



TREA: The Enlisted Association
2019 MIDTERM
May 2ND & 3RD, 2019
TREA National Headquarters

Call to Order: The TREA 2019 Midterm Board of Directors meeting was called to order at 0900 5/02/2019 by President Hilinski

Invocation: Director Barnett

Pledge of Allegiance: Led by President Hilinski

Roll call: Parliamentarian White

President - Phil Hilinski

2nd Vice - Justin Jump

Treasurer – Deborah Oelschig

Director – CD Rice

Director – Clayton Aaron

PNP – John Adams

Memorial Chairman - Butch Liebaert

1st Vice - Greg Barnett

3rd Vice – Walt Coley

Director – Hazel Simeon

Director – Clarence Johnson

VSO – Michael Gales

TSCL Executive Director – Shannon Benton

DFO & National Secretary - Debbie Osborne

Without Objection, the Midterm Agenda was approved

Tab 3 – TSCL Report – TSCL Executive Director Benton along with TSCL Chairman (via telephone) gave the TSCL report. The Trademark agreement was addressed and it was stated that a decision will be made during Executive Session. 3rd Vice Coley asked Ms. Benton what TSCL's 'Get Well Plan' was. Ms. Benton stated that TSCL's plan was given to several members of the TREA Board. 3rd Vice Coley stated that it was not a 5 year plan that he was looking. He is looking for specific direction to rectify the financial downfall that TSCL has been experiencing. Ms. Benton stated that the plan is to test mailings and to start a 501(C)(3) to cost share administrative fees. She stated that plans are in place and have been discussed with her board.

President Hilinski asked Ms. Benton to put 'to the Board's attention' in the title so that he is aware that the information should be shared with the TREA board. Ms. Benton shared a document from TSCL's attorney in regard to Excess Benefit. In direct response to Director Simeon's question about what number TSCL was looking for, Ms. Benton stated 18% on the direct mail program on items that bear 'the marks'.

The TSCL report was accepted without objection.

President's Report: President Hilinski. President's report approved without objection.

Minute Ratification: The minutes from the April 7th Board Meeting were approved without objection

Memorial Report: Presented by Chairman Liebaert. Chairman Liebaert shared with the TREA Board the final actions taken from the Foundation to spend down the funds in accordance with the agreement with Minnesota. Chairman Liebaert brought forth a Foundation Bylaw change to SR 1, Section 7 which would change the requirement of a full year-end audit to a financial review. This reason for this change is an \$8,000+ cost savings. Without objection, the change to SR 1, Section 7 passed. Chairman Liebaert also stated that the Foundation was given permission to grant \$90K to TREA. These funds would be restricted to the Holiday Program. There would be \$45K allocated to 2019 and the remaining funds (the \$45K plus whatever residual is left in the bank accounts at year end) for 2020. Without objection, the Memorial Foundation Report was approved as submitted.

National Auxiliary Report: There was no Auxiliary Report submitted

Washington Office Report: Presented by Deputy Director of Veterans and Military Policy, Ken Greenberg via phone call. Without objection, the Washington report was approved as submitted.

Legislative Committee Reports: Presented by Director Aaron. Without objection, the report was approved. .

Finance Committee Report: Presented by Treasurer Oelschig. A line by line review was done for all budget worksheets. It was discussed and agreed by Treasurer Oelschig that moving forward; any committee budget that has recommended changes from the Finance Committee would be notified prior to the report being distributed to the Board at midterm. It was also agreed that a new formatted worksheet will be created for budget worksheet submission. There was solid discussion on many budget items. Treasurer Oelschig made the motion to balance the 2020 budget (and 2019 changes) using the funds from the investment account and with the noted changes. Seconded, passed without objection

Noted Changes:

PNP Council – decrease postage from \$100 down to \$50 for 2019 and 2020. Add \$1500 restricted for future PNP funeral attendance & flowers. This is not an expense until realized.

VOICE magazine – postage for 2020 was corrected from \$19K to \$38K to account for realistic expenses. President Hilinski stated that there is a goal of a newsletter format within a year timeframe. The goal of 1 photo per chapter will be enforced. We need to utilize social media (website) more and posting information on the website is the way to go. A suggestion of possibly charging a nominal fee for chapter submissions was noted.

The Audit report was presented by Warren Halpern (via phone conversation). It was approved without objection.

PNP Flowers joined the meeting as a guest.

Bylaws & Standing Rules Report: Director Simeon presented the following Bylaws & Standing Rules for approval:

Article II – ‘Object’ This submission was submitted after the deadline and will require 9/10 vote at convention (by design) (it states the same thing, but is clearer and easier to point to and sell to current and potential membership. This lays out the vision that made TREA successful clearly, and refocuses the members on that we mean when we say – United We Stand!) – APPROVED w/o objection

Article III, Section 1 – ‘Regular’ (States that a spouse cannot continue to be a TREA member after a divorce from the military individual. - Divorce severs the tie with the veteran and that would mean that the spouse is no longer eligible for TREA membership) discussion provided that agreement that any spouse membership in process (QPL) could continue with payments and would be grandfathered in – APPROVED w/o objection

Article 3, Section 1 – ‘Membership’ (This change revokes the change made at the 2018 convention that allows spousal membership). After reviewing the actual charter, it was noted that the 2018 change was not in violation. Vote by show of hands - DISAPPROVED

Article V, Section 1 – ‘Elected Officers’ (This change decreases the National Board by 2 Directors) – Motion to accept with change of last sentence (remove ‘take effect immediately sentence’) – roll call vote, APPROVED 7-1

Article XVI – ‘Colors, Seal and Logo’ (this new wording then future changes to the logo will be covered in the bylaws without changes having to be made) – APPROVED without objection

Standing Rule 1, Paragraph 6C – ‘Other Possible Conflicts of Interest’ (This change makes is so that children and grandchildren of board members would not be eligible for a scholarship. This pertains to all boards, voted and appointed and all entities) – APPROVED without objection

Standing Rule 4, paragraph 5B – ‘Compensation’ (This change is to ensure that any request for compensation will be authorized by the TREA National President). – APPROVED without objection

Standing Rule 8-Appendix 1, Paragraph 2 – ‘Group II – National Chapter Awards’ (Add a paragraph to describe the social media award and criteria – also change form 100-43 to say ‘Social Media Award’ vice Web Site award). – APPROVED without objection

Standing Rule 8-Appendix 1, Paragraph 1 – ‘TREA Member of the Year’ (Actions required for this award should be at the National Level and not primarily at the chapter level). – APPROVED without objection

Standing Rule 8, Group 2 – ‘Chapter President of the Year Award’ (Changes the award for Chapter President) – APPROVED without objection

Standing Rule 8, Group 2 – ‘Chapter President of the Year’ (this prevents Chapter President’s from nominating themselves for the Chapter President Award) – APPROVED without objection

Standing Rule 8, Group 4 – ‘Community Service Award’ (this award should be given for community service – not for chapter services) – APPROVED without objection

Standing Rule 8, Paragraph 5A – ‘Recommendation for Existing Awards’ (this change would require verification/proof of the service given by the proposed recipient) – APPROVED without objection

Standing Rule 18, Paragraph 2B – ‘Past National Board Members’ (This product can no longer be purchased) – APPROVED without objection

Standing Rule 18, Paragraph 6 – ‘Logo Patch Description and Wear’ (This defines the National Seal from the National Logo) – APPROVED without objection

TPG 14, 4d/e/f – ‘Past National Presidents and Board of Directors’ – Previously approved by the TREA BOD – this was submitted for proper documentation.

Convention Committee Report: Presented by President Hilinski. Without Objection, report was accepted as presented

5 Year Plan Committee Report: Presented by 3rd Vice Coley. Without Objection, report was accepted as presented

Membership Committee Report: Presented by 2nd Vice Jump. Without Objection, report was accepted as presented

IT Committee Report: (out of book order, due to Director Johnson having to leave early on the 1st business day). Presented by Director Johnson. Discussion on the e-mail program needed to process the Weekly Voice program. The issue is self-created content or automated content. After much discussion, it was agreed that TREA would use a self-created program and that board members and staff would share in the responsibility of providing content and that the 'VOICE Weekly' would alternate weeks with the Legislative Update. Director Johnson made the motion that TREA moves forward with the onetime fee of \$288 for the email program what is offered through the iMIS database and it will be used between now and convention with a report given to the board at convention. Without objection, motion passed. Director Johnson and DFO Osborne will work together to make this successful. Without Objection, report was accepted as presented

VSO Report: Presented by Michael Gales (with DDVMP Greenberg on the phone) – no report was presented, but a verbal report was presented with a short handout. President Hilinski stated that Mr. Gales is currently signed up for the basic training course through the National Veterans Legal Services Program. DDVMP also provided information on the National Suicide Prevention Initiative that is currently seeing attention on the Hill.

Parliamentarian Report: Presented by Charles White. Mr. White announced that he recently took the National Parliamentarian Certification course and passed the certification test. Mr. White is a member of the National Association of Parliamentarians as a local member of the Richmond Chapter. Congratulations was shared by all.

Chaplain Report: Presented by Director Simeon. Director Simeon spoke about her duties as the National Chaplain. She is here to provide support and comfort to the family members of deceased TREA members. VSO White stated that he has ceremonies that he would like to share with the Chaplain.

ERAC Report: Presented by IPNP Adams.

(DDVMP Greenberg is in attendance via conference call)

Past National President Council Report: Presented by IPNP John Adams. Without Objection, report was accepted as presented

Awards Committee Report: Presented by IPNP Adams. The report was submitted without the names of the recipients – names will be announced at convention. Without Objection, report was accepted as presented

Nominating & Credential Committee Report: Presented Director Rice. Total membership stands at 27,222 as of March 31, 2019. Chapter members are: 4,289 and MALs are: 22,933. (The original handout was incorrect as it erroneously contained honorary members). Only 4 chapters (1, 3, 29 and 39) are authorized more than the minimum of 6 delegates. A total of 81 chapter delegates are authorized. The discussion of delegates and voting was in process when 3rd Vice Coley requested to table this particular discussion in order to present a proposed change to Article X. Without Objection, report was accepted as presented

Investment Report: Presented by Dawn Bitton, BNY Mellon. Ms. Bitton recommended that TREA move some funds to at least 20% ETF's. (time stamp 2:30) The board agreed that we follow the

recommendation of our Wealth Management Team, Ms. Bitton. Ms. Bitton will submit a written document for the record of the requested changes.

Public Relations Committee Report: Presented by 1st Vice Barnett. Without Objection, report was accepted as presented

LUNCH BREAK –

During the working lunch, Heritage Arsenal (Bill Lindt) presented their program and asked for TREA's participation in their program. This is a program where individuals throughout the county can donate military memorabilia to Heritage Arsenal. The donated items are appraised, marketed and sold by Heritage Arsenal and the funds from the sale (minus 35% administrative fee) is then returned to the designated non-profit organization, in this case, TREA. The non-profit organization agrees to market the program and provide a value receipt to the donor for tax purposes. In addition to the listed actions above, Heritage Arsenal will also provide a mail list to TREA of all who made donations in the name of TREA.

USAA: Presented by Laura Lule. DFO Osborne will continue to work with Ms. Lule to schedule/organize an event at convention in which USAA may be able to participate in.

Public Relations Committee (cont.): 1st Vice Barnett continued with the Scholarship and Marketing Sub Committee Reports.

Scholarship Report – as of the date of this meeting (May 3rd), 13 scholarships had been received. Applications will continue to be received as long as the postmark date is before May 1st. The amount of up to \$18,000 has been set aside for the 2019 Scholarship Program. Report accepted as submitted, without objection.

Marketing Sub Committee - After explaining his discontent with the unstructured process currently in place with the Marketing Plan search, 1st Vice Barnett respectfully requested to be replaced as the Marketing Sub Committee Chair. President Hilinski asked for his reconsideration, 1st Vice Barnett agreed as long as communication is kept open. The Marketing Sub-Committee report was accepted as presented, without objection.

DFO Osborne was asked to present the Brand/Logo exercise that was part of the USAA Summit. To save time, each board member was asked to perform the exercise on their own.

Headquarter Report: Presented by DFO Osborne. Without Objection, report accepted as presented.

VOICE Magazine: Presented by DFO Osborne. It was reiterated that the goal continues to be to decrease the current magazine format down to a newsletter. Without objection, report accepted as presented.

Contempo: Contempo provided a presentation of the Fundraising Program for review. Along with the submitted presentation, DFO Osborne added the recent fundraising analysis report. Discussion was had regarding the Fall Fundraising Program. Director Simeon made the motion to go with the calendar for the Fall fundraising program for 2019. Seconded by Director Aaron. Without objection, motion passed. The contract for the membership acquisition program was presented for approval. In an effort to save time, President Hilinski asked for responses by May 15th.

Future Convention Sites: Presented by DFO Osborne. No choices were submitted by members for the 2022 convention site, so Headquarter staff submitted five choices. DFO Osborne asked if anyone had any other locations that they would like to be added for considerations. With no new locations added, DFO Osborne asked the Board to select three locations that should be moved forward to the delegates at convention. The choices were: Memphis, Santa Fe, Myrtle Beach, Salt Lake City, and Albuquerque. After a vote by show of hands for each location, the final result was: Memphis, Myrtle Beach and Sante Fe. TREA Headquarter staff will proceed with these three selections.

President Hilinski brought up 4 issues before the board

1. Convention Registration – after a discussion, it was voted on with a show of hands, Parliamentarian White counted the votes and the result was 5/2 in favor of all board members paying their own registration fee.
2. The open position at the Washington Office. President Hilinski asked the board to approve this position as a part-time position. After much discussion, 3rd Vice Coley made the motion to hire a part time, not to exceed 32 hours per week, with an hourly range of \$22 - \$27/hour. Seconded by Director Aaron. A roll call vote was performed by Parliamentarian White. The result was 7/1 in favor – motion carries.
3. Auxiliary Scholarships – After much discussion, there was no motion made to accept the proposal from the Auxiliary in regards to having an outside, third party to vet the scholarship applications.
4. TSCL Trademark Fee – after much discussion, the motion to have the trademark fee be a flat 18% of net (as is currently stated) with ‘the marks’ added back into the agreement and a 10% fee accessed to any newly created entity was made by Treasurer Oelschig and seconded by 2nd Vice Jump. Roll call vote was unanimously in favor, motion passed.

Executive Session began, DFO Osborne was dismissed.

The Good of the Order was postponed and President Hilinski asked that anyone who had anything to add, to submit it via e-mail and it would be shared with the board.

The regular session of the 2019 Midterm, day was adjourned at 1700 by President Hilinski

Respectfully submitted by D. Osborne 5/20/2019
Approved by Parliamentarian White