



**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.

That's the Benefit of Blue.®



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

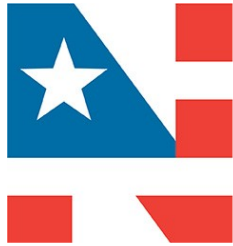
Frances E. Boatman

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”

Table of Contents

| | |
|------------------------------------|---------|
| VFN Executive Board Welcome | 3 |
| 100 Years of Service | 4 |
| Letter NARFE National President | 6 |
| Letter from Governor | 7 |
| Hotel Madison Map | 8 |
| | |
| DAILY MEETING AGENDA | 9 - 17 |
| Conference Speaker Biographies | 18 – 19 |
| Annual Convention/Conference Sites | 20 |
| VFN Past Presidents | 21 |
| VFN Organizational Chart | 22 |
| VFN Executive Committee | 23 |
| VFN Other Appointees | 24 |
| VFN National Legislative Committee | 25 |
| Federation Chapters | 26 |
| 2025 Conference Committee | 27 |
| 2025 Conference Attendees | 28 – 31 |
| Sponsors & Vendors | 31 |
| Daily Record | 32 |
| Conference Standing Rules | 33 |
| 2025 VFN Management Award | 34 |
| VFN Voting Procedures | 35 |
| Donor Categories and Donor Names | 36 - 38 |
| 2025 VFN Bylaws | 39 – 45 |
| VFN Personal Advertisements | 46 – 58 |
| VFN Chapter Advertisements | 59 – 77 |
| Commercial Advertisements | 78 – 90 |



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".

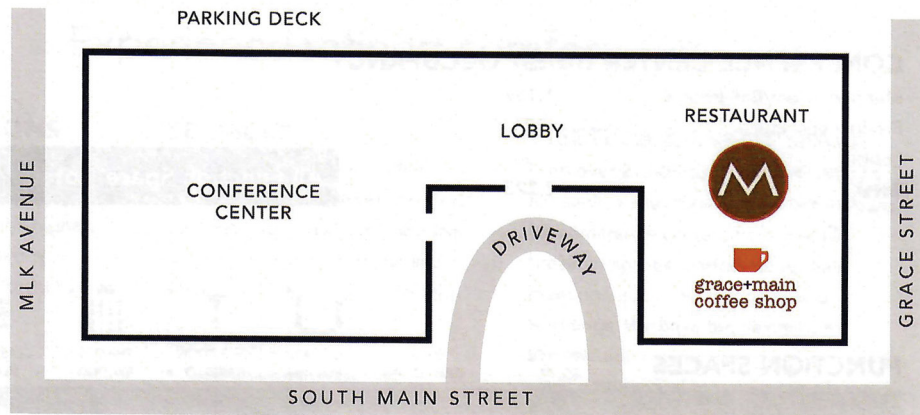
Glenn Youngkin

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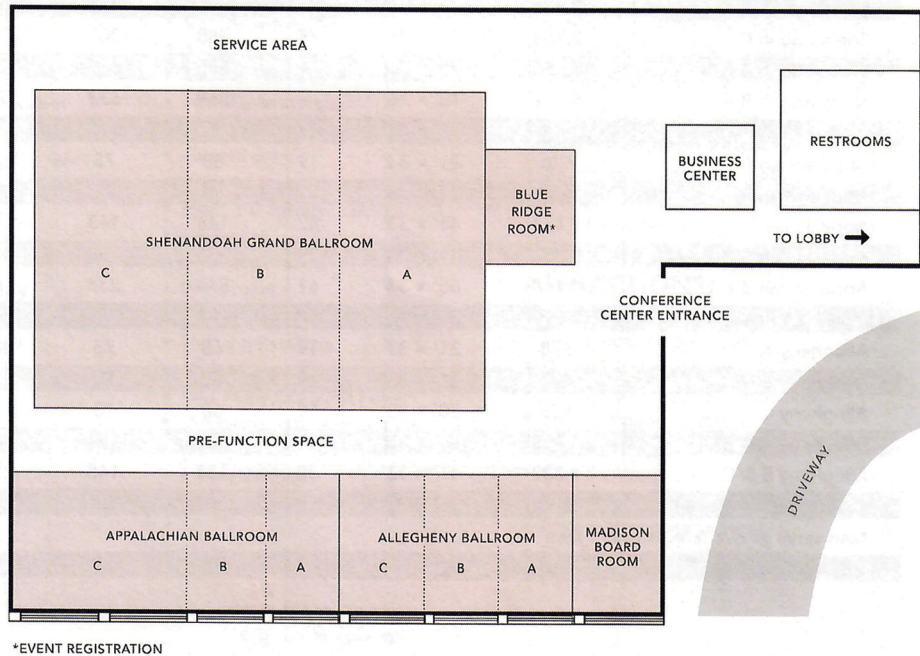
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HOTEL
MADISON
SHENANDOAH VALLEY CONFERENCE CENTER



FIRST FLOOR PLAN



DETAILED CONFERENCE CENTER PLAN





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.

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

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 Groppel, 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 – Medical 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 (SCIPSGp). 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 (Area VII) |
| 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) |



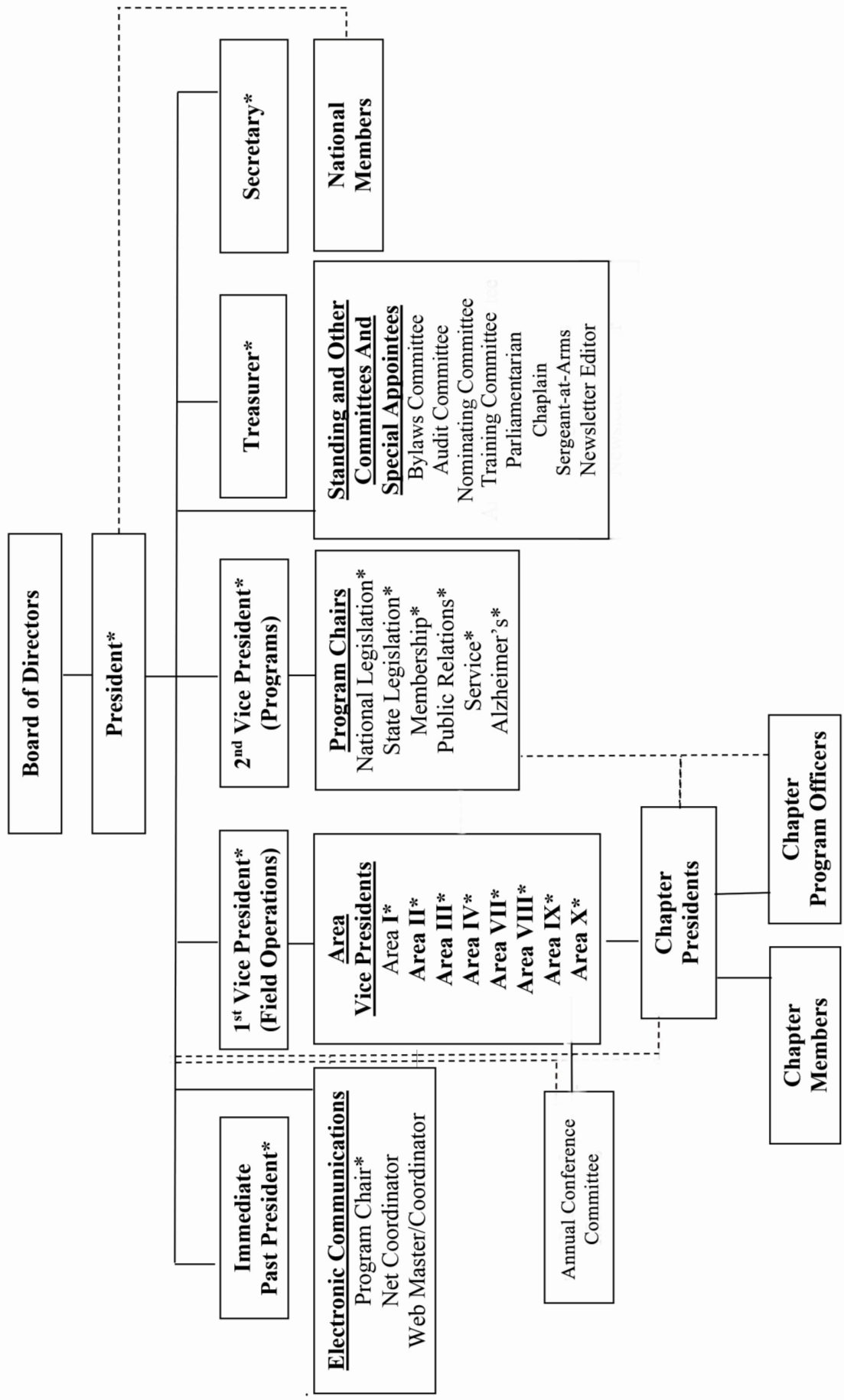
FEDERAL BENEFITS EXPERTS

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 Kaweck | 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*

37 Virginia Federation of NARFE Chapters

| | |
|-----------------------------|----------------------------------|
| 0005 Metro Virginia Beach | 1159 Annandale |
| 0007 Arlington | 1241 Dulles |
| 0028 Petersburg | 1270 Woodbridge |
| 0060 Richmond | 1293 Churchland-Portsmouth |
| 0066 Tidewater Norfolk | 1549 Fauquier |
| 0090 Fredericksburg | 1665 Metro Northern Virginia |
| 0111 Roanoke Valley | 1697 Brentwood |
| 0135 Charlottesville | 1727 Tuckahoe-Richmond |
| 0164 Harrisonburg | 1743 Suffolk |
| 0180 Winchester | 1757 Middle Peninsula-Gloucester |
| 0356 Manassas | 1793 Page Valley-Luray |
| 0489 McLean-Great Falls | 1823 Northern Neck-Warsaw |
| 0595 Colonial Beach | 1827 Seaside-Virginia Beach |
| 0682 Peninsula-Newport News | 2065 Louisa |
| 0685 Williamsburg | 2080 Piedmont |
| 0737 Fairfax | 2112 Caroline |
| 0893 Springfield | 2265 Midlothian |
| 0974 Virginia Beach | 2358 Shenandoah County |
| 1116 Vienna-Oakton | |



Uniting Strength, Building Community: NARFE Chapters Lead the Way

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 |
| Tommizene 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

Aetna
APWUHP
BlueCross/BlueShield
Brookdale
Delta Dental of California
United Health Care

Corporate

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
 Chapter Officer
 Chapter President
 Conference Committee
 Conference Member
 First Time Attendee
 Guests
 NARFE PAC Donor
 National HQs
 National Officer
 National Only Members
 Past President
 Past VFN President
 Speakers
 VA PAC Donor
 Vendors

Tan/Silver
 White/Black
 Black/Gold
 Green/Gold
 Gold/Black
 Blue/Gold
 White/Gold
 White/Blue
 Yellow/Gold
 Silver/Gold
 Teal/Black
 Burgundy/Gold
 Silver/Black
 White/Gold
 Red/White
 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 acclamation 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.

* * * * *

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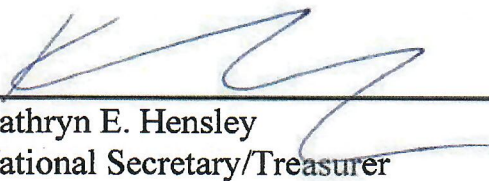
Federation IRS EIN

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*



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”



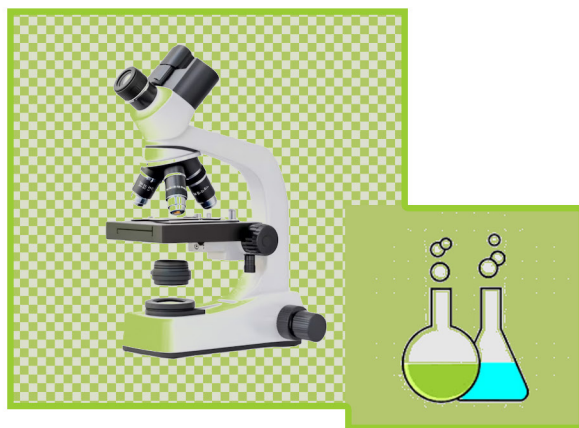
***Best Wishes
for
a successful 2025 Conference
and continue to raise the awareness
of NARFE in everything you do—it will
become a household name, yet!***

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



SMILE!!



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)





"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.

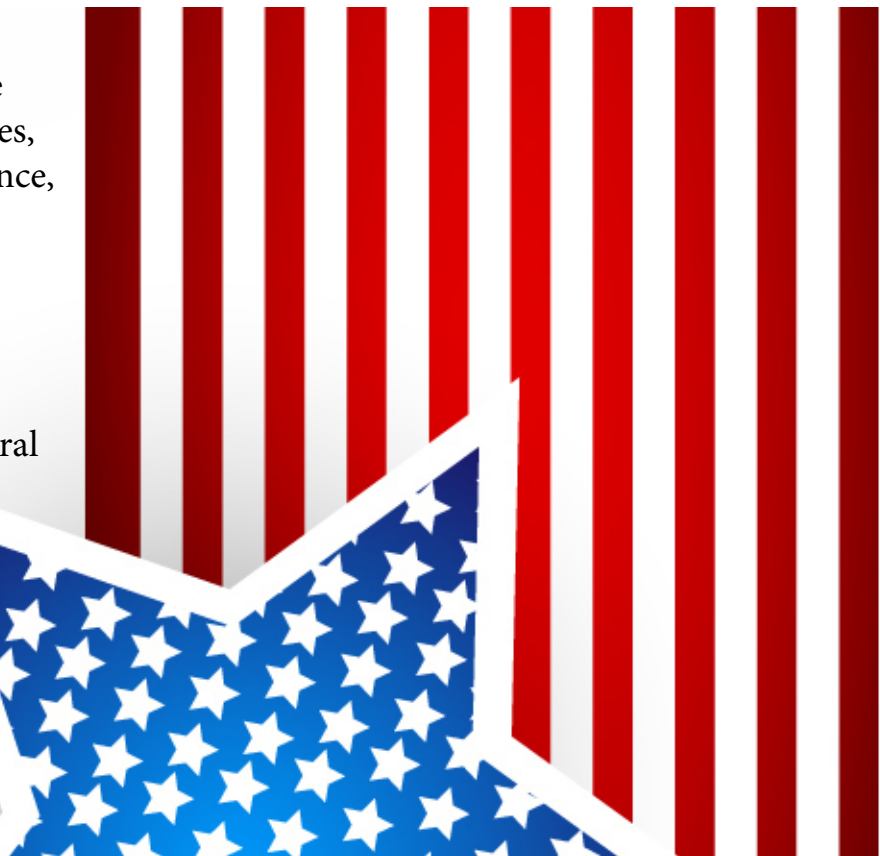
*Thank you for all that you do to strengthen
your chapters and VFN as well.*

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 |
|----------------|----|

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 |
|--------------------------|----|



**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

Vice President, Dennis Cole

Treasurer, Harry Tillman

Invocation & Pledge, Gene Taylor

Legislation Chair, Bob Martin.

Immediate Past President, Moe Nolet

Secretary, Debbie Lockett

Service Officer, Esther Nash

Greeter Coord, Cheryl Matter

Membership, Mary J. Heck

Sunshine Chair, Rita Pinion

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, Southhampton, North Greenville, and Brunswick for 72 years!

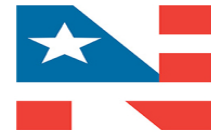
President
Vice President
Secretary
Treasurer
Membership
State/Nat'l Legislation
Public Relations
Telephone Tree
Chaplain
Alzheimer's

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

"Our Future: Stronger Together"



NARFE
FEDERAL BENEFITS EXPERTS
—
VIRGINIA
FEDERATION



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



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 Dantinne |
| 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



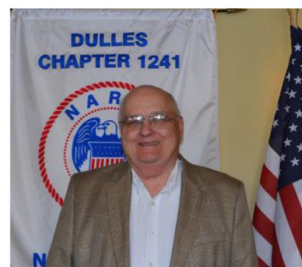
Elected 2025 Chapter Officers



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](https://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

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Helen Brooks
Mary Brandt
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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



Norfolk Tidewater
Chapter 0066

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.

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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!*



NARFE
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

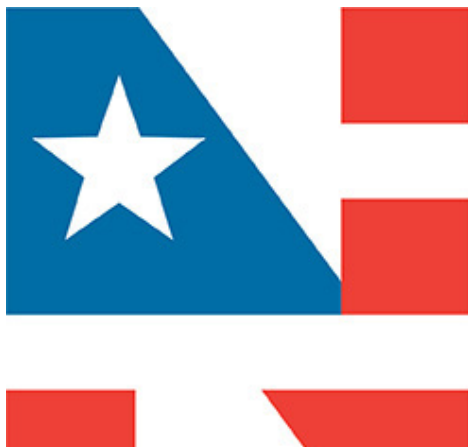
Food and Music
Silent Auction and Door Prizes

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



Chapter 0060 Richmond

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



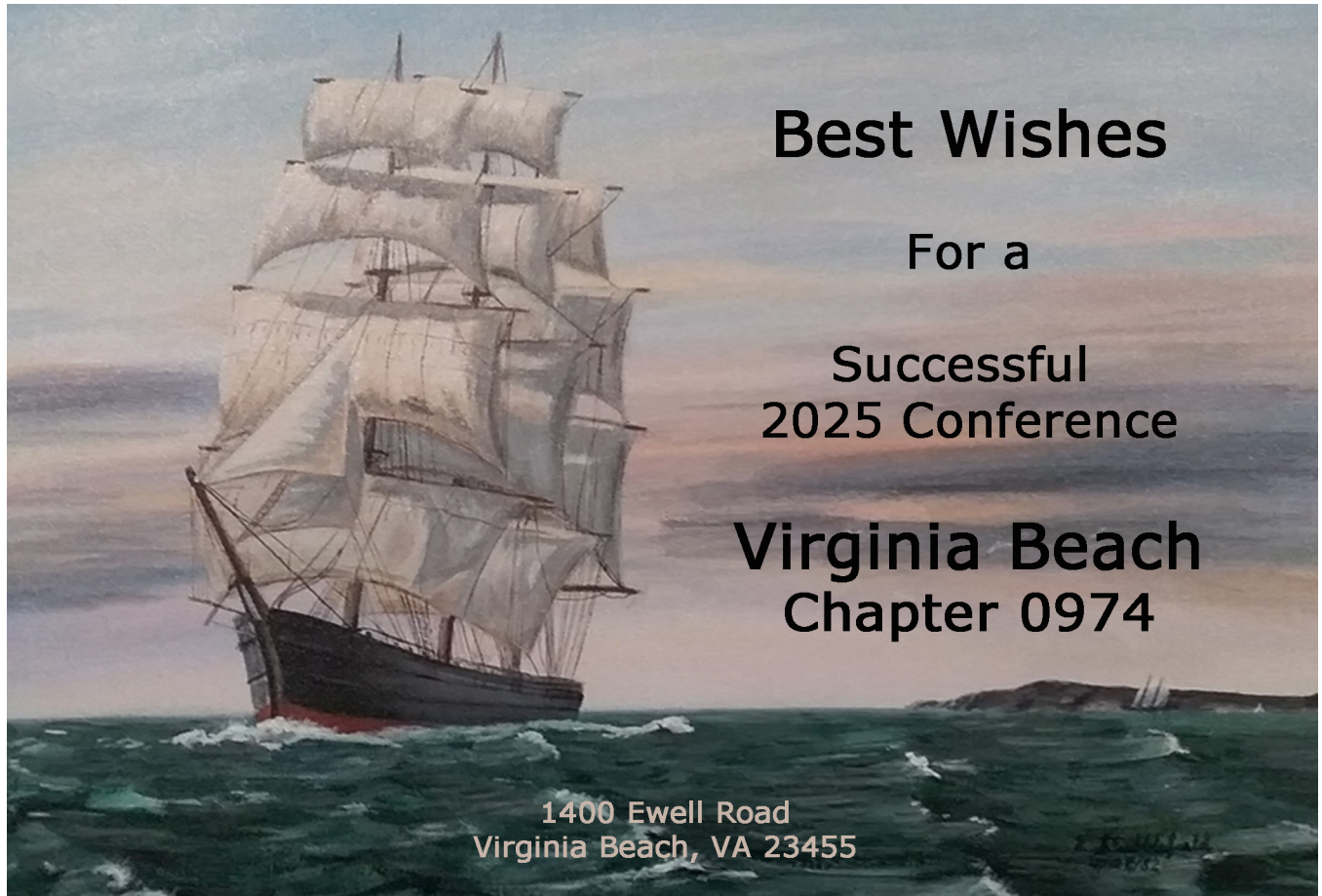
NARFE Caroline Chapter 2112

Best Wishes
For a Successful 2025
VFN Conference

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



VANARFE.ORG/CHAPTER 2112



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 |
| Frankie and Merta's Garden Spot | 81 |
| Fulton Financial Advisors | 86 |
| Hotel Madison | 90 |
| Kaiser Permanente | 85 |
| Mac Craft Wood | 81 |
| Road Scholar | 79 |
| Suffolk Tourism | 83 |

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."

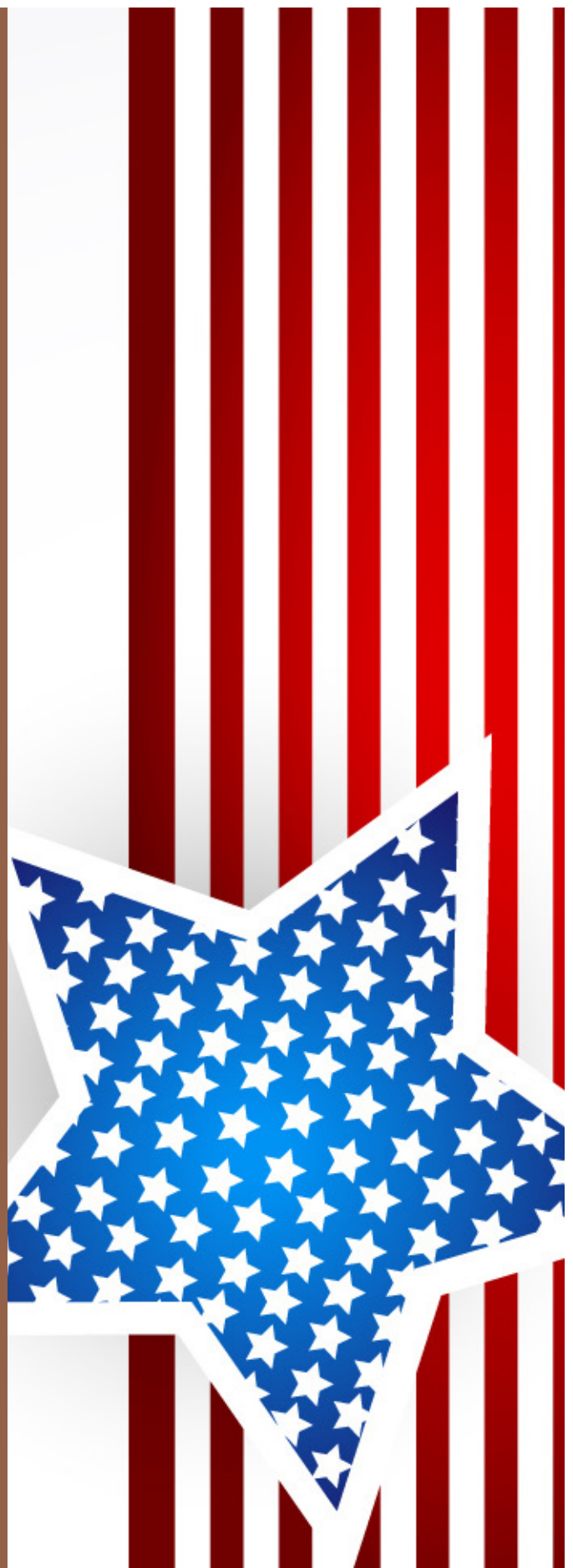
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The Freedom Museum tells the courageous stories of American men and women who served on the battlefield and the home front.



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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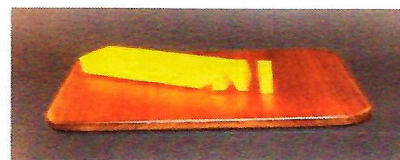
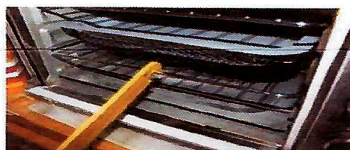
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Suffolk Art Gallery | Historic Cedar Hill Cemetery | Suffolk Mystery Authors Festival
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