



**CPOA National Convention
Minutes
24 Aug 2024**

Singing of the National Anthem, Invocation, Pledge of allegiance.

- 1048 PDT** National President calls Convention to Order followed by recess for group photo and lunch break to include Honor Luncheon for Gold Lifetime Members, Past Presidents, and guests.
- 1348** Reconvene. National President provides opening remarks and requests that National Secretary perform Roll Call.

Roll call of CPOA Board of Directors; those present:

National President – Jon Ostrowski, SCPO (Ret)
National Vice President – Charlie Womack, SCPO (Ret)
National Treasurer, Appointed – Mark Tahtinen, CWO
National Secretary – Clara Wells, MCPO (Ret)
Region 2 Advisor – Neil Garrand, MCPO

Not in Attendance:

Region 1 Advisor – Ray Amabile, CPO (Ret)
Region 3 Advisor – Rick Paauwe, SCPO (Ret)

Roll Call of Chapters:

The following Chapters were present at time of roll call:

Baltimore, 1; Cape May, 1; Eastern Great Lakes, S; Elizabeth City, 1; Gold Country, P;
Golden Gate, VP, +3; Hawaiian Islands, P, +1; Los Angeles/ Long Beach, 3; Low
Country, 1; Martinsburg West Virginia, P; Mobile, 3; New Orleans, 1; North Bay, 3;
North Bend, 1; Northern New England, 1; SE Connecticut, P, +1; Seattle, P, VP, T, +2;
Southernmost, 2; Washington DC, 3; MAL, 7.

Total present: 48 – Quorum at 25 established.

The following Chapters were not present at time of roll call:

Alexandria;; Boston; Cape Cod; Chiefs of the Caribbean; Crystal Coast; Derby City
Sluggers;; Golden Triangle; Grand Haven; Greater Alaska; Greater Detroit; Green Bay;
Hampton Roads; Jersey Shore; Juneau; Kleckner; Kodiak; Ketchikan; Liberty Chapter;
Lone Star; Long Island; Lost Coast; Lower Columbia River; Marianas Guam; Miami;
Mid-America; New Haven; NE Florida; North Coast;; Oklahoma City; Olympic
Peninsula; Panhandle; Prince William Sound; River City Blues; San Diego; Silverdale;
SOO; South Texas; St. Louis; Sun Coast; Traverse City; Desert CPO Bahrain; Vice City;
Western Lake MI Yorktown.

- Motion made by K. Lorigan (Golden Gate Chapter) to only include in roll call those Chapters in attendance today. Seconded by J. Pulse (New Orleans Chapter). All in favor.
- Motion made by A. Ponce to **not** include those Chapters **not** present in future minutes. Seconded by J. Pulse (New Orleans Chapter). All in favor.

1355 Convention minutes from 31 Aug 2023 presented for approval.

- Motion made by K. Lorigan (Golden Gate Chapter) to not fully read the minutes. Seconded by J. Pulse (New Orleans Chapter). All in favor.
- Question presented by A. Lim (Hawaiian Islands Chapter) regarding total of cash throw-in amount. Will be reviewed again for accuracy.
- Correction to spelling of last name Womack throughout. Motion to approve as corrected by K. Lorigan (Golden Gate Chapter). Seconded by J. Pulse (New Orleans Chapter). All in favor.

REPORTS

1408 National President presents Presidents 2024 Report on the State of the CPOA.

- No discussion.

1415 Executive Director presents State of National Office Report.

- No discussion.

1435 *Break*

1445 CPOA President:

- Announce adjustment to convention schedule for 25 Aug 2024 to now include brief meeting (not official convention session) at 0900 (AKDT) for all standing committee members.

1455 CPOA Vice President presents By Laws Committee Annual report.

- No discussion.

1505 CPOA Vice President presents Resolution and Steering Committee Annual report.

- Motion to amend Operations Manual Section V, Elections, **to disallow write in votes**, as previously reviewed by Chapter Presidents, and published for review by membership in *The Chief* magazine. All in favor.
- Motion presented to amend Operations Manual Section III Organization Para. 2.A Committees, **to establish Legislative Committee**. Discussion. All in favor.

1520 President introduces Senior Leadership Panel.

1608 Recess until 0830PST, 28 Aug 2024.

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**CPOA National Convention
Minutes
28 Aug 2024**

0832 PDT Reconvene. National President provides opening remarks and requests that National Secretary perform Roll Call.

Roll Call of National Board of Directors:

National President – Jon Ostrowski, SCPO (Ret) – Present
National Vice President – Charlie Womack, SCPO (Ret) – Present
National Secretary – Clara Wells, MCPO (Ret) – Present
National Treasurer, Appointed – Mark Tahtinen, CWO
Region 2 Advisor – Neil Garrand, MCPO – Present

Not in Attendance:

Region 1 Advisor – Ray Amabile, CPO (Ret)
Region 3 Advisor – Rick Paauwe, SCPO (Ret)

Roll Call of Chapters:

The following Chapters were present at time of roll call:

Baltimore, 1; Elizabeth City, 1; Gold Country, 1; Golden Gate, VP, +3; Hawaiian Islands, P, +1; Los Angeles/ Long Beach, 3; Low Country, 1; Martinsburg West Virginia, P; Mobile, 2; New Orleans, 1; North Bay, 3; North Bend, 1; Northern New England, 1; SE Connecticut, P, +1; Seattle, P, VP, T, +1; Southernmost, 2; Washington DC, 1; MAL, 8.

Total present: 44 – Quorum at 23 established.

0835 National Secretary makes a motion, in consideration of overnight time change during ships transit, to allow for additions to Roll Call over course of next hour. L. Shearer (Incoming Regional Advisor) seconds. No discussion. Majority in favor.

0840 National President provides overview of new membership software (I4A).

0840 **Convention minutes from 24 Aug 2024 presented for approval.**
Discussion regarding Roll Call. Motion made by J. Pulse (New Orleans Chapter) to approve as corrected. Seconded by R. Bushey (Southernmost). All in favor. Accepted as corrected.

- 0850** National President invites CWOA Executive Director, M. Little, to speak.
- 0855** A. Ponce, Chair of **Convention Committee**, presents past-convention (2023) report.
- 0913** Recess with intent for standing committees to meet.
- 1300** Reconvene.
- 1301** National President invites convention sponsor representatives with First Command and Portside Travel to speak.
- 1320** D. Eddie, Chair of **Long-Range Committee**, presents committee report.
- Discussion regarding social media and that sub-committees' role.
- All in favor. Report accepted as written.**
- 1333** R. Reid, Executive Director, presents **CCCAF Donations** report.
- R. Bushey, Southernmost Chapter, makes motion to adjust wording in para 1.a. to line out "2022 &" (leaving only 2023), and to correct line 6 to read "\$139,049.32". Discussion.
- All in favor. Report accepted as amended.**
- 1352** C. Hutto, Chair of **Membership Committee**, presents committee report.
- Discussion regarding final notification for members not in good standing (based on dues) and subsequent non-receipt of *The Chief* magazine.
- Further discussion regarding social media sub-committees' role. Broad clarification achieved that the goal is creation of a learning library versus advertising via traditional social media platforms.
- R. Reid, Southernmost Chapter, makes motion to strike word "social" from sub-committee title, para 2.d. Majority in favor.
- K. Wallace, DC Chapter, makes motion to strike word "social" from **all** reference of media sub-committee. All in favor.
- All in favor. Report accepted as amended.**
- 1411** Break
- 1429** E. Little, member of **Chief Petty Officer Academy (CPOACAD) committee**, presents committee report.
- Discussion regarding cost of individual CPOA socials.

All in favor. Report accepted as written.

1436 A. Ponce, Chair of **Convention Committee**, presents committee report.

Discussion regarding the best time of year to hold convention; main considerations are PCS transfer season and the start of school year for those who attend with family.

All in favor. Report accepted as written.

1443 C. Tozer, member of **CGEA Committee**, presents committee report.

All in favor. Report accepted as written.

1447 A. Majack, Chair of **Special Project Committee**, presents committee report.

Discussion regarding careful balance of CPOA involvement with CCTI.

Discussion regarding CPOA disaster response, acceptance of donations, and distribution of funds.

Point of information offered by National Treasurer regarding para 1.d, in that financial incentive for POCA and POBA is already included in the budget.

R. Reid, Southernmost Chapter, makes motion to strike para 1, line 'd', regarding financial incentive for POCA and POBA is it is already in effect. All in favor.

G. Lambert, GLM, makes motion to strike para 1, line 'c', regarding creation of new membership tier. Extensive discussion. Majority in favor.

Discussion regarding chapter audit program proposed in para 4.

R. Bushey, Southernmost Chapter, makes motion to replace para 2, line 'd', with "CPOA shall make suicide prevention training available to membership". Extensive discussion. All in favor.

All in favor. Report accepted as amended.

1533 C. Porter, member of **CCCAF Committee**, presents committee report.

All in favor. Report accepted as written.

1541 Recess until 0830 PST, 29 Aug 2024.

DRAFT



**CPOA National Convention
Minutes
29 Aug 2024**

0830 PDT Reconvened. National President provided opening remarks and requested National Secretary perform Roll Call.

Roll Call of National Board of Directors:

National President – Charlie Womack, SCPO (Ret) – Present
National Vice President – Clara Wells, MCPO (Ret) – Present
National Secretary – Neil Garrand, MCPO – Present
National Treasurer – Mark Tahtinen, CWO
Region 1 Advisor – Nick McGowen
Region 3 Advisor – Lena Shearer, SCPO

Not in Attendance:

Region 2 Advisor – Casey Lawrence, CPO

Roll Call of Chapters:

The following Chapters were present at time of roll call:

Baltimore, 1; Elizabeth City, 1; Gold Country, P; Golden Gate, VP, +2; Hawaiian Islands, P, +2; Los Angeles/ Long Beach, 3; Low Country, 1; Martinsburg West Virginia, P; Mobile, 2; New Orleans, 1; North Bay, 3; North Bend, 1;; SE Connecticut, P, +1; Seattle, P, VP, T, +1; Southernmost, 2; Suncoast, 1; Washington DC, 3; MAL, 5.

Total present: 44. Quorum at 23 established.

0835 **Convention minutes from 28 Aug 2024 presented for approval.** R. Bushey (Southernmost) moved to approve the minutes as corrected. Seconded by J. Ostrowski (Suncoast). All in favor. Accepted as corrected.

0842 **M. Tahtinen of the Budget committee presents committee report.** National Treasurer moved to have this report accepted. **All in favor. Report accepted as written.**

0844 **National Treasurer presented the 2025 Budget.** **All in favor. Budget accepted as written.**

Good of The Order:

0848 President expressed their appreciation for the effort of all the organization's members and stressed the importance of standing committees working together throughout the year.

0851 **President announced standing committee chairs:**

Standing Committee	Chair
Budget	Mark Tahtinen
Bylaws	Clara Wells
CCCAF	John Warren
CGEA	Clara Wells
Convention	Amy Ponce
CPOAcad	Rick Paauwe
Legislative	Jon Ostrowski
Long Range Planning	David Eddie
Membership	Chris Hutto
Special Projects	Bruce Garrison

0858 President called ten-minute recess.

0913 **National President requested the following be recorded in the minutes:**
2023 Presidents Chapter of the Year awarded to Hawaiian Islands Chapter.
2023 Presidents Branch of the Year awarded to Tidewater Branch.

0915 President recognized Amy Ponce, Convention Committee Chair, who offered clarification on funding for board member and CGEA officers' attendance at convention.

0919 **K. Lorigan (Golden Gate) provides brief history of the Throw-In.**

Throw-In and Auctions occurred with proceeds totaling \$3,209 and with donations going to Captain Caliendo College Assistance Fund (CCCAF) and the CG CPO Foundation (CPOF):

- Throw-in proceeds totaled \$1,669.
- Auction of mugs, donated by Shallow Water Potter, resulted in proceeds totaling \$1,210.
- Holiday Inn Express & Suites Orlando, South Lake Buena Vista, resulted in proceeds totaling \$330.

Additionally, \$1,000 was raised by the Mavericks Club to be divided between CCCAF (\$500) and Chief Petty Officers Foundation (\$500).

1011 Conducted *Round-the-Room* comments, starting with GLMs.

1056 National President provided closing remarks.

1102 MCPOCG #8, V. Patton, provided the benediction.

DRAFT

29 Aug 2024

1104 National Treasurer moved to adjourn. Seconded by R. Bushey, Southernmost. Majority in favor.

1105 55th Annual CPOA adjourned.

#

UNITED STATES COAST GUARD CHIEF PETTY OFFICERS ASSOCIATION

2024 NATIONAL CONVENTION



REPORTS

December 1, 2023

From: Chairman, National Convention Committee

To: President, USCG Chief Petty Officers Association

Subj: 2023 Convention Final Report

1. The 2023 Annual Convention was held at the Sheraton Hotel in Charlotte, NC 28 -31 August. This year's convention was held with the American Legion Convention. The collocated trial was meant to see if the collaboration would help us hold down costs, gain access to information and bigger name speakers. Our convention was a success, but I don't think our collaboration did not help lower our costs. Many times our own meetings were held at similar times, limiting when our members were able to participate in the American Legion events. Registration and attendance were at normal levels and we met room and meal financial commitments. The hotel did a great job helping tackle last minute requests for breakfast services. The local area allowed many opportunities for our members to enjoy the area and culinary specialties. Our community service event was well attended. The Ronald McDonald House and Hospitality House greatly appreciated the help we provided.

2. Financially, all 2023 convention costs were completely covered by registration fees, sponsorships, Mavericks Club, hospitality room donations, and 50/50 ticket sales. The hospitality room rental cost was complementary due to contractual negotiations. Income and expense details are provided below.

3. I wish to thank Jon Ostrowski, Randy Reid, Julie Behre and all members in attendance for their dedication, enthusiasm and support. A special thank you goes out to Tammy Bogart & Liz Clawson for being amazing with all the help before and at convention with the hospitality room. Convention could not happen without everyone's help and cooperation, I am grateful for the help and support I received before and at convention.

4. 2023 income:

Registration (Lunch & Dinner, Tours)	\$ 14,548
Budget Deposit	\$ 5,000
Magazine advertisement and boosters	\$ 190
Sponsorships	\$ 7,750
Hospitality room/50-50/Mavrick	\$ 2,812
Rcvd @ Convention (Reg/Lunch/Dinner/Shirts)	\$ 2,430
Total:	\$ 32,730

5. 2023 expenses

Event Charges: Meeting Room Rental, Stage & Podium Rental, Dinner, Lunch, AV etc.	\$ 14,079
Convention T-shirt	\$ 1,534
Hospitality Room Supplies	\$ 2,460
Office Supplies/Registration Packages/Postage	\$ 163
Tour Tickets	\$ 380
Gratuities	\$ 400
Total:	\$ -19,016

Beginning Balance of Convention Account:	\$ 4,806
Current Balance	\$ 18,520



United States Coast Guard
CHIEF PETTY OFFICERS ASSOCIATION

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CPOA National President president@uscgcpoa.org
Executive Director: executivedirector@uscgcpoa.org



From: CPOA National President

24 August 2024

To: All CPOA & CGEA Members

Subj: 2024 PRESIDENT'S REPORT ON THE STATE OF THE CHIEF PETTY OFFICERS ASSOCIATION

- 1) As required, by the CPOA Operations Manual, I submit my final report to the Association's membership.
- 2) **MEMBERSHIP:**
 - a) Currently, the CPOA/CGEA membership stands at 10,229 (8450 CPOA/1779 CGEA), with 32 new Silver Lifetime Members. Our Association welcomed one new Camp Lejeune, NC Branch as of 1 August 2024.
 - b) We are in the final weeks of fully implementing our new I4A (Internet 4 Associations) membership software. Julie Behre and I have worked diligently over the past year customizing and transferring all pertinent information to the new system. This new software has so many features for members, chapters, and branches, that we are shortly rolling out a streamlined version. We will expand features as users become more familiar with these changes. We will continue to communicate and update our membership over the coming weeks. I plan to stay on this endeavor over the next year.
- 3) **CCCAF:** For the first time, we provided five scholarships. The winners for the 2024 CCCAF Scholarships were: First Place (\$5,000) to Mr. Jack Albert, sponsor: BMC William; Second Place (\$2,500) to Ms. Madison Beatty, sponsor: BMCM Michael Beatty (Grand Haven); Third Place (\$1,500) to Ms. Maren Reid, sponsor: CWO Randy Reid (Southernmost); Fourth Place (\$1,000) to Mr. Sebastian Corns, sponsor: LT/O3E Nicholas Corns (Member at Large); and Fifth Place (\$1,000) to Ms. Cassidy Segelken, sponsor: QMC William Segelken (Lone Star). Thank you to the CCCAF Chairman, MKCS John "J. D." Warren, USCG Ret., for his continued leadership and for ensuring all participant's essays are evaluated fairly and promptly every year. Also, thank you to our panel of judges: Chief Anthony Lim, Ret., Senior Chief John Hurley Ret., Chief David Isbell Ret., Senior Chief Rebecca Unser, Chief Tamara Clancy, Chief Andrew Morris, Chief Thomas Albert, Chief Jamie Bridges, Petty Officer Brian Bell, and Senior Chief Ramona Mason. They read and judged all 17 essays.
- 4) **CPO ACADEMY SPIRIT OF THE CHIEF AWARDS PROGRAM:** Each year, CPOA provides ten awards for Active Duty Classes and two awards for Reserve Classes. The Spaghetti Dinner Program endures due to Petaluma's North Bay Chapter members' hard work and generous donations from sponsors. Thank you for last year's convention vote to have CPOA support and sponsor this time-honored event at the CPO Academy.
- 5) **COMMUNITY SERVICE:** Our CPOA Chapters and CGEA Branches continue to do fantastic work in our communities, donating their funds and efforts to various charities in 2022-2023. Some of our Association's actions were:

IN RESPECT FOR THOSE WHO HAVE GONE BEFORE US...AS A GUIDE FOR THOSE WHO FOLLOW

CG Run to Remember

American Foundation for Suicide Prevention

Coast Guard Marathon

Aaron Redd Foundation

Holiday Food Baskets for CG families

Coast Guard Flags Across America

Enlisted Person of the Year Award Ceremony

Children's Hospital of The King's Daughters

6) FINANCIAL ISSUES:

- a) Our Association closed out FY-2023 with \$65,532 in the positive. This is primarily due to not holding our semiannual Board of Directors meeting at CPOA National Headquarters in conjunction with the EPOY/REPOY presentation in May at CG Headquarters. The FY-2024 profit was also possible because of the passage of the dues increase, and we should be able to continue having a reasonable surplus for many years ahead. I maintain my recommendation to continue budgeting for a minimum 10 percent surplus. With uncertainty in the economy, this will allow for our Association's financial stability in the face of inflation and unforeseen expenses. Finally, I want to thank our Board of Directors, Executive Director, and former and next treasurer CWO Mark Tahtinen for their outstanding efforts in drafting the 2025 proposed annual budget.

7) WEBSITE / SOCIAL MEDIA INITIATIVES -

- a) CPOA Website – A big “THANK YOU!” to CWO Michael Babischkin and BMC Phillip Null, CPOA and CGEA web managers, respectively, along with Randy Reid for all their hard work maintaining the current webpage.
- b) *The Chief* – our Association's quarterly magazine continues to receive positive reviews from our membership and informs our members of all the great work we do together.
- c) Monthly Newsletter – the CPOA/CGEA Newsletter provides timely information to over 8,200 Association members. We continue to get positive feedback for providing quick and relevant information to our members. If you are not receiving the E-newsletter, please contact the National Office, and provide your email address (preferably a personal email).
- d) Facebook / LinkedIn – the CPOA Facebook page currently has over 8,500 followers, the National President's page has 2,100 followers and our LinkedIn page has 431 followers. All continue to serve as great venues to keep our membership informed about Association events and attract new and former members.

8) PARTNERSHIPS –

- a) We are extremely grateful for the support of our partners and sponsors throughout the year. Some of them include First Command, Coast Guard Foundation, Holiday Inn Express & Suites – Lake Buena Vista, Excelsior University, Sea Service Family Foundation, BlueCross-BlueShield, The Shallow Water Potter, Portside Travel, and many more that you will see in *The Chief* magazine every quarter. We are delighted that they all see value in our missions and honor us with their support.
- b) Coast Guard Foundation – We are pleased to continue supporting Coast Guard members with timely financial assistance when disaster strikes. Thanks to the strong partnership with the Coast Guard Foundation, we were able to help distribute over \$500,000 to Coast Guard members in need this year. Thank you to our Hampton Roads, Southeastern Connecticut, and Vice City Chapters for stepping up and providing grant application verification in the aftermath of Hurricane Beryl, Debbie, and Mendenhall Glassier flooding. We will continue to always support disaster relief efforts.

9) ACTIVITIES / TRAVEL –

- a) This past year I have represented the CPOA at several events including the commissioning of the CGC Calhoun, memorial service for GLM#7 YNC Alex Chapman, 2023 EPOY/REPOY at Coast Guard Headquarters. Our presence and visibility are vital to understanding the current needs of the Coast Guard and showing our support

IN RESPECT FOR THOSE WHO HAVE GONE BEFORE US...AS A GUIDE FOR THOSE WHO FOLLOW

for the mission. I recommend, next year we increase the president's travel budget. Many travel costs have increased, and our next president resides in Alabama.

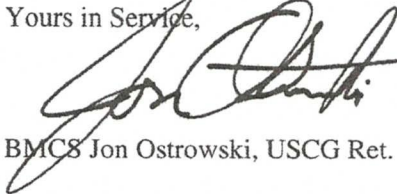
10) CONVENTIONS -

- a) The cost of attending conventions is becoming more expensive every year. Because of this weight, we must continue to show our members the value. Creating an environment that encourages a vacation feeling or holding conventions in a family-friendly city with attractions to attend would be recommended. This would allow members attending to justify the expense and possibly combine it with family vacation time. Also, it may be wise to hold the convention in late July. With many members having children who begin school in mid to late August, and the 4th of August being Coast Guard Day, the last week of July may attract more participation. We must continue to think outside the box, and appeal to members' involvement.
- b) Expenses for junior enlisted are always a concern and we must continue to establish funding sources to offer grants or assist in the expense of attending. CPOA Chapters, with the means to assist their local branch, should try to give an opportunity. It may not be possible to help every year, but as often as possible is fantastic.

11) CLOSING REMARKS -

- a) Our Association is strong. Our membership is nearly eleven thousand and continually growing. This is an exceptional indicator of a healthy and thriving Association. Our Chapters and Branches continue to provide their best and honor our Association's mission to support the United States Coast Guard. Our partnerships are an important part of our growth and serve our members positively.
- b) Thank you to our National Office staff, Randy Reid and Julie Behre, who work diligently to keep up with all the responsibilities in supporting the CPOA daily. I am extremely grateful to have served with them on our team.
- c) It has been an honor serving as your National President these past six years, and I want to thank all our members for your trust and support.

Yours in Service,



BMCS Jon Ostrowski, USCG Ret.



United States Coast Guard
**CHIEF PETTY OFFICERS ASSOCIATION &
ENLISTED ASSOCIATION**

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Email: ExecutiveDirector@uscgcpoa.org (Exec. Director)
Membership@uscgcpoa.org (Membership)



19 August 2024

From: Executive Director (ED)
To: National President

Subj: Annual Report

1. This report is submitted to notify you of the state of our National Office.

NATIONAL OFFICE

- a. As described in my 2023 report, a new kitchenette was installed this May. A new entry door will be installed as soon as possible.
- b. We cancelled our maintenance contract for our older printer, saving approximately \$1,500 annually.
- c. We cancelled our lease with our postage envelope printer for a savings of \$3,100 annually. We switched to a more manual method utilizing the Pitney Ship cube.

EIN MANAGEMENT

- a. Submitted annual 990-N for all Chapters and Branches with active EINs.

COMPUTER SYSTEM

- a. All computer systems and the membership databases are secure and backed up weekly by ED and daily by the Membership Coordinator as required.
- b. We recently purchased a new laptop for our Membership coordinator, along with a new monitor.

WEBSITE

- a. Our website is running fine but becoming a bit visually outdated. As we transition to our new membership database management system (i4A) we will slowly migrate to a new integrated website to replace our current platform.

FINANCES/ACCOUNTING

- a. We continue to utilize Quickbooks Online Essentials. Our National Treasurer has access to ensure continued transparency and financial oversight.
- b. As expected, we closed out 2023 \$65,532 in the positive. I believe there should be continued growth in revenue this year based upon our dues increase and decreased expenditures.
- c. A professional financial review was completed and has shown our Association in compliance with all laws and regulations. Accountant's Conclusion: "*Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with the modified cash basis of accounting.*" A copy of the full review has been provided to incoming and outgoing Board members.

Chief Petty Officers Association Valuation (16 August 2024)

<u>Bank</u>	<u>Type</u>	<u>Maturity Date</u>	<u>%</u>	<u>Designation</u>	<u>Amount</u>
TD Bank	Companion Checking		.05%		\$1,522
Navy Fed	CD	5/17/2025	2.62%	CCCAF	\$36,363
	CD	5/17/2025	2.62%	CCCAF	\$36,363
Fidelity	Money Market Fund			SilverLT	\$108,314
	CD	10/15/2024	5.36%		\$250,000
BofA	Checking			Operations	\$43,841
	Bus. Interest Maximizer		.15%	CCCAF	\$66,323
	Bus. Interest Maximizer		.30%	Reserve	\$87,280
	Building Maintenance Fund				\$386
	Silver Lifetime Fund			SilverLT	\$188,426
Sub Total:					\$818,818
Real Estate assessed value:					\$287,200
<hr/> Total:					\$1,106,018

CCCAF

- a. CCCAF information was published in the January edition of *"The Chief"* and posted on our website and e-newsletter. We received and processed 33 applications and provided them to our CCCAF Chairman for grading. Congratulatory letters were sent to the winners (3) and the scholarship "Big Checks" were mailed for presentation. Letters of acknowledgment were sent to all individuals who participated in this year's program. Each year, \$11,000 is paid out to recipients. The fund presently has \$66,323 in our BofA account and another \$72,726 in 2 Navy Federal CDs for a total of \$139,049 in valuation.

WALTER GORE SCHOLARSHIP

- a. Three submissions were received for the Walter Gore Scholarship but did not meet the criteria requirements. No grants were awarded.

COMMUNICATION

- a. The Chief:
 - Our Membership Coordinator (MC) continues to attend to our transient members in our database. The July issue of *The Chief* resulted in 20 magazines returned, down from a high of 457 in 2011.
- b. E-Newsletter:
 - Presently sending to over 7,500 contacts and still receiving above average open rates of 60%.
- c. Facebook/LinkedIn:
 - The CPOA Facebook page remains a valuable communication platform to quickly spread awareness about key issues, mobilize supporters, raise funds, and create online advocacy movements. The page has 8,500 followers with an average reach of 2,300 people per month.
 - Our LinkedIn, and Twitter feeds continue to grow. All continue to serve as great venues to keep our membership informed about Association events and attract new and former members.

THE MILITARY COALITION (TMC)

- a. The Military Coalition (TMC), is a group of 35 military, veterans, and uniformed services organizations. The philosophy of The Coalition is that, by working together on issues of mutual agreement, the participating organizations can harness the grassroots support of more than 5.5 million members, plus their families, and accomplish far more than by working on these initiatives separately. I sit on the Veterans and Retiree committees and have served on the TMC Leadership Board as Treasurer for the past 9 years. www.themilitarycoalition.org
- b. We signed on to 9 Coalition letters since August 2023, all of which can be found on the TMC website and linked in our e-newsletter.

MEMBERSHIP

- a. We presently have 8,256 CPOA members and 1,670 CGEA members. (a decrease of 311 from my last convention report).
- b. Since 1 July 2023, the MC has opened 685 new memberships (474 CPOA & 211 CGEA).
- c. Since 1 July 2023, 210 of our members Crossed the Bar.
- d. Our Membership Coordinator (MC) will mail 91 25-year pins, 135 35-year pins, and 39 50-year pins to eligible members this year.
- e. USPS postage increased twice this year. The size and weight of our new membership packages was reduced last year and has helped in offsetting these increased costs.

ALLOTMENT DISCUSSION (Dues increase)

AD/RES Allotments

- Allotment compliance continues to improve albeit slowly but surely.
- As of 30 June 2024:
 - 3,230 AD/RES members cover annual dues via allotment
 - 1,421 of those members are compliant; 1,809 are not
 - Breaks down to 44% compliant vs 56% non-compliant
- Our Membership Coordinator has provided a more in-depth analysis to our Membership Chair. A discussion should be initiated within the Membership Committee during this convention on how to proceed with non-compliant members.

STRATEGIC PARTNERSHIPS

- a. First Command – First Command continues to be a valued partner. They annually provide sponsorship contributions of \$10,000, an additional \$2,500 per year in support of our scholarship fund, and support of our annual Convention. We look forward to continuing this partnership well into the future.
- b. Coast Guard Foundation – This unique partnership has allowed us to provide much-needed disaster relief to Coast Guard members and their families. From last August, we were able to provide over \$500K in grants to CG families impacted by Hurricanes Beryl, California flooding, Typhoon Marwar damage in Guam, and the wildfires in Maui. Since partnering with the Foundation in 2017, we've distributed nearly \$2 Million in Grants to Coast Guard families helping them recover from natural disasters. I appreciate our SE Connecticut Chapter, Hampton Roads, and Vice City Chapters for stepping up when asked to provide support for this highly successful grant program. Our alliance with the CG Foundation has never been stronger.

OTHER

- a. In November, we represented the CPOA at the Veterans Day National Ceremony held at Arlington National Cemetery where 4 members placed a wreath at the Tomb of the Unknown Soldier and 2 members paraded the CPOA and American flag in the amphitheater before and after the ceremony.

- b. As a reminder, Coast Guard Headquarters Legal created a "Playbook for Supporting Organizations" which outlines Ethical Guiding Principles for the CPOA, CGEA, CG Mutual Assistance, and the Coast Guard Foundation. In the past, we've had a few instances where Coast Guard leadership didn't quite understand our role as an Association and sometimes put restrictions on our fundraising activities. This "Playbook" lays out specific guidelines that can be used if a Chapter or Branch runs into any legal issues. Also, there was another guidance issued concerning the use of e-mail on CG workstations. This memorandum grants the approval for the CPOA and CGEA to use the CG's email system for administrative purposes. Both of these documents can be found on our website.

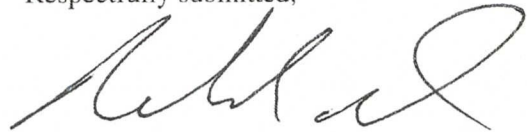
CONCLUSION

This has been another challenging year for the National Office. With the dues increase approved last year, the Membership Coordinator (MC) and I have been diligent in ensuring members are aware of the increase.

In seeking a new membership platform that meets our needs and requirements, we went through 3 separate companies. This has taken time away from our normal tasks but we believe that the i4a platform will alleviate many time-consuming tasks in the future and provide members more connectivity and communication with National and other Chapters/Branches. Our MC and National President have spent an extensive amount of time to not only ensure it fits our needs, but actually helped i4a develop a software version that they could utilize to help other Associations such as ours (i.e. those who accept allotment payments).

The foundation of who we are has never been stronger. There's still plenty of work to be accomplished as we transition to new leadership with fresh ideas and vision. It has been an honor serving you as your Executive Director over the past 12 years.

Respectfully submitted,



CWO2 Randy Reid, USCG (ret)
Executive Director

UNITED STATES COAST GUARD CHIEF PETTY OFFICERS ASSOCIATION

2024 NATIONAL CONVENTION



STANDING COMMITTEE REPORTS

By Laws Standing Committee Annual Report

1. Updated By Laws and Ops Man following mandates from 53rd Convention. New Copy posted on CPOA Website. (9/1/2023)
2. Updated Ops Man Enclosure 3 Membership Application to reflect current dues.
3. Review of Ops Man found Enclosure 2 Ballet, to state Write-in Votes are not Authorized, however this is not a prohibition within the Ops Manual. Write-in Votes were included in the 2024 election.



SCPO Charlie Womack

Chairman



United States Coast Guard
CHIEF PETTY OFFICERS ASSOCIATION &
ENLISTED ASSOCIATION

5520-G Hempstead Way
Springfield, VA 22151-4009

Phone: (703) 941-0395 / Fax: (703) 941-0397

Email: ExecutiveDirector@uscgcpoa.org (Exec. Director)

Membership@uscgcpoa.org (Membership)

<http://uscgcpoa.org>



25 August 2024

From: Executive Director
To: National President
Chairman, CCCAF Committee

Subj: CCCAF Donations

1. The following contributions have been received from 7/1/2023 to 6/30/2024:

a. MISCELLANEOUS CONTRIBUTIONS – TOTAL \$8,214.00

Convention throw-in	\$1,357.00
Shallow Water Potter Mugs Auction	\$870.00
Waterfall works wood box raffle	\$165.00
Maverick Club	\$500
Holiday Inn Express & Suites Orlando raffle	\$322.00
First Command donations (2022 & 2023)	\$5,000.00

b. ALLOTMENT CONTRIBUTIONS – TOTAL \$7,157.78

Active Duty allotments	\$2,703.00
Retired allotments	\$4,249.00
Other	\$100
Interest (.15%)	\$105.78

2. Total contributions for the period is	\$15,371.78
3. Navy Federal CD's (2) hold	\$72,726.00
4. Bank of America fund (.15%) holds	\$66,323.32
5. 2024 competition awards (5) paid out	\$11,000.00
6. Total CCCAF valuation	\$139,049.92

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R. G. Reid
Executive Director

Resolution and Steering Committee Annual Report

1. The committee has received from the Board of Directors two Motion to Amend the Operations Manual. The motions are,
 - a. Disallow write in votes.
 - b. Legislative Committee.
2. The above motions are in order, have been reviewed by the Chapter Presidents and published for review by the membership in The Chief.



SCPO Charles Womack
Chairman

Encl 1. Motion to amend the Operations Manual Section V Elections

Encl 2. Motion to amend the Operations Manual Section III Organization Paragraph 2. A
Committees

BOD Motion to amend the Operations Manual Section V Elections

Move to add to Section V 1. f. (6) Write In Votes are not authorized and shall not be counted.

This is to certify that on 21 February 2024 with a quorum present at a regular meeting of the Board of Directors this motion was proposed, read, debated, and recommend approval by a unanimous vote.



Jon Ostrowski

President

Enclosure (1)

BOD Motion to Amend Operations Manual Section III Organization Paragraph 2 A Committees.

Move to add Section III 2. A

10) Legislative Affairs Committee

This standing committee shall develop an ongoing legislative program to support the needs and desires of CPOA/CGEA members and will support the needs of the United States Coast Guard (USCG) men and women serving. Our legislative support shall stay within the scope of the wellbeing of all Active, Reserve, and Retired personnel, to include, health care, housing, pay, Veteran Affairs, and all matters that affect those who serve or served. The committee shall solicit proposed resolutions from the membership and shall review, modify, or rewrite proposals when deemed necessary to meet CPOA/CGEA's goals. Proposals or modifications to our standing legislative resolutions that are recommended for adoption, rejection, modification, or withdrawal, shall be presented to the Board of Directors for concurrence before presentation to the membership for consideration. When resolutions have served their purpose and are no longer of value, the committee shall recommend removal and cancellation. In addition, the committee Chairman shall maintain liaison with other veteran organizations and provide support on projects that may also be beneficial to CPOA/CGEA members.

This is to certify that on 21 February 2024 with a quorum present at a regular meeting of the Board of Directors this motion was proposed, read, debated, and recommend approval by a unanimous vote.



Jon Ostrowski

President

Enclosure 2

UNITED STATES COAST GUARD CHIEF PETTY OFFICERS ASSOCIATION

2024 NATIONAL CONVENTION



CONVENTION COMMITTEE REPORTS

8/28/2024

SUBJ: BUDGET CONVENTION COMMITTEE REPORT

1. The committee met at this Convention to review the published 2025 CPOA Budget, which was printed in the July 2024 edition of "THE CHIEF" to allow members to review and ask questions prior to Convention.
2. Membership Committee requested \$2,000 for a second run of the CPOA/CGEA poker chips.
3. National President requested a increase in funds to cover a 2 month overlap in pay for the Executive Director, as Mr. Randy Reid has submitted intentions on retiring as the Executive Director of the association at the beginning of the year.
4. I move this report be adopted.



CWO4(F&S) Mark Tahtinen
Budget Convention Chairman/National Treasurer

Budget Convention Committee Members: CWO4 Mark Tahtinen, AETCM Rodrick Hanson, MSTCM Matthew Fritchey

Draft 2025 Budget

Coast Guard Chief Petty Officers Association

Account	Budget CY2025
INCOME	
Membership Dues	
Active-Duty Allotments	\$116,500.00
Cash/Checks	\$21,000.00
Retiree Allotments	\$96,000.00
Members Dues payments online	\$150,000.00
Silver Lifetime Purchases (Held at Navy Federal)	\$5,850.00
Sales of Product Income - Café Press	\$200.00
The CHIEF Advertising Income	\$3,000.00
First Command - Sponsorship	\$10,000.00
CCCAF Donation / Allotments	\$5,850.00
Total INCOME:	\$408,400.00
CONVENTION EXPENSES	
Awards to Include Presidents Outstanding Chapter Incentive	\$3,000.00
Convention Discretionary Fund	\$1,000.00
Convention Excellence - **New Add from 2023	\$5,000.00
President's Outstanding Chapter/Branch Incentive (includes tvl, per diem, hotel, misc)	\$1,000.00
Convention Committee Expenses (Mailing Materials)	\$1,000.00
CPOA National BoD Expenses (includes tvl, per diem, hotel, misc)	\$15,000.00
CGEA National Officer Expenses (includes tvl, per diem, hotel, misc.)	\$8,500.00
Membership Coordinator Travel	\$2,000.00
Executive Director	\$2,000.00
Total Convention Travel Expenses:	\$38,500.00
NATIONAL EXPENSES: CPOA BoD TRAVEL	
National CPOA Officers	\$7,500.00
National CGEA Officers	\$4,700.00
Total CGEA/CPOA Travel:	\$12,200.00
NATIONAL EXPENSES (OPERATIONS)	
Building Repair & Maintenance	\$4,000.00
Computer Equip & Software	\$2,500.00
Condo Association Fees	\$4,000.00
Membership Processing Expense / Member Planet	\$4,860.00
Membership: Electronic Communications (Constant Contact)	\$2,500.00
Membership Platform i4a	\$5,000.00
Memorial Fund	\$1,000.00

Draft 2025 Budget

National CPOA BoD Discretionary	\$1,000.00
National CGEA Officers Discretionary	\$1,000.00
CGEA Special Project	\$2,000.00
Office Equipment & Furnishings	\$1,200.00
Office Machine Repair (Includes maintenance contracts)	\$2,400.00
Office Supplies	\$4,000.00
Online Accounting Service (QuickBooks & Payroll)	\$3,000.00
Phone and Internet Bundle	\$2,000.00
Postage (includes equipment rental)	\$6,000.00
Utilities (gas & elec)	\$1,300.00
Publications (Off pubs, Roberts Rules, etc)	\$200.00

Employee Pay & Benefits

Salary (Executive Director)	\$130,000.00
Employee Retirement Account	\$4,123.00
Medical Benefit Re-imbusement Account	\$3,000.00
Wages (Membership Coordinator)	\$73,000.00
MC Medical Insurance	\$3,000.00
Taxes	\$15,000.00
Executive Director Local Travel	\$600.00
Stationery & Printing	\$3,000.00
Website/Web Manager	\$3,000.00
Total National Expenses (Operations):	\$282,683.00

NATIONAL EXPENSES (TAXES/INSURANCE/LEGAL)

Business Liability Insurance	
Corporation Costs	\$250.00
County Personal Property Tax	\$500.00
Liability Insurance	\$2,100.00
Federal Tax Return Preparation	\$1,700.00
Property Insurance	\$700.00
Legal Fees	\$1,000.00
Real Estate Tax	\$3,700.00
Total National Expenses (Taxes/Insurance/Legal):	\$9,950.00

NATIONAL EXPENSES (Start Up Expenses):

Chapter (Start Up Fund)	\$500.00
Chapter (Start Up expenses)	\$1,000.00
Branches (Start Up Funds)	\$500.00
Branches (Start Up expenses)	\$1,000.00
Total National Expenses (National Office):	\$3,000.00

NATIONAL EXPENSES (Programs):

CPO Academy Support (Spirit of the Chief Award)	\$2,800.00
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Draft 2025 Budget

CPO Academy Support (Instructor Dinner Costs)	\$7,000.00
CCCAF Program (Check Presentation to include Walt Gore award)	\$225.00
CG JROTC Spirit of the Chief Award	\$1,000.00
CCCAF Program Pay Out	\$11,000.00
EPOY Program Dinner	\$1,500.00
Awards (EPOY/REPOY)	\$900.00
Gold Lifetime Award	\$750.00
COMDT National Retiree Council Support	\$500.00
Coast Guard Museum support	\$500.00
VA Veterans Day Ceremony	\$400.00
National Challenge Coin	\$300.00
Walter Gore Scholarship	\$1,000.00
Total National Expenses (Programs):	\$27,875.00

PUBLICATION EXPENSES (The CHIEF Magazine):

Postage/Labels/Distribution	\$19,000.00
Printing	\$44,000.00
Total Programs and Publications:	\$63,000.00

Grand Total Expenses: \$437,208.00

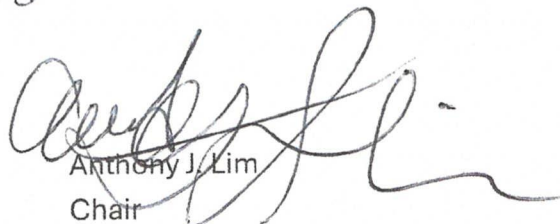
From: 2024 CCCAF Convention Committee

To: 55th Annual CPOA Convention

Subj: CCCAF Convention Committee Report

1. The CCCAF Convention Committee convened on August 28, 2024.
2. Five place awards, totaling \$11,000, were made in 2024. In acknowledgment/recognition of the generous contributions and fundraising that keeps the CCCAF funded, the committee recommends the same awards in 2025: 1st place, \$5,000; 2nd place, \$2,500; 3rd place, \$1,500; 4th place, \$1,000; 5th place, \$1,000.
3. All 54th Annual Convention Action Items have been completed.
4. Walt Gore Memorial Scholarship finances: \$1,000 was available in 2024, but no awards were made. ~~The \$1,000 contribution from the general fund, when added to the \$1,000 for 2025, makes the total award availability \$2,000 for 2025.~~ ^{1000 Award for 2025}
5. Therefore for the WGMS, the committee recommends a 1st place awards of ~~\$1,000,~~ ⁵⁰⁰ 2nd place award of \$500, and ~~3rd place award of \$500.~~
6. The WGMS is for CPOA/CGEA members and ~~with increased award amounts and awareness, the committee hopes to see more participation.~~ The committee recommends more explanatory information in THE CHIEF magazine.
7. The committee discussed and voted on the following essay topics for 2025:
 - a. CCCAF: Should federal, state and local taxes currently included in the price of gasoline also equally apply to electric vehicle charging stations in order to maintain government tax revenues?
 - b. ^{WGMS:} What would you change in the Coast Guard to increase retention among members with fewer than 8 years of service?
8. I move this report be adopted.

^
as corrected


Anthony J. Lim
Chair

Members

SKCM Linda Reid (ret.)

AMTC Christopher Porter

SKC Anthony Lim (ret.)



From: Chairman, 2024 National Convention CGEA Committee

To: National President

Subj: 2024 CPOA CONVENTION, CGEA COMMITTEE REPORT

1. The CGEA Committee convened on August 24th, 2024, onboard the Royal Caribbean cruise Ovation of the Seas, with the following members present: YNC Carly Tozer, SK1 Christine Wolk, SK2 Taylor Gonzalez, ET1 Peter Halikman (Ret.), CS3 Josh Hutto, and MKC James Henderson (Ret.).
2. This committee recommends the following:
 - a) To better support and communicate with the CGEA Branches we are going to update and expand the CGEA National Teams page to further expand the network of the CGEA for current and future members to connect with their local Branches/Chapters, and to obtain current and relevant CGEA information such as fundraiser ideas/flyers, streamlining minutes, bylaw timelines, annual tax forms, guides, Roberts Rules etc. We are also going to advocate for Branches/Chapters to utilize the new I4A program that is due to come out in January 2025. Teams will be more readily accessible to Active/Reserve CGEA members in the meantime, and I4A program will be more easily accessible for all membership.
 - b) Request to update CGEA Operating Procedures Manual to formalize the following:
 - a. **Update Section III.2.h**, "The Branch must notify the National Office annually, or immediately upon any changes, of the names, telephone numbers, and email addresses of the installed officers, as well as any changes to Branch Officers. (Pg 27)"
 - b. **Update Section V.4.b**, "The Secretary shall keep the minutes of the Branch meetings. A copy of all minutes shall be published to all members, and sent to the CGEA National Secretary within 7 days from the meeting."
 - c. **Update Section VII.2**. Presidents Outstanding Branch Award (POBA) to mirror CPOA point system where applicable. Finalization of this change will be submitted <120 days from 2025 CPOA/CGEA Convention. If changes are approved; this will go into effect for CGEA POBA 2026.
 - c) Find ways to make better cohesion of CPOA Chapters and CGEA Branches by Board Members mutually attending meetings. Portions and time lengths will be up to Chapters/Branches. Encouragement of meeting attendance will help better blend advancement of CGEA members.
3. I move this report to be adopted.

Carly Tozer, YNC, 
CGEA Committee Chairman

2024 CPOA CONVENTION "CONVENTION COMMITTEE REPORT"

1. The Convention Committee met to discuss locations, date, and improvements for future conventions.
2. Committee reviewed the action items from the 2023 CPOA Convention Convention Committee Report and found that not all action items had not been addressed and carried forward items they felt were still important.
3. This Committee recommends the following:
 - a) Recommendations:
 1. Hold the convention during the last week of July to allow for more families to attend. (no cost)
 2. Conducting a 1.5–2 hour meeting for Chapter and Branches to have an open forum to share their best practices, solutions and problems, w/zoom meeting capabilities, so that Chapters and Branches not in attendance can also attend. (no cost)
 3. Coordinating community service and tours at different times so attendees can attend both events. (no cost)
 4. Holding convention at the CG Museum in New London, CT when it has been completed. (no cost)
 5. Making Vegas, NV and Orlando, FL permanent back up locations for convention. (No Cost)
 - b) Future Locations:
 1. 2025 potential convention locations were discussed and voted on. St Louis, MO is the primary location and Houston, TX is secondary. If the logistics of holding the convention at the primary location chosen are found to be unacceptable, the secondary location will be investigated. The hopes of the committee is that these locations may offer many different opportunities for convention attendees and guests to experience.
 2. 2026 potential convention locations were discussed and voted on. Houston, TX is primary, if not utilized in 2025, Denver, CO is secondary.
 3. 2027 potential convention locations were discussed and voted on. Cleveland, OH is primary, and Atlanta, GA is secondary.
4. I move this report be adopted.


Committee Chairman: CWO Amy Ponce

Members:
HSC Jennifer Chmiel
CSC Ron Rice
CWO Bryan Hoffman
MKC Gregory Porter

Subj: Chief Petty Officer Academy Convention Committee Report

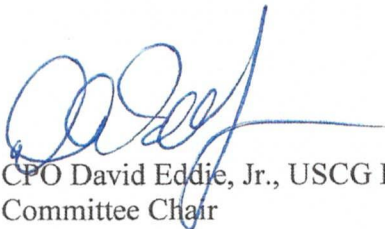
1. The Chief Petty Officer Academy (CPOACAD) Convention Committee met on 28 August 2024.
Members in attendance:
2. The committee unanimously voted and agreed upon leaving the “Spirit of the Chief Award” named as is. This vote came up after previous discussions were brought up within the North Bay Chapter, Sally Brice Ohara, and the Chief’s Academy changing the name of the fitness award or the SOC award to be renamed to celebrate Florence Finch. The committee decided that the SOC should not be reflective of a single individual to maintain its original intention, not being named after any specific person.
3. The committee will reach out to Blue Cross – Blue Sheild, The Combat Veterans Association, and the Veterans of Foreign Wars to assist with funding the CPOACAD socials that kicks off each class. It is recommended that classes including reserve convenings consolidate to a single social when the reserves arrive instead of having two separate socials which would save over \$500 per instance.
4. We recommend that regional advisors assist in the socializing the monthly solicitations for sponsorship of the CPOACAD socials and continue soliciting local CPOA chapters to cover CPOACAD socials that aren’t picked up by sponsorship.
5. I move this report be adopted.

HSCS Lena Shearer – Chair



Subject: Long Range Committee Report

1. Request the creation of two new committees:
 - a. Media Committee
 - 1) This has been requested for several years. Our world has moved to a digital era. We need to have a greater footprint available for recruitment and fund raising. NOTE: Also being considered by membership committee, recommend board direct this item to appropriate committee for action.
 - b. Destination Committee
 - 1) We have been working on creating a destination location managed by CPOA to enhance our visibility and provide a military friendly place to stay.
 - 2) It would be a way to also bring in funds to support our endeavors into the future.
 - 3) We have determined that it is a feasible option with proper funding.
 - 4) Due to the size of the project, we feel that it needs to have its own committee to carry it forward.
2. Create a Share Point Folder for CPOA members. A place they can share information and/or request assistance from other chapters.
3. Expand the members of this committee to include one member from each Chapter and Branch.
 - a. These members will brainstorm ideas to be forwarded this committee prior to convention.
 - b. These ideas will be compiled by this committee.
 - c. This committee will then determine what items merit consideration by this convention for action.
4. I move that this report be adopted.



CPO David Eddie, Jr., USCG Retired
Committee Chair

From: 2024 CPOA Convention "Membership Committee"

To: 55th Annual CPOA National Convention

Subj: 2024 CPOA CONVENTION "MEMBERSHIP COMMITTEE REPORT"

1. The Membership committee convened on August 27th 2024 onboard the Royal Caribbean vessel Ovation of the Seas, with the following members present: MCPO Chris Hutto, MCPO Malia Chasteen, CPO Karen Wallace (Ret), PO1 Christine Wolk, SCPO Cynthia Carter, and CWO2 James Pulse (Ret).
2. This committee recommends the following:
 - a) Current membership standing; Since the National dues increase went into effect on 1 January, 2023, approximately 3000 members that use the allotment payment method remain non-compliant. This committee proposes that within the next CPOA magazine we post an announcement stating that all non-compliant members will cease to receive the CPOA magazine until they are in good standing. Our goal in doing so is to prompt communication with either the membership committee chair Chris Hutto, the National membership coordinator Julie Behre, or the Executive Director Randy Reid, as to why they no longer receive the magazine. These members will not have their membership revoked, but will not be allowed to participate in National business until becoming compliant with dues increase. If they remain non-compliant, no additional action will be taken beyond removing this \$11 per member, per year cost. Membership committee member Cynthia Carter has volunteered to develop a how to guide for individuals that may be unclear on how to update their allotment, that can be displayed in the next magazine, as well as emailed to all non-compliant members.
 - b) QR code membership poker chips; During the 2023 convention, this committee created and purchased poker chips with CPOA and CGEA logo on one side, and a QR code on the other side that links directly to the membership application, webpage, and social media accounts, using existing approved pub/stationary printing budgetary funding. Any chapter or branch has been able to request these chips throughout the year to use for recruitment. The long-term goal once the National budget has stabilized from the dues increase will be to provide a surplus of chips to each chapter and branch. At this time, this committee requests to duplicate last years order using the same means, and to continue to provide them upon request.
 - c) CPOA web services; The National executive office is transitioning to a new web system that will provide modernized membership management as well as updated National and local Chapter/Branch web services. The executive staff and regional advisors will provide specific operational information on this system throughout the next year.
 - d) ~~Social~~ media sub-committee; During the 2023 convention, this committee established a social media sub-committee, that would fall under the membership committee, and be responsible for identifying and creating video based information and marketing. The goal was to establish a CPOA/CGEA YouTube or video linked channel that will house informational and organizational videos. Membership committee member James Pulse has volunteered to become the new social media sub-committee chair for the coming year. The immediate goal of this committee will be to establish critical instructional and informational content. We will then identify the best practices and procedures using lessons learned from recent Coast Guard recruitment and modern communication strategies. The goal will be to have content established prior to the new websystem going online, that can be immediately utilized for education and recruitment.

- e) CPOA pizza dinner sponsorship; During the 2023 National Convention this committee established the individual chapter sponsorship of the CPO Academy pizza dinner. Formerly sponsored by First Command Financial, this event is a major CPOA recruitment opportunity in which as many as 120 new E-7s are exposed to the CPOA per class. The North Bay Chapter has established a chapter sponsorship roster in which each chapter takes it in turn to individually fund one pizza dinner. I ask that all present chapter representatives commit to participating in this shared responsibility. We will look to fund this event through individual chapters until the National dues increase levels out, at which point we may request this expense be added to the National budget.
- f) Recruitment initiatives at TRACENs; In addition to the CPO Academy pizza dinner, this committee plans to intensify work with TRACENs Yorktown and Petaluma to develop informational/recruitment opportunities for CGEA. Ideas include sponsored lunches or socials and branch link-ups in which a new "A" school graduate gets linked-up with their new branch BODs upon receiving their new duty assignments. CGEA recruitment is a key focus, and these events will take priority over the CPO Academy pizza dinner when requesting future National funding, but we must work to establish a strong CGEA branch at both TRACENs in order to support these initiatives. Additionally, our National web system and ~~social~~ media presence needs to be fully established prior to funding such events, to aid these branches in their efforts.
- g) First year waved membership dues; This committee discussed the pros and cons of waving the membership fees for a new member's first year. Collectively it was agreed that until the membership web system and social-media committee get fully established and implemented into local recruitment locations, we are not in the best position to maximize the benefits of this proposal. This committee plans to propose this idea during the 2025 National convention and welcomes discussion prior to doing so. The only cost to the organization of waving the first year's dues would be the \$11 annual magazine fee.

3. I move this report be adopted. *as edited*



MCPO Chris Hutto
Committee Chairman

Aug 28, 2024

From: 2024 CPOA Convention "Special Project"

To: 55th Annual CPOA National Convention

Subj: 2024 CPOA CONVENTION "SPECIAL PROJECT COMMITTEE REPORT"

The Special Project committee convened on August 26th 2024 onboard the Royal Caribbean vessel Ovation of the Seas, with the following members present: SCPO Nicholas McGowen, CPO Joseph Page, CPO Autumn Majack (Chairman)

Mission Statement:

To support and enhance the effectiveness of the Chief Petty Officer Association (CPOA) by implementing key initiatives that promote recognition, mental health, disaster response, and financial integrity within our chapters.

The committee recommends the following:

1. Recognition Program: Call to Actions
 - a. Social Media Award:
Recognize chapters and members who excel in promoting the CPOA and its mission through social media engagement.
 - b. Regional Award for Member/Chapter:
Establish a regional recognition program to highlight outstanding members and chapters.
 - ~~c. Create a New Membership Tier Between Gold and Silver.
Introduce a new membership category to encourage increased participation and recognition.~~
 - ~~d. Promote the "President Outstanding Chapter Award".
Revamp the award by offering financial incentives at the convention to the winning chapter.~~

2. Mental Health Program: Call to Actions
 - a. Partnership with Breakwater Alliance Non-Profit:
Collaborate with Breakwater Alliance to provide mental health resources to our members.
Breakwater Alliance
 - b. Partnership with National Alliance on Mental Illness (NAMI):
Establish a partnership with NAMI to offer mental health support and education to our chapters. Help local chapters build relationships with NAMI within their state or Area of Responsibility (AOR).
NAMI
 - c. Promote Chapter Mental Health Days:
Encourage chapters to dedicate specific days to mental health awareness and support.

- d. ~~ASIST Training During CCTI.~~ CPOA to provide suicide intervention training to its members.
Implement ASIST (Applied Suicide Intervention Skills Training) during training to CCTI, including brown bag lunch sessions.
 - e. Promote Resiliency training
3. Chapter Assistance During Massive Disasters: Call to Actions
 - a. National Support During Major Disasters:

During events like the Maui Wildfires, National CPOA will serve as the primary hub for donations, relieving local chapter BODs from the logistical burden. The local chapter affected by the disaster will retain autonomy to distribute the collected funds as they see appropriate.
 - b. Immediate Financial Assistance:

National will send a set amount (e.g., \$5,000) to assist affected chapters, with repayment from incoming donations.
 4. Chapter Audit Program: Call to Actions
 - a. Chapter Audit Checklist:

Develop a comprehensive audit checklist covering bylaws, current BOD, membership, banking, Gmail accounts, and social media presence.
 - b. Regional Advisors Conduct Audits:

Assign regional advisors to complete a specific number of chapter audits each month, aiming for 100% completion within a year.
 - c. Quarterly Reports:

Provide a quarterly audit report to the National BOD to ensure transparency and accountability.
 5. CCTI Relationship Playbook: Call to Actions
 - a. Fundraising Playbook:

Create a detailed guide on how fundraising should be conducted during CCTI, including a clear financial chain of command.
 - b. Chain of Command / Financial Chain:

Clarify that the COTM does not control funds, providing structure and oversight.
 - c. Donation Request and Thank You Letters:

Offer templates for donation requests and thank you letters to streamline fundraising efforts.
 - d. Major Companies Donation Policies:

Compile and provide a list of major companies' donation policies (e.g., Lowe's, Home Depot, Costco, Trader Joe's).
 - e. CCTI Funding and Event Breakdown:

Provide a sample budget and breakdown for CCTI events, including seed money, Lookaway, auction anchors, fines for honorary members, financial checkpoints, and guidelines for ROP/CPOA 50/50 raffles.
 6. I move this report be adopted.

CPO Autumn Majack
Committee Chairman