany is a Harrisonburg native and his civic engagement is deeply rooted, having previously served on the Harrisonburg City School Board, as Chair of the Harrisonburg Redevelopment and Housing Authority, Chair of the Board of Zoning Appeals, and numerous other civic and volunteer organizations.

He has held roles as Executive Director of an education-focused nonprofit, Program Director for one of the nations' largest social service and child welfare agencies, and as a Director in Chicago's leading organizational and technology development nonprofit. Internationally, Dany was invited to South Africa to help lead technology integration efforts supporting the post-Apartheid transition within government and NGO sectors. His diverse experience reflects a career dedicated to innovative collaboration, impactful leadership, and community transformation.



Tim Kaine is an American lawyer and politician serving as the junior United States Senator from Virginia since 2013. A member of the Democratic Party, he served as the 70th governor of Virginia from 2006 to 2010, and as the 38th lieutenant governor of Virginia from 2002 to 2006.



Presentation given by **Jill Workman**, Senior Director of Planned Giving for the Alzheimer's Association, the global leader in Alzheimer's and dementia care, support and research. With over 25 years of non-profit experience, Jill has successfully led teams of fundraising through events, major giving and planned giving. Her experience lies in helping donors align their values with their family, charitable giving and legacy goals. Jill is focused on ensuring that every donor knows the opportunities available to them in order to maximize their impact for their charity of choice.



William Shackelford is the **National President of NARFE**. He served with the Federal Bureau of Investigation (FBI) for more than 34 years, retiring in 2006. He has extensive NARFE experience and has been president and first and second vice president of the Virginia Federation and has served as the service officer, newsletter editor, vice president and president of the Fairfax Chapter 0737.



Robert Allen is the **NARFE Region X** (Kentucky, North Carolina, Tennessee, Virginia, and West Virginia) Vice President and lives in North Carolina. He has been a member of NARFE since 2008 when he joined as an active employee. He has extensive NARFE experience, rising through the ranks from President, Chapter 2295 in Roxboro, NC, through NCNARFE President to Region X Vice President. He also served on the NARFE National Bylaws Committee, chairing the committee for four years. Mr. Allen worked for the Department of Defense and the Department of the Army for 32 years, retiring from the federal government in 2010 as a division chief in the office of the Deputy Chief of Staff for Intelligence at the US Army Training and Doctrine Command at Ft. Monroe, VA. Mr. Allen holds a Bachelor of Science in Spanish from East Carolina University and a Master of Arts in Slavic Linguistics from the University of North Carolina-Chapel Hill.



Abigail Spanberger, is a politician and former intelligence officer who served as the U.S. Representative for Virginia’s 7th Congressional District from 2019 to 2025. A member of the Democratic Party, she broke the Republican Party’s 38-year hold on Virginia’s 7th congressional district when she was first elected in 2018 by defeating incumbent Dave Brat. She won re-election in 2020 and 2022. In November 2023, she announced she would not run for reelection and would instead run for Governor of Virginia in 2025. She was a cosponsor and strong proponent of WEP/GPO Repeal.



John Hatton, NARFE Staff Vice President, Policy and Programs. Mr. Hatton leads the association’s advocacy efforts and oversees the NARFE Federal Benefits Institute. Hatton, has served as senior director, legislative and political affairs, and deputy director of advocacy/legislation from 2012 to 2018, and as legislative representative after joining the staff as a legislative specialist in 2010. He began his career in legislative affairs as a legal clerk for the Senate Subcommittee on Oversight of

Government Management, the Federal Workforce and DC. He holds a bachelor’s degree in industrial labor relations with a concentration in economics from Cornell University and a Juris Doctor from New York University School of Law.



Jenn Rafael, Senior Director, Communications and Technology, NARFE. Ms. Rafael is a dynamic professional with more than 25 years of media and association experience. She is dedicated to team success and works in close collaboration with management, staff, and external vendors. She works to meet goals and was the lead staff officer in the conversion of chapter websites to WordPress and the migration of officer communications to a new email platform. She was a member of the current

external web development team and continues to implement and share enhanced metrics for public – member-facing websites. She oversees curation and distribution of daily and weekly email newsletters to association members as well as serving as the editorial director and production manager for the association’s print magazine.



Shawn Smith, State Director of the Virginia Senior Medicare Patrol (SMP). He leads a team of over 100 paid and volunteer staff members to help seniors in Virginia prevent, detect, and report healthcare errors, fraud, and abuse. The team participates in various outreach and educational programs and provides one-on-one counseling to assist seniors with suspected fraud. Shawn is an ordained minister and an author. He has written a book designed to help seniors protect their

money, credit, and identity from scammers. A native of Hampton Roads, Shawn holds a degree in Biology from Longwood University and currently resides in Richmond.



Dr. Edna Reid retired as an intelligence analyst at the FBI. She taught at several universities in the U.S. and Singapore such as the University of Arizona, Clarion University, St. Jose State University, and Rutgers University. At the University of Arizona, she served as a research scientist in the Artificial Intelligence Lab. She was an Associate Professor with Nanyang Business School, NTU, Singapore and the president of the Society of Competitive Intelligence Professionals Singapore (SCIPSp). Formerly, she was an entrepreneur with an internet start-up in Malaysia. In 1990’s she joined the School of Computer Engineering, Division of Information Studies, NTU. Prior to coming to Asia, Edna was at the School of Communications,

Library and Information Services, Rutgers University. She was a postdoctoral researcher at the University of California, Berkley, where she conducted research in terrorism services. Before her Silicon Valley experience, Edna was a senior systems analyst and data analyst team leader at private enterprises in Germany and Northern Virginia (US). She has analytical experience in the intelligence community.

“At the heart of advocacy is leadership – and our speakers lead the way.” Through their insights and commitment, they empower us to be stronger, more effective advocates. Each speaker at the 2025 VFN Conference represents a critical link in our mission to protect and promote the interests of federal employees and retirees. They bring knowledge, experience, and passion that fuel our advocacy and inspire action.

ANNUAL CONVENTION/CONFERENCE SITES

1955 – '65	Richmond	1995	Richmond
1966	Fredericksburg	1996	Virginia Beach
1967	Richmond	1997	Winchester
1968	Alexandria	1998	Fredericksburg
1969	Norfolk	1999	Richmond
1970	Bristol	2000	McLean
1971	Charlottesville	2001	Hampton
1972	Fredericksburg	2002	Charlottesville
1973	Roanoke	2003	Midlothian
1974	Manassas	2004	Hampton
1975	Virginia Beach	2005	Midlothian (VFC)
1976	Alexandria	2006	Midlothian (Area III)
1977	Richmond	2007	Midlothian (Area VIII)
1978	Norfolk	2008	Roanoke (Areas V,VI)
1979	Roanoke	2009	Reston (Areas I,II,IV)
1980	Arlington	2010	Virginia Beach (Areas I,II,IV)
1981	Fredericksburg	2011	Midlothian (Area VIII)
1982	Williamsburg	2012	Midlothian (Area VII)
1983	Virginia Beach	2013	Midlothian (Area III)
1984	Roanoke	2014	Midlothian (Areas V,VI)
1985	Richmond	2015	Fredericksburg (Area IX)
1986	Portsmouth	2016	Midlothian (Area X)
1987	Arlington	2017	Williamsburg (Areas I,II,III)
1988	Lynchburg	2018	Charlottesville (Area VIII)
1989	Fredericksburg	2019	Charlottesville (AreaVII)
1990	Norfolk	2021	Midlothian (VFN BOD)
1991	Richmond	2022	Midlothian (VFN BOD)
1992	Williamsburg	2023	Hampton (Areas I,II,IV)
1993	Springfield	2024	Harrisonburg (Area VII)
1994	Roanoke	2025	Harrisonburg (Area VII)



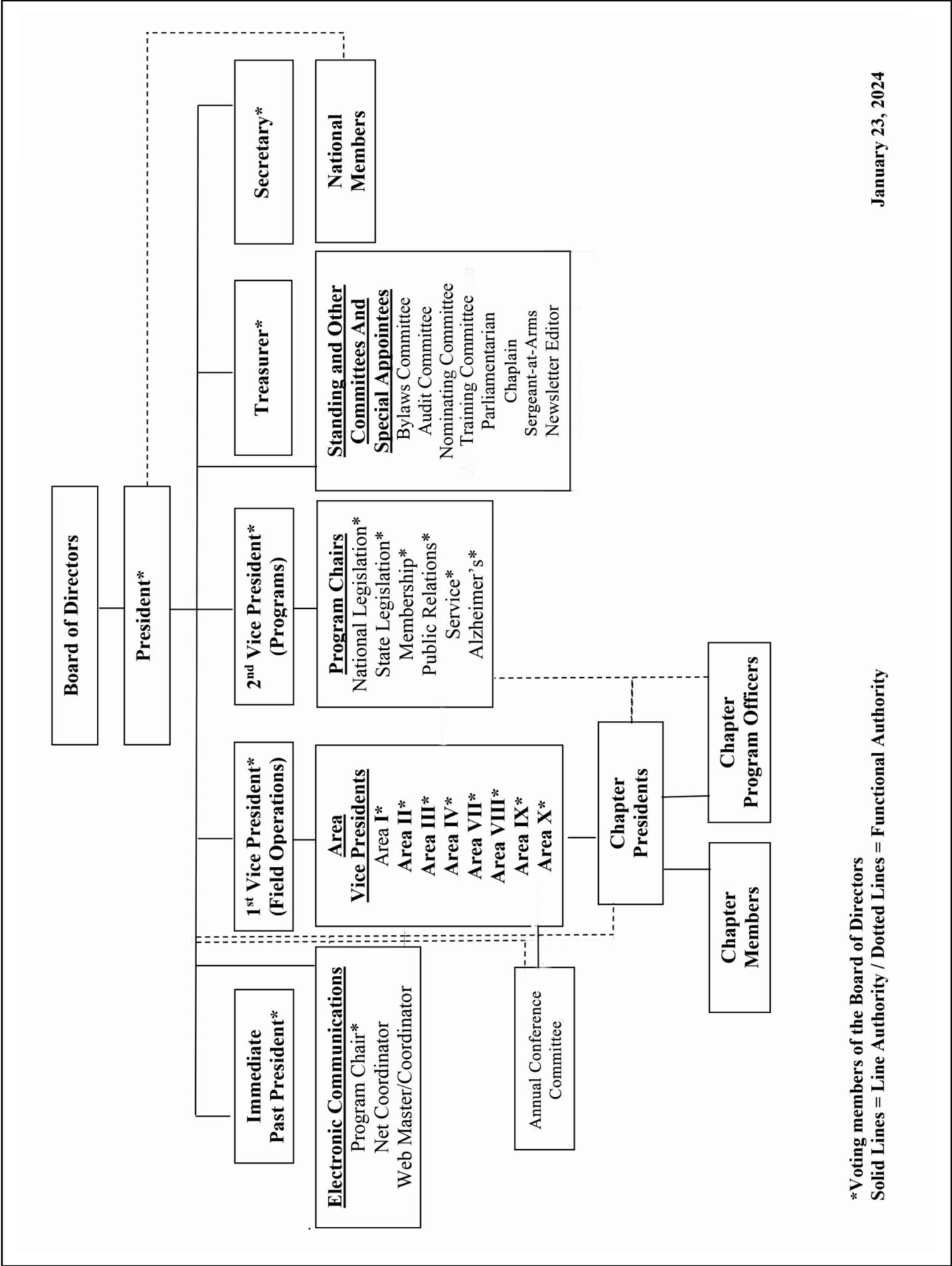
FEDERAL BENEFITS EXPERTS

VFN PAST PRESIDENTS

1955 – '58	* Joseph E. Blankenship	Norfolk
1958 – '59	* William E. Severe	Arlington
1959 – '61	* Kone Brou	Roanoke
1961 – '62	* H. Harrington Stoll	Arlington
1962 – '63	* James S. Jones	Richmond
1963 – '64	* Hubert J. Atwood	Charlottesville
1964 – '67	* Richard P. Smith	Norfolk
1967 – '68	* Wendall W. Campbell	Falls Church
1968 – '69	* John M. Hudgens	Lynchburg
1969 – '71	* Louis J. White	Virginia Beach
1971 – '72	* John M. Hudgens	Lynchburg
1972 – '73	* Roy R. Jackson	Virginia Beach
1973 – '75	* James B. Wright	Norfolk
1975 – '77	* Alfred J. Dumas	Arlington
1977 – '79	* Guy R. Yannello	Richmond
1979 – '81	* J. Donald Edwards	Alexandria
1981 – '83	* Donald P. Dollens	Virginia Beach
1983 – '85	* Roy E. Caudill	Roanoke
1985 – '87	* Harold I. Durham	Virginia Beach
1987 – '89	* Robert P. Halpin	Williamsburg
1989 – '91	* Henry Harper	Arlington
1991 – '93	* Oscar J. Honeycutt	Richmond
1993 – '95	* Rose S. Musumeci	Locust Grove
1995 – '97	* Charles L. Fallis	Salem
1997 – '99	* Ernest F. Kerekes	Virginia Beach
1999 – '01	* James C. Richard	Northern Neck
2001 – '03	* James C. Rice	Woodbridge
2003 – '05	Joseph Beaudoin	Winchester
2005 – '07	Ann Collins	Springfield
2007 – '08	* R. David Smith	Midlothian
2008 – '10	* William F. Martin	Louisa
2010 – '12	William Shackelford	Fairfax
2012 – '14	Luther Santiful	Shenandoah Valley
2014 – '16	Richard Giangerelli	Dulles
2016 – '17	Kathy Arpa	Vienna-Oakton
2017 – '19	Leslie Ravenell	Colonial Beach
2019 – '21	Constance Bails, Ph.D.	Fairfax
2021 – '21	Robert Martin	Fredericksburg

• Deceased

We honor and express our deepest gratitude to all who have served the Virginia Federation of NARFE, whose leadership helped shape our organization. We also remember with deep appreciation those who are no longer with us. Their legacy lives on in the work we continue today.



*Voting members of the Board of Directors
 Solid Lines = Line Authority / Dotted Lines = Functional Authority

January 23, 2024

VFN Executive Committee

President	Frances E. Boatman	Roanoke Valley 0111
1 st Vice President	Deborah O. Fisk	Midlothian 2265
2 nd Vice President	Patricia Wolfe	Dulles 1241
Secretary	Doris McAdams	Woodbridge 1270
Treasurer	Jim Little	Woodbridge 1270
Immed Past President	Bob Martin	Fredericksburg 0090

Area Vice Presidents

Area I	Marilyn Riddle	Williamsburg 0685
Area II	Betty Warren	VA Beach (Bayside) 0974
Area III	Wynn Hasty	Petersburg 0028
Area IV	Graylin Taylor	Churchland-Portsmouth 1293
Area VII	Ruth Greene	Roanoke Valley 0111
Area VIII	Vacant	Vacant
Area IX	Carol Campbell	Manassas 0356
Area X	Ted Pasek	Fairfax 0737

Standing Committees (Appointed)

Alzheimer's	Donna Shackelford	Fairfax 0737
Electronic Communications	Constance Bails, PhD.	Fairfax 0737
Membership	Frances Boatman	Roanoke Valley 0111
National Legislation	Gaston Gianni	Woodbridge 1270
Public Relations	Doris McAdams	Woodbridge 1270
Service Officer	J. Larry McIlwee	Northern Neck 1823
State Legislation	Deborah Brown	Brentwood 1697

The 21 members on this page comprise the voting members of the VFN Board of Directors.

OTHER APPOINTEES

Audit	Gaston Gianni	Woodbridge 1270
Audit	Donna Shackelford	Fairfax 0737
Bylaws Committee	Jim Little	Woodbridge 1270
Chaplain	Ora McCoy	Roanoke Valley 0111
Net Coordinator	John Bails	Fairfax 0737
Newsletter Editor	Kathy Arpa	Vienna-Oakton 1116
Nominating Committee	Patricia Meyers	Arlington 0007
Parliamentarian	Beatrice Squire	Springfield 0893
Sergeant-at-Arms	John Bails	Fairfax 0737
Training	Ted Pasek	Fairfax 0737
Webmaster	Stan Palen	Colonial Beach 0595

Nominees for Virginia Federation of NARFE 2025 – 2026 Term

President:	Deborah O. Fisk and J. Larry McIlwee
1 st Vice President:	No Candidate
2 nd Vice President:	Patricia Wolfe
Secretary:	Doris McAdams
Treasurer:	Jim Little

“Our Future – Stronger Together”

VFN NATIONAL LEGISLATIVE COMMITTEE

The Virginia Federation is one of NARFE's leaders in the congressional advocacy area. This is accomplished through the Federation's National Legislative Team consisting of a Chair, 11 Congressional Liaisons (CDL), one for each of Virginia's 11 Congressional Districts, and 2 Senatorial Legislative Leaders (SSL), one for each of our Senators. The Team leads the Federation's efforts to build relationships with the Virginia Federal Congressional delegation and to advance NARFE's position on important legislative matters affecting active and retired federal employees. The Team also informs and interacts with the Federation's Area Vice Presidents, Chapters, and Virginia National members about issues affecting the pay and benefits of Federal employees and retirees.

The Committee is also responsible for coordinating Virginia NARFE's participation in NARFE's Political Action Committee (PAC). This includes encouraging NARFE members to continue to contribute to the NARFE PAC, reporting on Virginia NARFE PAC statistics (Collections and Disbursements within Virginia), and coordinating the process for seeking Chapters and Area VP's input to the NARFE PAC's decision-making process for allocating funds to Virginia Congressional Delegation.

National Legislative Committee Chair

Gaston Gianni, Woodbridge 1270

Senatorial Legislative Leaders (SLs)

Senator Mark Warner	Charles Kawecki	Shenandoah County 2358
Senator Tim Kaine	Eddie Eitches	McLean-Great Falls 0489

Congressional District Liaisons (CDLs)

1 st District – Rep. Rob Witman	Marilyn Riddle	Williamsburg 0685
2 nd District – Rep. Jen Kiggans	Barbara Patrick	Williamsburg 0685
3 rd District – Rep. Bobby Scott	Margaret Keator	Peninsula 0682
4 th District – Rep. Jennifer McClellan	Deborah Fisk	Midlothian 2265
5 th District - Rep. John McGuire, III	Patricia Gwathmey	Roanoke Valley 0111
6 th District – Rep. Ben Cline	Frances Boatman (acting)	Roanoke Valley 0111
7 th District – Rep. Eugene Vindman	Jeffrey Riddel	Woodbridge 1270
8 th District – Rep. Don Beyer	Thomas Hart	Fairfax 0737
9 th District – Rep. Morgan Griffith	Frances Boatman	Roanoke Valley 0111
10 th District – Rep. Suhas Subramanyam	Angelo Wider	Dulles 1241
11 th District – Rep. Gerald Connolly	Jayne Seidman	Vienna-Oakton 1116

*Actively playing vital roles in NARFE's advocacy efforts,
making sure your interests are protected*

VFN CONFERENCE COMMITTEE MEMBERS

HOST: AREA VII

Conference Coordinator	Deborah Fisk	Midlothian, 2265
Conference Chair	Ruth Greene	Roanoke Valley 0111
Conference Consultant	Howie Lore	Winchester 0180
Conference Consultant	Linda Shook	Winchester 0180
Conference Secretary	Patricia Wolfe	Dulles 1241
Conference Treasurer	Jim Little	Woodbridge 1270
Conference Advisor/Historian	Constance Bails, Ph.D.	Fairfax 0737
Advertisement Chair	Cynthia Graunke	Midlothian 2265
Alzheimer's Research Chair	Donna Shackelford	Fairfax 0737
Audio Visual Chair	Stan Palen	Colonial Beach 0595
Color Guard/National Anthem	Melissa Groppe	Harrisonburg 0164
Database Chair	Deborah Fisk	Midlothian 2265
Entertainment Chair	Howie Lore	Winchester 0180
Facilities Management	Larry McIlwee	Northern Neck 1823
Memorial Book	Ellie Long	Roanoke Valley 0111
Memorial Program	Ora McCoy	Roanoke Valley 0111
Photographer	Mark Arpa	Vienna-Oakton 1116
Reception/Banquet	Kathy Arpa	Vienna-Oakton 1116
Reception/Banquet	Carol Campbell	Manassas 0356
Registration Chair	Melissa Groppe	Harrisonburg 0164
Signage/Banners	Deborah Fisk	Midlothian 2265
Sergeant-at-Arms	John Bails	Fairfax 0737
Supporter Chair	Lynn Osborne	Midlothian 2265

Your hard work, dedication, and teamwork made this event a success. We are truly grateful for the time and energy you have given to make everything run smoothly.

We would like to take a moment to extend our deepest gratitude for your invaluable contribution as a volunteer on our conference committees.

Thank you for your outstanding service and dedication. Your generosity truly embodies the spirit of NARFE and the VFN, and we are honored to have you as part of our team. We couldn't have done it without you!

Deborah O. Fisk, 1st Vice President
Ruth Greene, Area VII Vice President

CONFERENCE ATTENDEES

AREA I

Margaret Keator	0682	Peninsula
Mike Thurber	0682	Peninsula
Mary Grace Dorsey	0685	Williamsburg
Cheryl Leiby	0685	Williamsburg
Larry Leiby	0685	Williamsburg
Marilyn Riddle	0685	Williamsburg
Judy Talley	0685	Williamsburg
Ginny Taylor	0685	Williamsburg
Tim Berkoff	1757	Middle Peninsula
Jim Bradbury	1757	Middle Peninsula
Robin Hilling	1757	Middle Peninsula
Mary Sinisi	1757	Middle Peninsula
Deb Thompson	1757	Middle Peninsula
Larry McIlwee	1823	Middle Peninsula
Bruce McMillan	1823	Northern Neck
Carol Brown	1823	Northern Neck
Stan Brown	1823	Northern Neck
John Hodges	1823	Northern Neck
Nellie Landrum	1823	Northern Neck
James Landrum	1823	Northern Neck
Linda Steele	1823	Northern Neck

AREA II

Arlene Arthur	0066	Tidewater
Johnny Arthur	0066	Tidewater
Fran Sansone	0974	VA Beach (Bayside)
Betty Warren	0974	VA Beach (Bayside)
Donald Warren	0974	VA Beach (Bayside)
Barbara Patrick	1827	VA Beach (Seaside)

AREA III

Roy Beasley	0028	Petersburg
Rosa Ann Dewitt	0028	Petersburg
Marjorie Dixon	0028	Petersburg
Wynn Hasty	0028	Petersburg
Deborah Fisk	2265	Midlothian
Cynthia Graunke	2265	Midlothian
Edward Heflin	2265	Midlothian
Lynn Osborne	2265	Midlothian

CONFERENCE ATTENDEES (cont)

AREA IV

Graylin Taylor	1293	Churchland-Portsmouth
Mary Taylor	1293	Churchland-Portsmouth
Tina Bracy	1697	Brentwood
Deborah Brown	1697	Brentwood
Alonzo Coleman	1697	Brentwood
Annette Coleman	1697	Brentwood
Willie Levenston	1697	Brentwood
June Staton	1697	Brentwood
Raymond Orland	1743	Suffolk
H. Edgar Owens	1743	Suffolk

AREA VII

Frances Boatman	0111	Roanoke Valley
Ruth Greene	0111	Roanoke Valley
Patricia Gwathmey	0111	Roanoke Valley
Bill Ketron	0111	Roanoke Valley
Ora McCoy	0111	Roanoke Valley
Karen Simmons	0111	Roanoke Valley
Anna Yu	0111	Roanoke Valley
Mary Anhold	0164	Harrisonburg
Lisa Boudreau	0164	Harrisonburg
Juanita Brady	0164	Harrisonburg
Robert Brady	0164	Harrisonburg
Bill Conlin	0164	Harrisonburg
Yogi Gillette	0164	Harrisonburg
Paul Graham	0164	Harrisonburg
Melissa Groppel	0164	Harrisonburg
Ralph Hensley	0164	Harrisonburg
Dixon Trantum	0164	Harrisonburg
Donna Trantum	0164	Harrisonburg
Susan Zirkle	0164	Harrisonburg
Howie Lore	0180	Winchester
Linda Shook	0180	Winchester

AREA VIII

Lorie Henderson	0090	Fredericksburg
Patricia Clatterbuck	0595	Colonial Beach
Stan Palen	0595	Colonial Beach

CONFERENCE ATTENDEES (cont)

AREA IX

Bill Briscoe	0356	Manassas
Carol Campbell	0356	Manassas
Steve Gill	0356	Manassas
Ann M. Collins	0893	Springfield
Charles Hurley	0893	Springfield
Otis Langford	0893	Springfield
Michael Moore	0893	Springfield
Linda Perretta	0893	Springfield
Beatrice Squire	0893	Springfield
Janet Wolfinger	0893	Springfield
Janet Gahagan	1159	Annandale
Robert Miller	1159	Annandale
Kim Rendelson	1159	Annandale
Gaston Gianni	1270	Woodbridge
Jim Little	1270	Woodbridge
Doris McAdams	1270	Woodbridge
Frances Piper	1270	Woodbridge
Thomas Rachele	1270	Woodbridge
Valerie Ramos	1270	Woodbridge
Fred Rash	1270	Woodbridge
Tom Mizene Rice	1270	Woodbridge
Jeff Riddel	1270	Woodbridge

AREA X

Patricia Meyers	0007	Arlington
Daniel Perch	0007	Arlington
Rita Rutsohn	0007	Arlington
Eddie Eitches	0489	McLean-Great Falls
Dianna Green	0489	McLean-Great Falls
Constance Bails	0737	Fairfax
John Bails	0737	Fairfax
Veronica Hart	0737	Fairfax
Thomas Hart	0737	Fairfax
Ted Pasek	0737	Fairfax
Bill Shackelford	0737	Fairfax
Donna Shackelford	0737	Fairfax
Patrick Shea	0737	Fairfax
Kathy Arpa	1116	Vienna-Oakton
Mark Arpa	1116	Vienna-Oakton
Ralph Dantine	1116	Vienna-Oakton
Christian Gieseler	1116	Vienna-Oakton

CONFERENCE ATTENDEES (cont)

Angelo Wider	1241	Dulles
Patricia Wolfe	1241	Dulles

NATIONAL ONLY

Stephen Kim
M. Milam
Robin Swert

HEADQUARTERS

William Shackelford
Robert Allen
John Hatton
Jenn Rafael

GUESTS

Diann Conlin
Donald Culpepper
Rachel Eitches
Mireong Lee
Terry Mann
Richard Meyers
Mercedes Olivieri
Gail Orland
Nancy R. Owens
Alejandro Ramos

SPONSORS & VENDORS

Affinity Partners

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APWUHP
BlueCross/BlueShield
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Blue Ridge Agents
Caption Call
Fulton Financial Advisors
Hotel Madison
Kaiser Permanente
Road Scholar
Suffolk Tourism

“Your registration is more than just attendance – it is a show of support that helps our organization grow and thrive.

Thank you for standing with us!”

DAILY ATTENDEE RECORD OF REGISTRATIONS

April 7 April 8 April 9

Member & Guests

National Only

NARFE HQs

TOTALS



Ribbon Colors

VFN Board Members	Tan/Silver
Chapter Officer	White/Black
Chapter President	Black/Gold
Conference Committee	Green/Gold
Conference Member	Gold/Black
First Time Attendee	Blue/Gold
Guests	White/Gold
NARFE PAC Donor	White/Blue
National HQs	Yellow/Gold
National Officer	Silver/Gold
National Only Members	Teal/Black
Past President	Burgundy/Gold
Past VFN President	Silver/Black
Speakers	White/Gold
VA PAC Donor	Red/White
Vendors	Yellow/Black



Recommended Attire:

Business Sessions & Receptions

Business Casual

Evening Banquet

Men: Jacket and Tie

Women: Pantsuit or Cocktail Dress

VFN Annual Meeting Standing Rules

Rule 1. The Annual Meeting should be conducted in accordance with the current VFN Bylaws, these Annual Meeting Standing Rules, and Robert's Rules of Order Newly Revised. Should there be a conflict between these documents, the current VFN Bylaws shall have precedence. Should there be a conflict between the Annual Meeting Standing Rules and Roberts Rules of Order (12th Edition), the Annual Meeting Standing Rules shall have precedence.

Rule 2. To gain admittance to the Annual Meeting and Committee Meetings, the badge/name tag issued by the Registration Committee must be worn.

Rule 3. All VFN Members must register with the Registration Committee.

Rule 4. At the beginning of each Business Session, the Chair of the Registration Committee shall report on the attendance and registration of Annual Meeting attendees.

Rule 5. Designated time and location for committee meetings, caucuses, and any other Annual Meetings shall be listed in the meetings by the meetings by the BF in presiding officer year at the Annual Meeting business session.

Rule 6. Attendees at all Annual Meeting sessions are expected to be courteous and to promptly comply with instructions from the Chair with respect to seating, talking, electronic devices, etc. Failure to comply may result in removal from the Annual Meeting Session.

Rule 7. The Bylaws Committee shall review, report on, and make recommendations on all proposed Bylaw Amendments submitted in advance in accordance with the VFN Bylaws.

Rule 8. Upon recognition by the Chair at any session, a member shall state their full name, Chapter Number or National Only affiliation before addressing the assembly.

Rule 9. The President shall appoint a Ballot & Tellers Committee to supervise voting when a secret ballot is required. (More than one contestant at AVP caucuses)

Rule 10. Voting records shall be sealed after counting and retained by the VFN Secretary for not less than three months before destruction.

Rule 11. All alleged irregularities in voting shall be promptly considered and resolved by an Appeals Committee appointed by the VFN President. The Appeals Committee shall consist of three members from different Areas, none of whom is a member of the Ballot & Tellers Committee. The Appeals Committee shall report its findings to the Annual Meeting Assembly.

Management Award Procedures

PURPOSE

To recognize significant leadership and management activities and contributions of a member of the Virginia Federation of NARFE (VFN) as a VFN Board member and/or a VFN chapter member. The award will be presented each year at the VFN Annual Conference.

NOMINATION CRITERIA

The Nominee must be a current voting member of a chapter in the VFN. The nomination must be submitted in writing using the criteria listed below. The submitted nomination must address at least four of the following criteria, highlighting activities in calendar years (as determined in the Annual Conference Bulletin #1) and with special emphasis placed on activities performed in calendar years (as determined in the Annual Conference Bulletin #1):

- Leadership in VFN meetings and sponsored activities;
- Service as an elected VFN officer;
- Service as an appointed chair or member of a VFN committee;
- Mentoring of potential future VFN leaders;
- Advocacy for the NARFE Mission;
- Significant contribution as a NARFE member;
- Involvement in his/her community

NOMINATION SUBMISSION REQUIREMENTS

1. Nomination submission must be typed and no more than one 8.5" x 11" page
2. Details and specific examples listing how the nominee has met four or more items on the nomination criteria list
3. Information on the nominee:
 - a. Formal Name as it should appear on the award
 - b. Chapter Name and Number
 - c. Home address of the nominee
 - d. Email address
 - e. Telephone Number
4. Information on the nominator:
 - a. Name
 - b. VFN Board or Chapter Position (if applicable)
 - c. Chapter Name and Number
 - d. Email address
 - e. Telephone number

A nomination may be submitted by any NARFE member in good standing of a VFN chapter for a member of his/her own chapter or another VFN chapter. Nominations must be sent (U.S. Mail or E-Mail) to the current VFN President by the time and location as described in the Annual Conference Bulletin #1.

VFN Annual Voting Procedures

In compliance with NARFE's Bylaw change to One Member One Vote (OMOV), each VFN election since 2019 has been open to all VFN members. Prior to this change elected officers and proposed bylaw changes were voted on during the Annual Meeting using predetermined numbers of delegates. Under the new OMOV, all members are entitled to vote, and the Ballot and Tellers Committee is now responsible for drafting ballots, sending copies of the ballots to all VFN members by mail or electronic mail, and facilitating the actual voting, counting, and tabulating the results..

Ballot and Tellers Committee

The Ballot and Tellers Committee is a part of the Annual Meeting/Conference committee structure, and the members are approved by the Board. The Committee should consist of at least four members, plus one person who has access to the National Only membership records. It is recommended at least one member of the committee should have a working knowledge of electronic voting programs, in case the committee chooses to have electronic voting. These four members would be required to be ballot counters, and one of the members will be elected as chair. It is also recommended that the Web Master be an additional committee member because of the committee's reliance on the website for ballots and voting information, although the Web Master doesn't need to be a counter. An independent observer may also be appointed by the Region X Vice President.

Once the slate of candidates and any Bylaws change proposals are accepted during the Annual Meeting, the Ballot and Tellers Committee will be responsible for formatting ballots for distribution to the membership. The Ballot and Tellers Committee will also be responsible for setting up voting information on VFN's website. All candidates will be allowed a candidate statement of no more than 250 words describing their backgrounds and qualifications. The candidates will also be allowed to provide a personal photograph for the website.

The Committee will determine how and when ballots are to be distributed, the timeframe for return, and counting of the ballots. In accordance with the Bylaws, balloting of Bylaws Amendments and Elections shall take place within sixty (60) days after the Annual Meeting. If feasible, members will be offered the option of casting ballots electronically or by mail.

Election Results

Before starting the count, all counters must sign a non-disclosure agreement to ensure the confidentiality of voter identity. After counting of the ballots, the candidate with the plurality of votes of qualified ballots will be deemed the winner. Proposed Bylaws changes will require two-thirds (2/3) votes of qualified ballots to be accepted.

The chair of the Ballot and Tellers Committee will give voting results directly to the VFN President who will be responsible for declaring winners for each position and outcome of Bylaw proposals. Members of the committee will not provide any results of the voting until after the results are announced by the VFN President.

All ballots will be held by the Ballot and Tellers Committee chair for no less than 60 days following conclusion of counting of ballots.

Virginia Federation of NARFE
Handbook Revision Approved January, 2024

Thank you to Our Valued Virginia Federation of NARFE Supporters



On behalf of the Virginia Federation of NARFE, we want to extend our heartfelt thank you to all our members who generously contributed as sponsors of our conference. Your support displays a vital role in making our events meaningful, impactful, and successful.

Your commitment – both personal and professional demonstrates the strength of our federation and the shared dedication we all have to our mission. Thanks to your contributions, we were able to provide a high-quality experience for attendees, foster meaningful dialogue, and promote the continued growth of our organization.

We deeply appreciate your generosity and your belief in the work we do together. You are truly the foundation of our success.

DONOR CATEGORIES

Platinum	\$100	Super Angel	\$ 20
Gold	\$ 75	Angel	\$ 15
Silver	\$ 50	Booster	\$ 10
Bronze	\$ 25	Supporter	\$ 5

“Giving is not just about making a donation, it’s about making a difference.”

~Kathy Calvin

NARFE HEADQUARTERS

William Shackelford – Platinum

0007 ARLINGTON

Sarojini Grigsby – Silver

Jim Hall - Silver

Claire Jacobsen – Silver

Patricia Meyers – Platinum

Nancy Palmerino – Platinum

Max Scruggs - Silver

0028 PETERSBURG

Eva Reaves – Super Angel

Shirley Shands – Super Angel

Ruth Stith – Bronze

0066 TIDEWATER

Arlene Arthur – Silver

0090 FREDERICKSBURG

Esther Nash – Platinum

Nicole Nash - Gold

0111 ROANOKE VALLEY

Frances Boatman – Platinum

Annette Cepeda – Booster

Ruth Greene – Bronze

Ellie Long – Booster

Reinhold O’Neill - Platinum

0180 WINCHESTER

Mary O’Dell – Bronze

Howard Lore – Silver

Kathryn Pomeroy – Supporter

Ronnie Pomeroy – Platinum

Linda Shook – Platinum

0356 MANASSAS

Bill Briscoe – Platinum

0595 COLONIAL BEACH

Dot Almassey – Super Angel

Jean Lee – Super Angel

James Lynch – Angel

Joan Mudd – Supporter

Stan Palen – Bronze

Shelby Penzenstadler – Supporter

Leslie Ravenell – Platinum

Richard Ravenell – Silver

Loy Schuchart – Supporter

Bonnie Thompson – Super Angel

Maria Wendt – Supporter

0682 Peninsula

Mike Thurber - Platinum

0685 WILLIAMSBURG

Sandra & Walter Bilski – Super Angel

Mary Grace Dorsey – Super Angel

Pat Evers – Bronze

Jeff Fratter – Super Angel

Larry Leiby – Platinum

Cheryl Leiby – Platinum

Betty Pfeiffer – Supporter

Marilyn Riddle – Super Angel

Marceline St.Pierre – Super Angel

Ginny Taylor – Super Angel

0737 FAIRFAX

Allen Barna – Super Angel

Becky Fial – Super Angel

Thomas Hart – Booster

Sharon Lenius – Bronze

Terry Munson – Booster

Theodore Pasek – Gold

Donna Shackelford – Platinum

0893 SPRINGFIELD

Ann Collins – Platinum

Beatrice Squire – Platinum

1116 VIENNA-OAKTON

Kathy Arpa – Silver

Mark Arpa – Silver

Ralph Dantine – Super Angel

Kay Dellinger - Super Angel

Christian Gieseler – Bronze

David Graf – Bronze

Jim Hathaway – Super Angel

Judy Hathaway – Super Angel

Bill Inch – Super Angel

Peter Lassovszky – Super Angel

Margaret Murphy – Super Angel

Jayne Seidman – Super Angel

Cindy Stewart – Silver

Curtis Turnbow – Super Angel

1159 ANNANDALE

John Bankson – Platinum
Mike Doehnert – Super Angel
Robert Miller – Gold
Annette Trotter – Super Angel
Multiple Anonymous - \$115

1241 DULLES

Jerry & Shirley Carpenter – Booster
Jeff Sargent – Supporter
Judy Thorne – Super Angel
Angelo & Camille Wider – Booster
Patricia Wolfe – Platinum
Patricia Wolfe – Angel

1270 WOODBRIDGE

Linda Force – Angel
Sue & Gaston Gianni – Platinum
Barbara Lidell – Booster
Jim Little – Platinum
Fran Piper - Silver

1697 BRENTWOOD

Jerold Bowser – Supporter
Tina Bracy – Booster
Deborah Brown – Platinum
Alonzo Coleman – Booster
Annette Coleman – Booster
Carolyn Collins – Angel
Willie Levenston, Jr. – Super Angel
Pamela McGrath – Supporter
David Parson - Booster
Theressa Rodwell – Booster
June Staton – Supporter
Raymond Staton – Supporter

1743 SUFFOLK

Dillard Horton – Booster
Raymond Orland – Booster
Edgar Owens - Booster

1757 MIDDLE PENINSULA

Mary Sinisi – Angel

1793 PAGE VALLEY/LURAY

Jim Blubaugh – Platinum
Sharon Booker - Bronze
Theodore Booker – Bronze

William Conley – Super Angel
Jennifer Goodwin – Bronze
Gerald Griffin – Bronze
Nancy McDermott - Silver

1823 NORTHERN NECK

Jim Landrum – Super Angel
Larry McIlwee – Super Angel
Larry McIlwee – Add'l Donation \$60
Bruce McMillan – Bronze
Ted Munns - Bronze

2265 MIDLOTHIAN

Bonnie Agnel – Silver
Virginia Bozarth – Bronze
Brenda Cordel – Super Angel
Catherine Dorsett – Supporter
Mary Fenner – Super Angel
Deborah O Fisk – Platinum
Bruce Granger – Bronze
Cynthia Graunke – Super Angel
Edward Heflin - Platinum
Stephen Lemanowicz – Booster
John Mason – Super Angel
Joanne Montaque - Supporter
Lynn Osborne – Silver
Ann Simpkins – Super Angel
Gladys Werts – Booster
Bob Zombron – Super Angel

2358 SHENANDOAH COUNTY

Charles Kaweck - Platinum



BYLAWS

ARTICLE I – NAME

This organization (hereinafter the “Federation” or “VFN”) shall be known as the Virginia Federation of the National Active and Retired Federal Employees Association (hereinafter “NARFE” or the “National Association”).

ARTICLE II – OBJECTIVES

As a subsidiary of NARFE, which is incorporated under the laws of the District of Columbia, the Objectives of this Federation shall be to aid and support National Association activities and programs established to promote the objectives set forth in the Articles of Incorporation governing all of NARFE, including:

1. To support legislation at both the Federal and State levels beneficial to Federal employees, annuitants, and survivors, coordinating chapter and National only members in this effort.
2. To promote the general welfare of Federal employees, annuitants, and survivors by advising them with respect to rights under retirement laws and regulations in coordination with the National Association.
3. To cooperate with other organizations and associations in furtherance of these objectives.
4. To assist the Chapter movement, whether in programming, recruitment, organizing new chapters, and/or consolidating or closing existing chapters.
5. To coordinate National only and chapter members in all efforts to the extent feasible.
6. The bylaws of the Federation shall not be in conflict with the National Association bylaws. The Federation shall not enter into activities, arrangements, or agreements that conflict with programs or activities of NARFE.

ARTICLE III – MEMBERSHIP AND DUES

SECTION 1 – The Federation shall be composed of NARFE members belonging to a Chapter chartered within its borders and National members residing within its borders. Each member shall have equal membership rights, as prescribed in the NARFE Bylaws.

SECTION 2 – Chapters that wish to be affiliated members of the Federation will pay dues. The annual dues for Chapter membership in the Federation shall be determined by the Board of Directors (hereinafter the “Board”) for each Chapter

member who, as of the prior December 31st, has paid National and Chapter dues, including Honorary members whose Chapter dues have not been waived by the Chapter. Each Chapter Treasurer shall remit to the Federation Treasurer the total Chapter dues owed the Federation no later than May 31st.

SECTION 3 – Any Chapter dropped for failure to pay its dues shall be reinstated upon payment of current year’s dues.

SECTION 4 – The President with the Board shall be responsible for dividing the Commonwealth into working areas as prescribed in the VFN Handbook. The division into Areas shall consider membership numbers, chapters and geography and shall remain in effect until revised by the Board.

ARTICLE IV –VFN HANDBOOK

SECTION 1 – There shall be a VFN Handbook (hereinafter the “Handbook”), which shall contain the standing rules of the Virginia Federation.

SECTION 2 – The Board shall have the responsibility for approving the Handbook and any modification thereof.

SECTION 3 – All proposed revisions to the Handbook shall be made available to each Federation member for review at least sixty days prior to the next Board meeting.

SECTION 4 – All comments by the Federation members shall be forwarded to their respective Area Vice President at least two weeks prior to the meeting of the Board.

ARTICLE V - OFFICERS

SECTION 1 – The elected officers of the Federation shall be the President, First Vice President, Second Vice President, Secretary, Treasurer, and Area Vice Presidents. These officers shall perform the duties prescribed by these Bylaws, the Handbook and the parliamentary authority adopted by the Federation. Federation officers must be voting members. The Federation President shall be an ex-officio member of all committees except Nominating and Audit Committees.

SECTION 2 – The President, First Vice President, Second Vice President, Secretary, and Treasurer shall be elected to serve a term of one year and will serve until their successors are installed. A President may not serve more than two consecutive terms, but after one year has elapsed, the same person may be elected for another term as President. All other elected officers shall not serve more than

six consecutive terms but after a lapse of one year may be reelected to the same office. No member may hold more than one elected office at any one time.

Each Area Vice President shall serve in their designated Area under guidance of the Board. The Area Vice Presidents shall act as liaisons for field operations, represent the Federation in promoting the objectives of the Association, assist Chapter Presidents and other chapter officers in carrying out their duties, and promote legislative activities at all levels of the Federation. They shall be elected for a one-year term by the members from the Area at the annual meeting or separately and will serve until a successor is installed.

SECTION 3 – Vacancy in Office – A vacancy in office of the President shall be filled by the First Vice President; and a vacancy in the office of the First Vice President shall be filled by the Second Vice President. All other vacancies in office shall be filled by appointment by the President.

SECTION 4 – Duties of Office – The duties of the officers shall be spelled out in the adopted parliamentary authority and the Handbook.

SECTION 5 – The President with the approval of the Board shall appoint a qualified Parliamentarian to serve at the annual meeting and throughout the year, as required.

SECTION 6 – The Federation will maintain a web page, directory of Chapter and Federation Officers, and other information required by the Board.

ARTICLE VI – ANNUAL MEETING

SECTION 1 – The Federation shall hold an annual meeting. The purpose of the annual meeting will be to transact business of the Federation.

SECTION 2 – In all votes, including all elections, each member shall vote independently.

SECTION 3 – Thirty-day notice of the annual meeting and its location shall be given to all Members.

SECTION 4 – All Chapter and National Only Members shall be entitled to attend and fully participate in the annual meeting upon registration and payment of required fees and charges.

SECTION 5 – Annual meeting committees shall be composed of members registered at the annual meeting and shall include: Ballot and Tellers, Budget, Courtesy, and others the President requires. Some may meet and complete their

duties prior to creation of a ballot. No elected officer may serve as chairperson of an annual meeting committee nor shall elected officers constitute a majority of any committee.

SECTION 6 – Ten members of the total Federation membership shall constitute a quorum at a Federation meeting.

SECTION 7 – Electronic meetings, as defined by Robert’s Rules of Order Newly Revised, are permitted to replace traditional meetings at all levels of the Federation, when approved by the meeting chair or Board. Rules for the conduct of electronic meetings shall be adopted by the Board as necessary.

ARTICLE VII - NOMINATIONS AND ELECTIONS

SECTION 1 –The Nominating Committee shall, for the annual meeting following their election:

- A. Nominate at least one candidate for each of the elected offices of President, First Vice President, Second Vice President, Secretary and Treasurer.
- B. Send a report of the nominees to the President at least sixty days prior to the annual meeting.

SECTION 2 – Any member wishing to run for any office shall notify the Federation Secretary or the Nominating Committee of his or her intent at least 90 days of the annual meeting. Additional nominations for elected offices may be made from the annual meeting.

SECTION 3 – Nominations and election of Area Vice Presidents shall be made by Area members at an Area meeting or separately.

SECTION 4 – Elections – When there is only one candidate for a particular office, that candidate shall be declared the winner by acclimation without the need for a vote. Balloting by Federation members for contested elected positions will be conducted within sixty days following the Federation Annual Meeting.

SECTION 5 –Balloting for proposed Bylaw Amendments, as accepted at the annual meeting, shall take place within sixty days after the annual meeting. Voting will be under the direction of the Ballots and Tellers Committee.

ARTICLE VIII –BOARD OF DIRECTORS

SECTION 1 – The Board of the Federation shall consist of the five elected officers of the Federation, Immediate Past President, Area Vice Presidents, and Chairs of the National Legislation, State Legislation, Membership, Public Relations, Service,

Electronic Communications, and Alzheimer's Programs, plus Committee Chairs and Special Appointees.

SECTION 2 – The Board is the governing body of the Federation, with the authority to conduct the business of the Federation between annual meetings. It has the authority to carry out mandates of Federation Bylaws and to perform all duties and responsibilities as set forth in these Bylaws.

SECTION 3 – Duties of the Board:

- A. Provide policy guidance to the President.
- B. Direct the management and disbursement of Federation funds for Federation services, official travel, and other related expenses.
- C. Establish and approve an annual budget for the Federation each fiscal year.
- D. Annually appoint an Audit Committee or select an accountant to conduct an audit of the Federation's financial status.
- E. Determine the amount of bond for the Federation Secretary and Treasurer, with the cost to be paid by the Federation.
- F. Convene at least three times annually or more frequently at the call of the President. A majority of voting members shall constitute a quorum.
- G. When necessary to transact urgent business, the President shall have authority to conduct a telephone or electronic canvass of Board Members. This business shall be recorded in the minutes and reported by the Secretary at the next regular meeting of the Board.
- H. The Board of Directors shall have the authority, by a two-thirds vote to declare any elected or appointed office vacant for justifiable cause, but the officer shall be given reasonable opportunity to show just cause why such action should not be taken. The President shall fill a vacancy in any office for the unexpired term subject to approval by the Board.

ARTICLE IX – STANDING COMMITTEES

SECTION 1 – There shall be a Membership Committee consisting of the Membership Chairperson and the Area Vice Presidents as members. All members shall serve until the end of their term. The purpose of the Membership Committee shall be to encourage eligible annuitants, spouses, and employees of the federal civilian service to become members of NARFE and their local chapter, and to maintain membership therein.

SECTION 2 – There shall be a Bylaws Committee composed of one member from each Area, appointed by the President. The President shall also appoint the chairperson of this committee.

SECTION 3 – The Audit Committee shall conduct an annual audit of the receipts, disbursements, assets and liabilities, including a balance sheet and a list of investments, and prepare a report for submission to the Board for approval. After approval, the Board shall publish the report on the Federation website.

SECTION 4 – A Nominating Committee shall be composed of a primary and an alternate elected at each Area meeting at the annual meeting or separately. The committee, following the Area meeting, shall select one of its members to serve as chairperson. No member of the Board may serve on the Nominating Committee.

SECTION 5 – Other committees, standing or special, shall be appointed by the President, with approval of the Board, as deemed necessary to carry on the work of the Federation. A description of the committees' responsibility shall be included in the handbook.

ARTICLE X – PARLIAMENTARY AUTHORITY

The rules contained in the current edition of Robert's Rules of Order, Newly Revised shall govern the Federation in all cases to which they are applicable and in which they are not inconsistent with these or National's Bylaws and any special rules of order the Federation may adopt.

ARTICLE XI – AMENDMENT OF BYLAWS

SECTION 1 – Proposed amendments to these Bylaws may be initiated by a member, chapter, the Federation Board, or the Bylaws Committee and submitted to the Federation Secretary and Chairperson, Bylaws Committee, on NARFE Form F-3C, Proposed Bylaw Standing Rule Amendment, by a date established by the Executive Board.

SECTION 2 – The Committee presenting amendments to National Bylaws to a ballot call shall determine that the amendments are not in conflict with the Bylaws of the National Association. Proposed amendments to the Federation and National Bylaws may be amended by the Committee with no increase in scope, combined with similar amendments, or have a single substitute prepared in place of the original amendments offered.

SECTION 3 – The proposed amendments to the Federation or National Bylaws either shall be published on the Federation website or sent by ballot to each member at least thirty days prior to the announced deadline for voting.

SECTION 4 – A two-thirds favorable vote of the members voting shall be required

for adoption. Section 5 – The Secretary, as required by National Headquarters, shall submit to National Headquarters by the date of a deadline set by National Headquarters, a copy of each National amendment, whether or not adopted by Federation ballot.

SECTION 6 – Amendments to Federation bylaws shall be approved at National Association Headquarters before becoming effective.

ARTICLE XII – INDEMNIFICATION

The officers and directors of the Federation shall be reimbursed for costs incurred in connection with any civil legal action brought against them alleging civil liability for acts performed by them in connection to their official duties for the benefit of the Federation. Excluded from this provision are acts of willful misconduct, criminal acts, and all acts related to the operation of motor vehicles. Reimbursements of costs shall be limited to actual costs or out of pocket expenses and only to the extent of Federation assets available at the time or by the amount payable under an insurance policy the Federation shall provide.

ARTICLE XII – DISSOLUTION

In the event of dissolution of the Federation, the assets remaining after payment of all costs and expenses of dissolution shall be transferred to NARFE, and none of its funds shall be to the benefit nor distributed to an individual member. The Charter shall be returned to NARFE.

* * * * *

54-08905501
Federation IRS EIN

SIGNED:


Deborah O. Fisk
Secretary, Virginia Federation

6/19/2024
Date


Kathryn E. Hensley
National Secretary/Treasurer

6/27/2024
Date

*Best Wishes for a Productive
Virginia Federation of NARFE
2025 Conference*



Luther Santiful

Past VFC President

2012 - 2014



NARFE
FEDERAL BENEFITS EXPERTS
—
VIRGINIA
FEDERATION



Frances E. Boatman
VFN President

It has been an honor and a pleasure to serve as President of the Virginia Federation for the past two years. Working with such an extraordinary group of people to help accomplish the mission of NARFE has been a very rewarding experience. Best wishes to my successor in carrying on the goals we have reached and beyond. “Together we Succeeded”

“Our Future – Stronger Together”



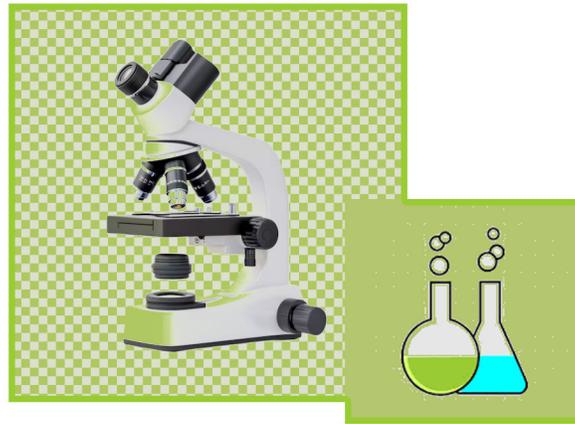
***Best Wishes
for
a successful 2025 Conference
and continue to raise the awareness
of NARFE in everything you do—it will
become a household name, yet!***

Ann M. Collins

**Past President
Virginia Federation
(2005-2007)**

Our Future – Stronger Together

Congratulations on 70 Years of Service



Keep working for Alzheimer's Research

We get closer every day

Wishing you a great Conference~~

Donna Shackleford

Federation Alzheimer's Coordinator



www.whapradio.com

Wynn "Baby Boomer" Hasty

Live 4 - 7 PM Sunday

***Best of 50's, 60's, 70's
Rock and Roll and Beach Music***





NAR 
FEDERAL BENEFITS EXPERTS
—
VIRGINIA
FEDERATION



A Special Message from “John & Dr. Constance T. Bails, Ph.D.

As proud members of VA Federation Board, We’re honored to support this incredible gathering of federal employees, retirees, and advocates. The work we do together strengthens our mission to protect the earned benefits of our members and ensure a strong future for all.

Best Wishes for A Successful 2025 Conference!

"Your Voice, Your Future, Our Mission"

I ask for your support because I believe I will make an effective VFN President

***Your Voice
Your Future
Our Mission***



Deborah, "Debbie", "Deb"

I want to amplify the voice of federal employees and retirees which will safeguard our future, and deliver on the mission of **ADVOCACY**, transparency, and organizational growth.

Goals:

- 1. Empower members at all levels to speak up and be heard***
- 2. Protect benefits and strengthen support for current and future retirees***
- 3. Deliver effective leadership that aligns with NARFE's core values***



I ask for your support, your ideas, and most importantly -- YOUR VOTE!

CONGRATULATIONS
TO THE
VIRGINIA FEDERATION OF NARFE



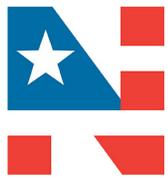
Mark Arpa
2025 VFN Conference
Photographer





Congratulations to The Virginia Federation of National Active and Retired Federal Employees on Seventy Years.

I am Larry McIlwee and I am running for the office of President of the Virginia Federation of NARFE. I retired from the government with close to 30 years service. I have been a member of NARFE since 2011 and held the office of First Vice President and President of Northern Neck Chapter 1823, and I am the current president. I have served as the Chairman of the Nominating Committee, Chaplain, First Vice President, and am currently the Service Officer. I was the Conference Coordinator for last years conference, and I am the Facilities Chairman for the current conference. I ask you to vote for me in this election and let's keep VANARFE strong.

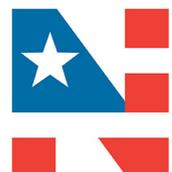


CONGRATULATIONS!

VIRGINIA FEDERATION OF NARFE
Celebrating 70 Years of Dedication and Advocacy

“Our Future - Stronger Together”

Carol Campbell
Area IX Vice President





Patricia Wolfe
Dulles Chapter 1241

WELCOME TO THE 2025 VFN CONFERENCE

**THANK YOU FOR YOUR SUPPORT IN RE-ELECTING
ME AS YOUR SECOND VICE PRESIDENT**

**Congratulations to the Virginia Federation for 70 years of
advocacy and work for members.**



**WELCOME TO THE
2025 VFN CONFERENCE IN
HARRISONBURG, VA
April 6-9, 2025**

CONGRATULATIONS TO THE NARFE
MEMBERS ON CELEBRATING THE
ANNIVERSARY OF THE VIRGINIA
FEDERATION OF NARFE (VFN)
ANNUAL CONFERENCE



Kathy Arpa
PAST PRESIDENT
VIRGINIA FEDERATION
VFN NEWSLETTER EDITOR &
PRESIDENT, CHAPTER 1116
(VIENNA-OAKTON)





70 YEARS Celebration

“Our Future - Stronger Together”

ROBERT ALLEN
NARFE REGION X VICE PRESIDENT



**NARFE Is
 Your Legislative Voice
 Your Information Resource**

The Trusted Source of Knowledge
 for the Federal Community



NARFE.org



TO: The Chapter in AREA I

*Chapter 0682 Peninsula (Newport News, Hampton)
Chartered 1958, 162 current members*

*Chapter 0685 Williamsburg
Chartered 1958, 143 current members*

*Chapter 1757 Middle Peninsula (Gloucester)
Chartered 1981, 40 current members*

*Chapter 1823 Northern Neck
Chartered 1981, 85 current members*

...Where attendance is high and membership in a chapter is treasured.

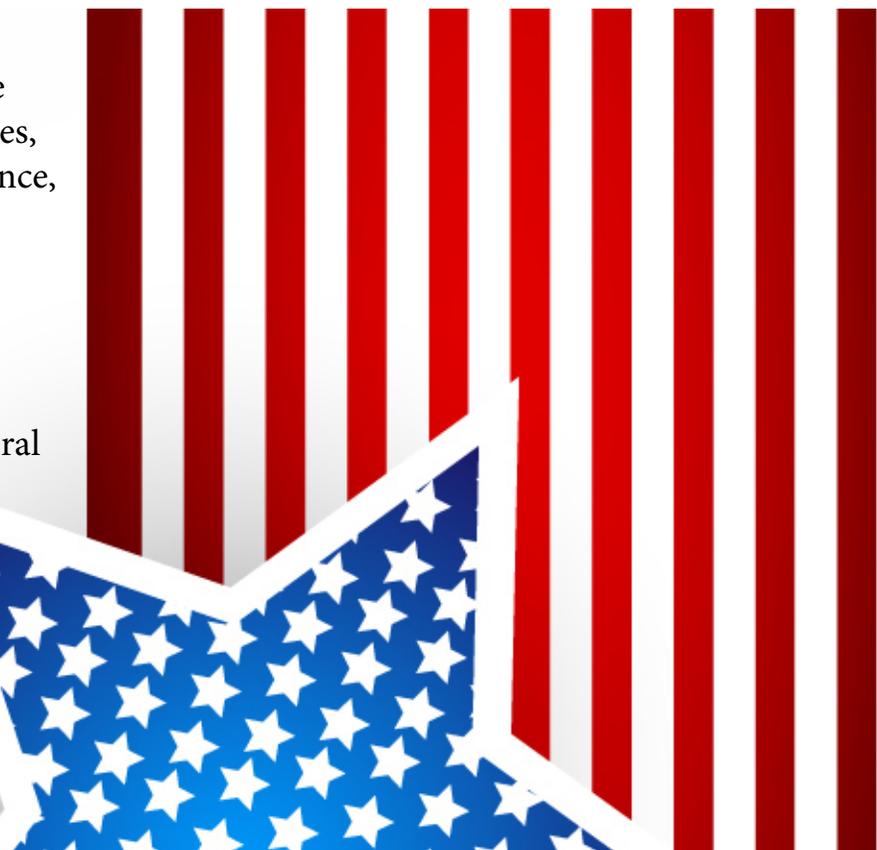
*Thank you for all that you do to strengthen
your chapters and VFN as well.*

Marilyn Riddle, AVP



NARFE the only organization dedicated to the general welfare of all federal workers and retirees, NARFE delivers valuable guidance, timely resources and powerful advocacy. For 100 + years, NARFE, or the National Active and Retired Federal Employees Association, has been a trusted source of knowledge for the federal community, Capitol Hill, the executive and the media.

Since 1921 our mission has been to defend and advance YOUR EARNED PAY!!!



VFN CHAPTER ADS

AREA I

0682 Middle Peninsula	60
0685 Williamsburg	60
1823 Northern Neck	67

AREA III

0066 Tidewater	72
0974 VA Beach (Bayside)	74

AREA III

0028 Petersburg	62
0060 Richmond	73
2065 Louisa	62
2265 Midlothian	72

AREA IV

1697 Brentwood	67
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AREA VII

0111 Roanoke Valley	76
0135 Charlottesville	77
0164 Harrisonburg	63
0180 Winchester	77
1793 Page Valley-Luray	77
2358 Shenandoah County	74

AREA VII

0090 Fredericksburg	61
0595 Colonial Beach	73
2112 Caroline	73

AREA IX

0356 Manassas	68
1159 Annandale	67
1270 Woodbridge	71

AREA X

0007 Arlington	66
0737 Fairfax	69
1116 Vienna-Oakton	64
1241 Dulles	65

Northern Virginia Caucus	70
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**BEST WISHES FOR A SUCCESSFUL
2025 VFN CONFERENCE**

Williamsburg Chapter 685

OFFICERS

PRESIDENT	Larry Leiby
1st VP	Mary Grace Dorsey
2nd VP	Jeff Fratter
SECRETARY	Evette Conwell
TREASURER	Judy Talley
PAST PRESIDENT	Hazel Braxton
	Area I VP & CDL Marilyn Riddle

**Meets each Month on 2ND Tuesday at 10:30 am
Colonial Heritage Clubhouse, 6500 Arthur Hills Dr, Williamsburg, VA 23188**

Peninsula Chapter 0682

President - Mike Thurber (803) 651-4374

Meetings the 2nd Monday of the month

570 McLawhorne Drive, Newport News, VA @ 10:30 am

Exceptions August and December reserved for Picnic and Holiday Luncheon



America's Most Historic City

Fredericksburg Chapter 90



* Fredericksburg Area Tourism

Congratulates the VFN on an Outstanding 2025 Conference

President, Bob Martin	Secretary, Debbie Lockett
Vice President, Dennis Cole	Service Officer, Esther Nash
Treasurer, Harry Tillman	Greeter Coord, Cheryl Matter
Invocation & Pledge, Gene Taylor	Membership, Mary J. Heck
Legislation Chair, Bob Martin.	Sunshine Chair, Rita Pinion
Immediate Past President, Moe Nolet	

Chapter 0028 Petersburg

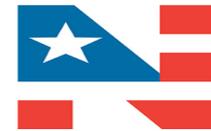


Proudly serving the cities of Petersburg, Hopewell, Colonial Heights, Waverly, Wakefield, Franklin, Emporia, and the counties of Prince George, Dinwiddie, South Chesterfield, Surry, Sussex, Southampton, North Greenville, and Brunswick for 72 years!

President
Vice President
Secretary
Treasurer
Membership
State/Nat'l Legislation
Public Relations
Telephone Tree
Chaplain
Alzheimer's

Wynn Hasty
Roy Beasley (interim)
Marjorie Dixon
Vacant
Roy Beasley
Wynn Hasty
Ed Jordan
Charlotte Siebert
Vacant
Beverly Rank

"Our Future: Stronger Together"



NARFE Chapter 2065 **Celebrating 40 Years April 2025**



Includes Louisa County plus parts of Spotsylvania and Fluvanna Counties

We are Retired & Active Feds, Spouses and Annuitants who support each other, have fun, learn about Federal Benefits, NARFE programs and local programs plus order lunch.

We usually meet at Roma's Italian Restaurant in Louisa, VA

- 3rd Thursday of Feb, Apr, Jun, Sep & Nov at 11:30am
- July and August - are for summer vacation.

WE INVITE YOU TO JOIN US ANYTIME



FEDERAL BENEFITS EXPERTS

Hosted by
Chapter 164
Harrisonburg



LIVE

AUCTION

& Raffle Drawing



ALZHEIMER'S FUNDRAISER

Raffle tickets \$1 each (\$10 for ten) to win either a beautiful Handmade Queen-sized Quilt (above) or Hand-stitched Cotton Afghan

Wednesday, April 16, 2025

At Wood Grill Buffet - 1711 Reservoir St.

***11:00 AM Lunch & Auction Preview
(regular buffet fee) Auction starts at 12noon***

Need not be present to win raffles!

Questions? narfel64hburg@gmail.com

*MEMBERS OF CHAPTER 1116 (Vienna-Oakton)
SEND CONGRATULATIONS ON THE 70th
ANNIVERSARY OF THE VIRGINIA
FEDERATION ANNUAL MEETING AND
CONFERENCE AND SEND BEST WISHES
FOR A MEMORABLE CONFERENCE*

April 6-9, 2025



Chapter 1116 Board

President	Kathy Arpa
1 st Vice President	Ralph Dantine
2 nd Vice President	Jayne Seidman
Secretary	Dave Graf
Treasurer	Chris Gieseler
Alzheimer's Chair & Photographer	Mark Arpa
Hospitality & Membership Chair	Jayne Seidman
National Legislation Chair	Jim Hathaway
State Legislation Chair	Chris Gieseler
Public Relations Chair	Pec Chan
Sunshine Chair	Harriet Epstein
Newsletter Team	Kathy Arpa & Dave Graf

We meet at the Vienna Community Center at 1 PM on the Second Tuesday of the Month in Vienna, VA (except July and August).





Dulles Chapter 1241 Congratulates the VFN on 70 Years



Elected 2025 Chapter Officers



National Legislation



Communications Team



Membership

Dulles Chapter meets September to June on the 4th Monday unless otherwise announced at The Amphora Diner Deluxe in Herndon, Virginia with interesting speakers and special celebrations.



Thanks to Members



Holiday Fun



State Legislation



Congratulations
Virginia Federation of NARFE
Celebrating 70 Years of Advocacy

Arlington - Chapter 7

Virginia's Oldest Continuous Chapter
Established 1947 – Celebrating 75+ Years

Best Wishes

for a

Successful 2025 Conference

“Our Future – Stronger Together”

P.O. Box 100971
Arlington, VA 22210





Northern Neck Chapter 1823

*Serving the communities of
Essex, Lancaster, Northumberland, Richmond, and Westmoreland Counties,
on the Potomac and Rappahannock Rivers and the Chesapeake Bay*

**Chapter 1823 sends best wishes for a successful
70th VFN conference.**

**We appreciate Area VII for Hosting, and President Frances Boatman,
First Vice President Deborah Fisk and staff for planning
another very informative conference.**



**BEST WISHES FOR A SUCCESSFUL
2025 NARFE-VFN CONFERENCE!**

***"OUR FUTURE – STRONGER
TOGETHER"***

From

THE OFFICERS & MEMBERS

of



BRENTWOOD CHAPTER 1697

ANNANDALE

**THE CROSSROADS OF NORTHERN
VIRGINIA™**

NARFE CHAPTER 1159

**OUR BEST WISHES FOR SUCCESS
2025 Conference**

"Our Future: Stronger Together"

VISIT OUR WEBSITE:

NARFE.ORG/CHAPTER1159

Follow us on Facebook:

NARFE Annandale 1159



2025 VFN Conference

Congratulations to the VFN on its 70th Anniversary

Chapter 356 Manassas, Virginia

(Organized September 9, 1953)

Celebrating our 71st Anniversary Year

www.narfe356@hotmail.com

PRESIDENT
VICE PRESIDENT
SECRETARY
TREASURER
Membership
National Legislation
Service Officer & Sunshine
Alzheimer's
Newsletter Editor

Mary Brandt
Priscilla Saboe
Carol Campbell
Richard Horte
Helen Brooks
Mary Brandt
Priscilla Saboe
Marilyn Markman
Richard Horte



FAIRFAX CHAPTER 737

**Sends Best Wishes for a Successful
VFN Conference in Harrisonburg, Virginia**

April 6-9, 2025



Ted Pasek, Vice-president



*Donna Shackelford,
Treasurer*



Jim Mays, Secretary



*Mike Fleming,
President*

“Our Future – Stronger Together”

WELCOME 2025
NARFE/VFN
ANNUAL CONVENTION

For 102 years NARFE has been at the forefront of championing the rights and interests of federal workers, retirees, and their families. As we commemorate this significant milestone, and the ones that follow, we also celebrate the profound impact that NARFE has had on countless lives, shaping policies, and fostering a stronger, more resilient community.



Norfolk Tidewater
Chapter 0066

**NARFE Is
Your Legislative Voice
Your Information Resource**



The Trusted Source of Knowledge
for the Federal Community



[NARFE.org](https://www.narfe.org)

Woodbridge Chapter 1270

Established April 10, 1973

Serving Eastern Northern Virginia for more than 50 years

ELECTED OFFICERS

President	Fred Rash
Vice President	Gaston Gianni
Secretary	Angela Brown
Treasurer	Thomas Rachele

COMMITTEE CHAIRS

Alzheimer's	Adele Jones
Service Officer	Linda Force
Membership	Doris McAdams
Newsletter Editor	Betty Koger
Public Relations	Doris McAdams
Sunshine	Susan Trunzo
National Legislation	Gaston Gianni
Webmaster	Jim Little

Woodbridge Chapter was recognized at the 2024 Manassas Walk To End Alzheimer's for exceeding its fundraising goals. During the last 30 years the chapter has raised over \$100,000 and consistently ranks in the top tier of fundraisers in the Federation and in the country!



*Congratulations to the Virginia Federation on its
70th Anniversary!*



NAR 
FEDERAL BENEFITS EXPERTS
—
VIRGINIA
FEDERATION

Midlothian Chapter 2265



Ed Heflin, Treasurer; Lynn Osborne, Secretary; Deborah Fisk; Santa; Cindy Graunke, IPP; Carol Reuter, VP; Fay McKay, Alzheimers; Ann Simpkins, Greeter, Cathy Dorsett, Hospitality

Guess what we got for Christmas this year, WEP/GPO Repeal. We celebrated a powerhouse of persistence, passion, and purpose. Our unwavering advocacy, tireless outreach, and commitment to fairness played a major roll in the WEP/GPO REALITY!

This long overdue change corrects decades of injustice, restoring earned benefits to those who gave a lifetime of public service. It's a win we have worked for.

We NEVER give up - Our Voice matters - This was OUR Victory!

YOU'RE INVITED:

**Chapter 2265, Midlothian meets the 2nd Wednesday of the month - 10:00 AM
Hopewell United Methodist Church, 6200 Courthouse Road, Chesterfield, VA 23832**

**Colonial Beach
Chapter 0595**



**YOU ARE INVITED
HARVEST DINNER**

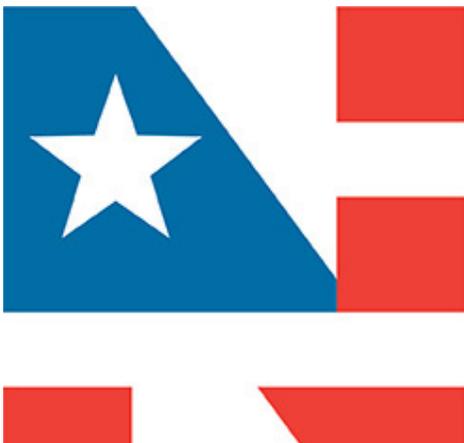
**Food and Music
Silent Auction and Door Prizes**

Sat. Nov. 1, 2025
\$20 in Advance or
\$25 at the door per person

Benefits
ALZHEIMER'S RESEARCH
Moose Lodge #1267

5:00 PM Happy Hour, 6:00 PM Dinner
7:00 PM DJ, Silent Auction, Door Prizes

Contact: Stan Palen
for tickets and information
stan@vanarfe.org or
540-538-1200



NARFE
FEDERAL BENEFITS EXPERTS
—
VIRGINIA
FEDERATION

**Chapter 0060
Richmond**

*Congratulations, VFN
here's to the next
70 Years!*



NARFE
FEDERAL BENEFITS EXPERTS
—
VIRGINIA
FEDERATION

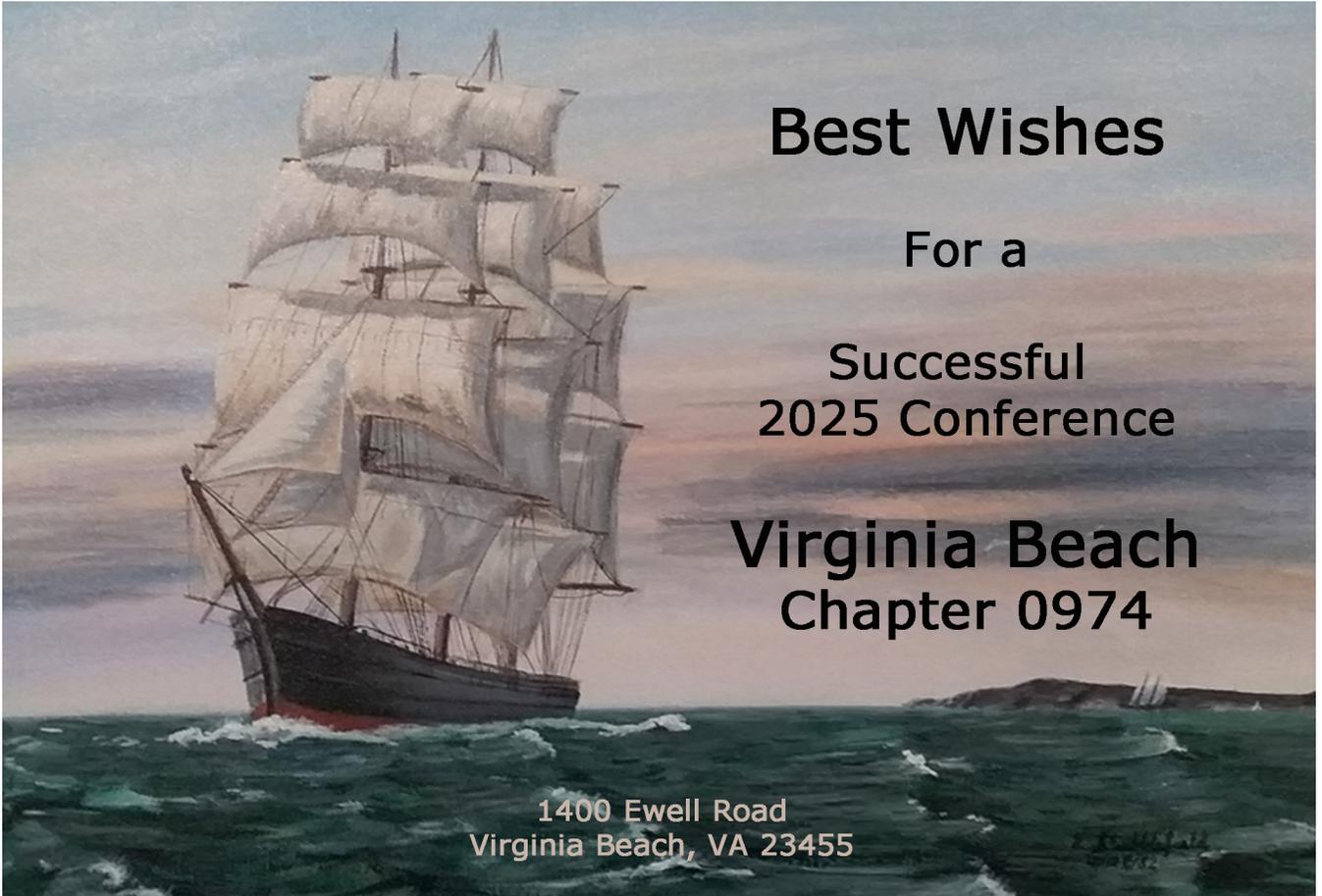
**NARFE
Caroline Chapter 2112**

**Best Wishes
For a Successful 2025
VFN Conference**

*Meets 1st Thursday of month at
Timbers Restaurant
Ruther Glen, VA*



[VANARFE.ORG/CHAPTER 2112](http://VANARFE.ORG/CHAPTER_2112)



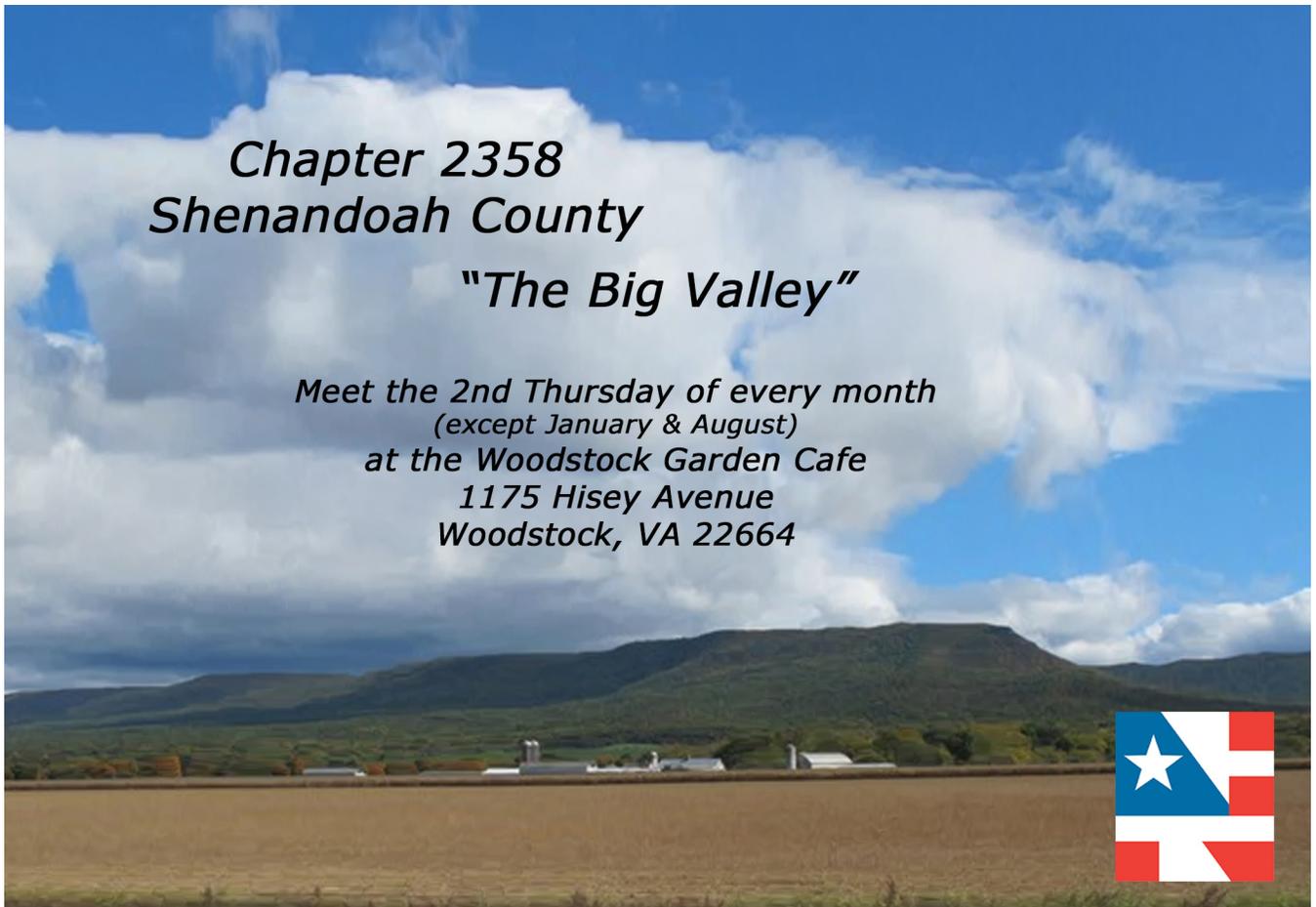
Best Wishes

For a

Successful
2025 Conference

Virginia Beach
Chapter 0974

1400 Ewell Road
Virginia Beach, VA 23455



*Chapter 2358
Shenandoah County*

"The Big Valley"

*Meet the 2nd Thursday of every month
(except January & August)
at the Woodstock Garden Cafe
1175 Hisey Avenue
Woodstock, VA 22664*





We would like to extend our heartfelt appreciation to Mary O'Dell and the dedicated members of NARFE Chapter 0180 in Winchester for their, and especially her, outstanding commitment to Alzheimer's fundraising. Tireless efforts and compassionate advocacy reflect the very best of Mary's mission and spirit.



Chapter 0180 Winchester

***Join us as we celebrate Mary O'Dell
and the 70th Anniversary of the VFN!***

***No one should fight Alzheimer's along.
With your help, no one will.***



**CONGRATULATIONS TO THE VFN!
CELEBRATING 70 YEARS OF
ADVOCACY AND DEDICATION**



**We stand with and for our
Federal workforce and retirees.**

"Our Future - Stronger Together"

**THE OFFICERS AND MEMBERS
OF ROANOKE VALLEY CHAPTER 0111**



Chapter 0135 Charlottesville

*We are proud to be a part
of this legacy and look
forward to supporting the
Federation in its mission
for many years to come.*



The Page Valley Chapter 1793 held their annual Alzheimer's Fundraiser Picnic at Lake Arrowhead Park on 12 September 2024 where a record amount of \$1770 was raised for Alzheimer's Research.

***Meetings: 3rd Thursday of the month @ 12:00 Noon
Camino Real of Luray
1599 US Highway BSN 340
Luray, Virginia***

ADVERTISEMENTS & EXPO

AFFINITY PARTNERS

Aetna	89
BlueCross/BlueShield	02
Brookdale	88
Delta Dental of California	82
United Health Care	87
Blue Ridge Agents	84
Freedom Museum	80
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Expo Only

APWUHP	
Caption Call	
Senior Medicare Patrol	

“Vendors are the backbone of a successful conference – their expertise, support, and engagement elevate the experience for every attendee and bring our vision to life.”

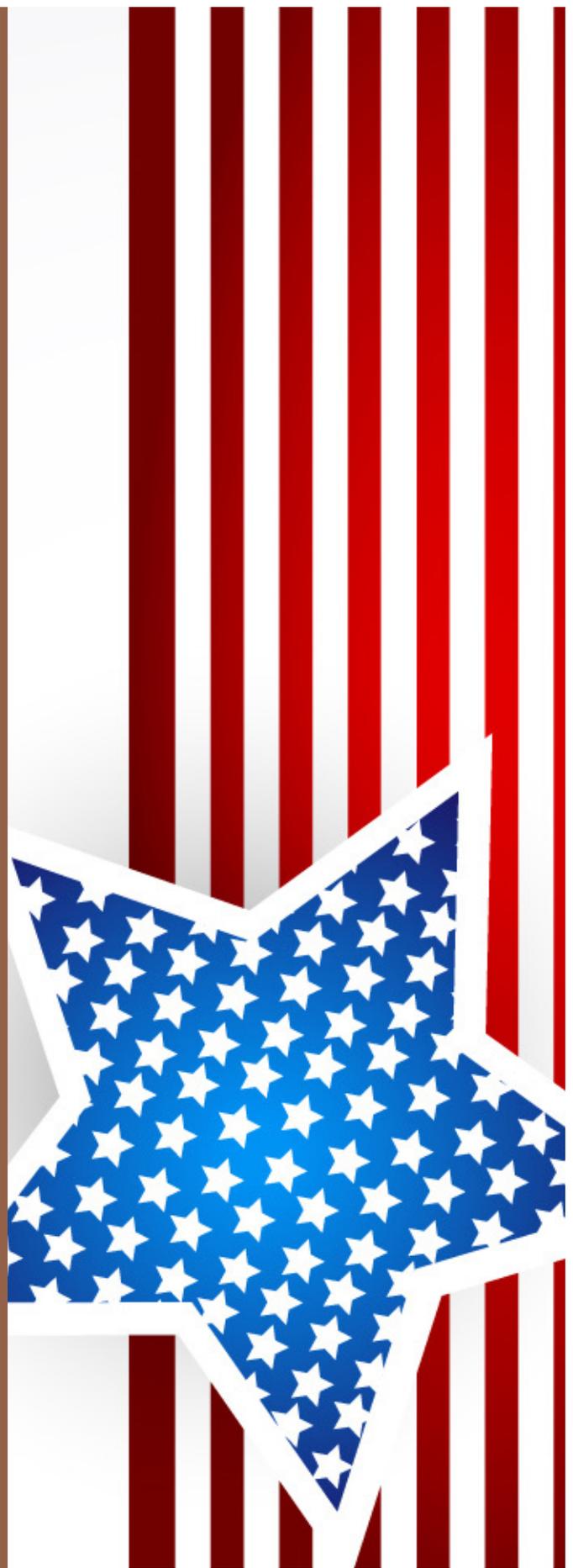
“Behind every great conference are the vendors who show up, support, and bring the energy and expertise that make it all possible – we couldn’t do it without you!”

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The Freedom Museum tells the courageous stories of American men and women who served on the battlefield and the home front.



The story of Captain Sylvester Henry Epps, an African American soldier who was among the first to be trained and deployed to France to fight in the Spanish American War, is told. He also fought against Poncho Via in Mexico and in the trenches of WW1.

Captain Epps was awarded the Croix de Guerre, one of the highest French military honors.

The "Wall of Local Heroes" is to honor service members from Prince William County who gave all in defense of our nation. Their service and dedication will never be forgotten. Also, included are the names of those Prince William residents who were killed on 9/11 at the Pentagon. They, too, are not forgotten.



Freedom Museum

9129 Center Street

Manassas, VA 20110

www.freedommuseum.org

Hours of Operation:

Thursday— Friday: 2:00 pm—5:00 pm

Saturdays: 10:00 am—6:00 pm

Sundays: 1:00 pm—5:00 pm



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is Here! Come See!**

235 S. Stuart Ave.
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Show this ad at purchase for

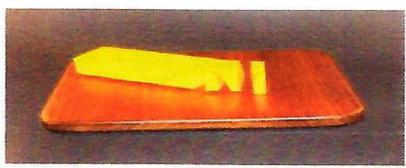
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- Access to discounts on health, wellness and entertainment through LifePerks
- **New!** Coverage for replacement of missing teeth, even if the tooth was missing prior to enrollment
- **New!** Healthcare Spending Card¹ can help members pay for dental and other healthcare expenses

¹ The Healthcare Spending Card is issued by Lead Bank pursuant to a license from Visa USA Inc.



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Your source for citywide events, attractions, tours,
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DON'T MISS A THING.

Great Dismal Swamp Wildlife Refuge | Legends of Main Street: *A Suffolk Ghost Walk*
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Suffolk Center for Cultural Arts | Suffolk Peanut Fest | Taste of Suffolk Downtown Street Festival
Suffolk Art Gallery | Historic Cedar Hill Cemetery | Suffolk Mystery Authors Festival
Riverfront Concerts | Unique Shoppes & Award Winning Eateries | Golf
Boating, Fishing & Nature Trails | Suffolk Restaurant Week | Guided Kayak Tours
Skydiving | Family Movie Nights & Drive-In Movies | Nansemond Indian Tribal Pow Wow
Car Shows | Virginia Civil War Trail Sites | Mr. Peanut® | Narrated Historic Suffolk Tours
and so much more.

Suffolk Tourism | 524 N. Main St. | Suffolk, VA 23434 | 757.514.4130 | VisitSuffolk@suffolkva.us



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www.BlueRidgeAgents.com
En español? Llame al 540-431-4373 (TTY: 711)

For accommodation of persons with special needs at meetings, call 1-877-320-1235 (TTY: 711).

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Choose Standard or High Option Medicare Advantage 2 and save even more money on your Medicare Part B premium with a reimbursement of up to \$2,400 per year (\$200 per month). Your spouse is eligible too for a total benefit of up to \$4,800 per year (\$400 per month).

To learn more about Kaiser Permanente Medicare health plans, call our licensed sales specialists at **1-877-904-0016**, 7 days a week, 8 a.m. to 8 p.m.—or visit **kp.org/feds**.



Kaiser Permanente is an HMO plan with a Medicare contract. Enrollment in Kaiser Permanente depends on contract renewal. You must reside in the Kaiser Permanente Medicare health plan service area in which you enroll. This information is not a complete description of benefits. For more information, call **1-888-777-5536 (TTY 711)**, 7 days a week, 8 a.m. to 8 p.m.

You must meet all Medicare health plan enrollment requirements. Benefits vary by plan option. Enrolling in a Kaiser Permanente Medicare health plan for federal members will not affect the benefits you receive through the Federal Employees Health Benefits (FEHB) program, although the network and other rules of Medicare may apply. FEHB program coverage is described in the FEHB brochure *RI 73-047*.

¹ We will reimburse you up to \$200 per month for the Standard Medicare Part B premium, including the Part B late enrollment penalty and income-related monthly adjustment amount (Part B IRMAA).

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¹Renew Active(r) includes a standard fitness membership. Gym network may vary in local market.

²Other hearing exam providers are available in the UnitedHealthcare network. The plan only covers hearing aids from a UnitedHealthcare Hearing network provider.

Plans are insured through UnitedHealthcare Insurance Company or one of its affiliated companies, a Medicare Advantage organization with a Medicare contract and a Medicare approved Part D sponsor. Enrollment in these plans depends on the plan's contract renewal with Medicare. Limitations, exclusions and restrictions may apply.

Benefits, features and/or devices vary by plan/area. Limitations, exclusions and/or network restrictions may apply.

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► Call **(866) 787-9775** or visit our community and mention **NARFE** to explore this offer, or go to **brookdale.com/NARFE** for more details.

Applicable to all discounts: Residents under a Life Care Agreement are not eligible for the discounts. These discounts do not apply to any room, board or services which are paid for all or in part by any state or federally funded program. Discounts are available to members and their family members, including spouse, adult children, siblings, parents, grandparents, and corresponding in-law or step adult children. Subject to availability. Discounts cannot be combined with any other offer or discount. Further restrictions may apply.

* The Senior Living discount is only applicable to new residents of a Brookdale independent living, assisted living, or memory care community admitting under an executed residency agreement. Discount applies only to the monthly fee/basic service rate, excluding care costs and other fees and is calculated based on the initial monthly fee/basic service rate.

** The In-Home Services discount is only applicable to new clients of personal assistance services by a Brookdale agency under an executed service agreement.

*** A Short-Term Stay discount is only applicable to new residents of a Brookdale assisted living or memory care community admitting under an executed respite agreement. Discount applies to the daily rate.

brookdale.com/NARFE

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If you're a retired Federal or Postal Service employee who didn't switch health plans when you became eligible for Medicare, contact us at [AetnaFedsLive.com](https://www.aetna.com/feds)

Now could be your time to switch, even after Open Season.

These rates do not apply to all Enrollees. If you're in a special enrollment category, please refer to the FEHB or PSHB Program website or contact the agency or Tribal Employer which maintains your health benefits enrollment.

FEHB Program Monthly Plan Premiums		PSHB Program Monthly Plan Premiums	
Aetna Advantage	Aetna Direct	Aetna Advantage	Aetna Direct
Self Only: \$115.34 Self Plus One: \$253.74	Self Only: \$166.53 Self Plus One: \$365.21	Self Only: \$139.76 Self Plus One: \$307.46	Self Only: \$164.50 Self Plus One: \$360.78

You've worked hard, keep more money in your wallet

If Medicare is your primary coverage, give yourself a break. You may be able to choose a plan with low premiums, \$0 copays and \$0 deductibles for medical services. This plan may also help lower your Part B premium when your provider accepts Medicare payments and the plan.

Research on your own at:

[AetnaFeds.com/RetireePlans](https://www.aetna.com/feds) or [AetnaFedsPostal.com/Retiree Plans](https://www.aetna.com/postal)



Or schedule an appointment at [AetnaFedsLive.com](https://www.aetna.com/feds) and we'll walk you through the details.

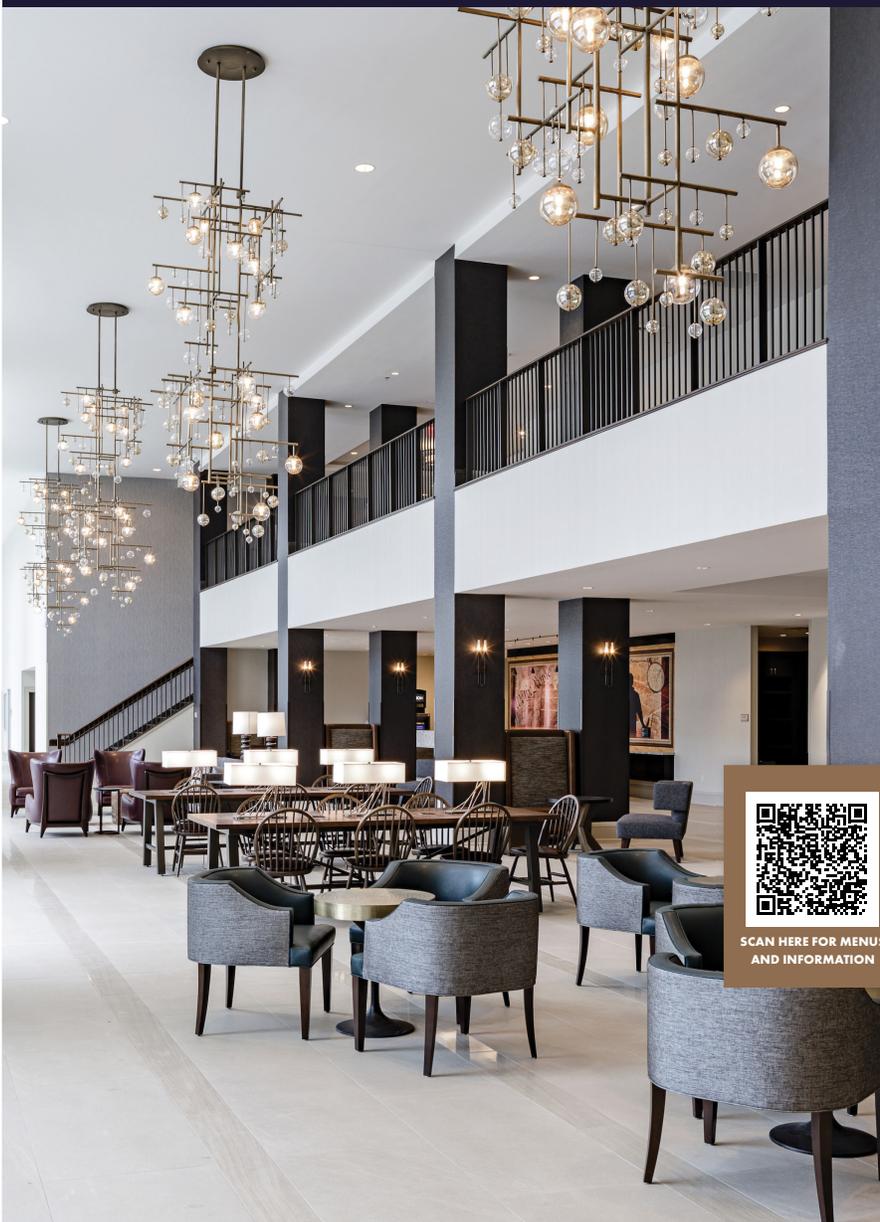
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