



**CPOA National Board of Directors  
Meeting Minutes – National Convention  
27 – 31 Aug 2023**

**Call To Order:** 27 Aug 2023, 1708 EST, on site at convention location, Charlotte, NC.

**Roll call of CPOA Board of Directors; those present:**

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

**Guest in Attendance:**

Executive Director – Randy Reid, CWO (Ret)  
CGEA Nat'l VP – Tammy Bogard, YN1 (Ret)

**Not Present:**

Region 1 Advisor – Ray Amabile, CPO (Ret) *(still in route to convention)*  
Region 3 Advisor – Rick Paauwe, SCPO (Ret) *(still in route to convention)*  
National Treasurer – Brynn Simonetti, MCPO *(still in route to convention)*

Honor Pledge of allegiance (Assumed/Honored)

**REPORTS**

**CPOA President:**

- Convention overview:
  - o MCPOCG #13 is in attendance, and on agenda for guest speaker at Opening Ceremony.
  - o President has received video from COMDT to be viewed at Opening Ceremony.
  - o Passed info regarding bus pass to American Legion convention center.

**CPOA Vice President:**

- o Discussion regarding enforcing dues increase:
  - How many are remaining that need to increase dues?
  - How many pay by check or allotment?

**CPOA Secretary:**

- *Not in attendance.*

**CPOA Treasurer:**

- *Not in attendance.*

**CPOA Region 1 Advisor:**

- *Not in attendance.*

**CPOA Region 2 Advisor:**

- Nothing to pass.

**CPOA Region 3 Advisor:**

- *Not in attendance.*

**Executive Director:**

- Nothing to pass.

**Old Business:**

- Nothing to discuss.

**New Business:**

- Nothing to discuss.

**Good of the Order:**

- Nothing to pass.

**1735** Recess.

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**Reconvene:** 31Aug 2023, on site at convention location.

**1211 EST** Reconvene. **All present, with exception of Treasurer.**  
National President provides comments regarding outstanding performance of all BOD members.  
Next regular BOD meeting will be dedicated to convention hotwash.

**Approval of 16 Aug 2023 CPOA BOD's Meeting Minutes.** Motion to approve by Region 2. Seconded by VP. All in favor.

**Good of the Order:**

**1215** Next regular meeting will occur virtually on 20 Sep 2023.  
Reminder that next election opens soon – October 2023.

**1220** Motion by Region 1 to adjourn. Seconded by Region 3. All in favor.

**1221** BOD meeting adjourned.



**CPOA 2023 National Convention  
Charlotte, NC  
General Session Minutes – 28 Aug 2023**

**1007 EST** National President calls Convention to Order followed by recess for group photo and lunch break to include Past Presidents Luncheon.

**1342** 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 – Brynn Simonetti, MCPO – Present  
 Region 1 Advisor – Ray Amabile, CPO (Ret) – Present  
 Region 2 Advisor – Neil Garrand, MCPO – Present  
 Region 3 Advisor – Rick Paauwe, SCPO (Ret) – Present

**Roll Call of Chapters:**

***The following Chapters were present at time of roll call:***

Alexandria, 2; Baltimore, P +1; Cape May, P +3; Chiefs of the Caribbean, VP; Crystal Coast; P, S, +3; Elizabeth City, 2; Gold Country, 1; Golden Gate, 3; Golden Triangle, 1; Hampton Roads, P +1; Hawaiian Islands, 1; Kleckner, P, VP; Kodiak, P; Los Angeles/ Long Beach, 1; Lone Star, 1; Low Country, 2; Mobile, P, +4; North Bay, P, VP, S +4; SE Connecticut, P, T, +1; Seattle, 2; Southernmost, 1; St. Louis, P, +4; Vice City, P; Washington DC, P, VP, S, +3; Yorktown, P, +2; MAL, 3.

**Total present: 74 – Quorum at 37 established.**

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

Boston; Cape Cod; Derby City Sluggers; Eastern Great Lakes; Grand Haven; Greater Alaska; Greater Detroit; Green Bay; Jersey Shore; Juneau; Ketchikan; Liberty Chapter; Long Island; Lost Coast; Lower Columbia River; Marianas Guam; Martinsburg West Virginia; Miami; Mid-America; New Haven; New Orleans; North Bend; NE Florida; North Coast; Northern New England; Oklahoma City; Olympic Peninsula; Panhandle; Prince William Sound; River City Blues; San Diego; Silverdale; SOO; South Texas; Sun Coast; Traverse City; Desert CPO Bahrain; Western Lake MI.

- 1350** *Motion made by B. Garrison to only include in roll call those Chapters in attendance today. Seconded by A. Ponce. All in favor.*  
*Motion made by B. Garrison to not include those Chapters not present in future minutes. Seconded by A. Ponce. All in favor.*
- 1354** **Swearing in of CGEA National Officers.**  
CPOA President swears in new CGEA National Officers:  
- CGEA President: T. Bogart, YN1 (Ret)  
- CGEA Vice President: J. Lawrence, AMT1  
- CGEA Secretary: C. Wolk, SK1  
- CGEA Treasurer: E. Clawson, OS1
- 1358** **Minutes of 11 Aug 2022 were presented.**  
Motion by B. Garrison to accept minutes as prepared. Seconded by G. Seifert.  
Discussion: A. Lim suggests correction be made to CCCAF donation amount. Final amount was \$890 (as recorded in CCCAF Committee report); therefore, General Session minutes dated 11 Aug 2022 hereby corrected to reflect \$890. All in favor.
- 1353** **National President presents Presidents Report on the State of the CPOA.**  
Corrected to omit YNC Mandy Bowen, USCG Ret., from CCCAF committee.
- 1415** **Executive Director presents State of National Office Report.**  
Discussion regarding accuracy of this report versus amount listed on CCCAF Donations report. It stands that this report is accurate, and CCCAF report will be adjusted accordingly.
- 1432** **Coast Guard Foundation representative speaks.**
- 1455** **General Announcements:**  
- C. Lawrence, CPO requests attendance at the American Legion's Spirit of Service Award Presentation to support this year's Coast Guard awardee. Attendees should meet at 0900 in lobby.  
- A. Ponce, CWO (ret), passes information on Tuesday's volunteer event (casual attire, meeting point in lobby, carpool/transportation). Reminder that tickets purchased for NASCAR Hall of Fame are only valid on Tuesday, 29Aug2023.  
- Ex Director passes reminder to sign up for standing convention committee, and reminder to sign up for Tuesday's First Command Luncheon.  
- CMC M. Pullen, passes info on the Coast Guard Chief Petty Officers Foundation. For anyone interested in the CGCPO Foundation, there are three BOD members in attendance at CPOA Convention this week (President - L. Pullen, VP - S. Dupre, Treasure - M. Tahtinen).
- 1503** Recess until 0800 on 28 Aug 2023.



**CPOA 2023 National Convention  
Charlotte, NC  
General Session Minutes – 29 Aug 2023**

**0803 EST** Reconvene. National President provides opening remarks and requests that National Secretary perform Roll Call.

**Roll Call of Chapters:**

***The following Chapters were present at time of roll call:***

Baltimore, P; Cape May, P +3; Chiefs of the Caribbean, VP; Crystal Coast; P, S, +2; Elizabeth City, 2; Gold Country, 1; Golden Gate, 3; Golden Triangle, 1; Hampton Roads, P +1; Hawaiian Islands, 1; Kleckner, P, VP; Kodiak, P; Los Angeles/ Long Beach, 1; Low Country, 2; Mobile, P, +4; North Bay, P, VP, S +4; SE Connecticut, P, T, +1; Seattle, 2; Southernmost, 1; St. Louis, P, +4; Vice City, P; Washington DC, P, VP, S, +3; Yorktown, P, +2; MAL, 3.

**Total present: 67 – Quorum at 34 established.**

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

Alexandria; Boston; Cape Cod; Derby City Sluggers; Eastern Great Lakes; Grand Haven; Greater Alaska; Greater Detroit; Green Bay; Jersey Shore; Juneau; Ketchikan; Liberty Chapter; Long Island; Lone Star; Lost Coast; Lower Columbia River; Marianas Guam; Martinsburg West Virginia; Miami; Mid-America; New Haven; New Orleans; North Bend; NE Florida; North Coast; Northern New England; Oklahoma City; Olympic Peninsula; Panhandle; Prince William Sound; River City Blues; San Diego; Silverdale; SOO; South Texas; Sun Coast; Traverse City; Desert CPO Bahrain; Western Lake MI.

**0809** **Minutes of 28 Aug 2023 were reviewed.**  
Motion by B. Garrison to accept minutes as written.  
Seconded by A. Ponce, LA/LB Chapter. All in favor.

**0810** **Presentation by First Command Representative.**  
Awarding of donation to CPOA in the amount of \$2500.00.

**0815** **Standing Committee Chair presents 2022 Convention Final Report.**  
- No discussion.

- 0820**      **Executive Director presents CCCAF Donations report.**  
- Corrected line 3 to reflect the amount of \$70,844  
- Corrected line 7 to reflect the amount of \$132,076.23
- 0827**      **National Vice President presents Bylaws Standing Committee Annual Report.**  
- No discussion.
- 0829**      **National Vice President presents following motions to amend Operations manual as follows:**
- BOD Resolution Number 1: *Fundraising prizes that create Liability Issues.*  
Discussion: Question presented regarding state specific laws. President highlights answers already included in para 1 A-D.  
All in favor. Motion has passed.
  
  - Section VIII: *25 year service pin to include 35, 50 year pins and Past National President/Board of Director pins.*  
No discussion.  
All in favor. Motion has passed.
- 0839**      **National President names committee chairs as follows:**  
Budget Committee – B. Simonetti (National Treasurer)  
Special Project Committee - B. Garrison (Mobile Chapter)  
Convention Committee – A. Ponce (LA/LB Committee)  
CPOA Academy Committee – S. Eury, MCPO (North Bay Chapter)  
CGEA Review Committee – C. Lawrence (Kodiak Chapter)  
Long Range Planning Committee –D. Eddie (Mobile Chapter)  
By Laws Committee – C. Womack (National VP)  
CCCAF Committee – A. Lim (Hawaiian Islands Chapter)  
Membership Committee – C. Hutto (Low Country Chapter)
- 0903**      Recess until 0900 on 30 Aug 2023.

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**CPOA 2023 National Convention  
Charlotte, NC  
General Session Minutes – 30 Aug 2023**

**0903 EST** 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 – Brynn Simonetti, MCPO – Present  
Region 1 Advisor – Ray Amabile, CPO (Ret) - Present  
Region 2 Advisor – Neil Garrard, MCPO – Present  
Region 3 Advisor – Rick Paauwe, SCPO (Ret)– Present

**Roll Call of Chapters:**

***The following Chapters were present at time of roll call:***

Alexandria, 2; Baltimore, P, +1; Cape May, P +3; Chiefs of the Caribbean, VP; Crystal Coast; P, S, +2; Elizabeth City, 3; Gold Country, 1; Golden Gate, 3; Golden Triangle, 1; Hampton Roads, P +1; Hawaiian Islands, 1; Kleckner, P, VP; Kodiak, P; Lone Star, 1; Los Angeles/ Long Beach, 1; Low Country, 2; Mobile, P, +4; North Bay, P, VP, S +3; SE Connecticut, P, T, +1; Seattle, 2; Southernmost, 1; St. Louis, P, +4; Vice City, P; Washington DC, P, VP, S, +3; Yorktown, P, +3; MAL, 3.

**Total present: 74 – Quorum at 37 established.**

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

Boston; Cape Cod; Derby City Sluggers; Eastern Great Lakes; Grand Haven; Greater Alaska; Greater Detroit; Green Bay; Jersey Shore; Juneau; Ketchikan; Liberty Chapter; Long Island; Lost Coast; Lower Columbia River; Marianas Guam; Martinsburg West Virginia; Miami; Mid-America; New Haven; New Orleans; North Bend; NE Florida; North Coast; Northern New England; Oklahoma City; Olympic Peninsula; Panhandle; Prince William Sound; River City Blues; San Diego; Silverdale; SOO; South Texas; Sun Coast; Traverse City; Desert CPO Bahrain; Western Lake MI.

- 0906 Minutes of 29 Aug 2022 were reviewed.**  
Motion by M. Tahtinen to accept minutes as written.  
Correction requested to minute line 0809: *L. Shearer changed to A. Ponce.*  
Seconded by B. Garrison. All in favor, as corrected.
- 0908 Presidents welcome remarks.**
- 0910 President introduced Gold Badge Panel.** CMC Beard provides brief opening remarks, introduces Gold Badge panel members:  
- CMC M. Pullen, PACAREA  
- CMC J. Pereira, DCMS  
- CMC H. Audette, Jr., DOL  
- CMC A. Logan, CGHQ  
- CMC J. DeMello, LANTAREA
- 1113** Adjourn for lunch.
- 1302** 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 – Brynn Simonetti, MCPO – Present  
Region 1 Advisor – Ray Amabile, CPO (Ret) - Present  
Region 2 Advisor – Neil Garrand, MCPO – Present  
Region 3 Advisor – Rick Paauwe, SCPO (Ret)– Present

**Roll Call of Chapters:**

***The following Chapters were present at time of roll call:***

Alexandria, 2; Baltimore, P, +1; Cape May, P +3; Chiefs of the Caribbean, VP; Crystal Coast; P, S, +2; Elizabeth City, 2; Gold Country, 1; Golden Gate, 3; Golden Triangle, 1; Hampton Roads, P +1; Hawaiian Islands, 1; Kleckner, P, VP; Kodiak, P; Lone Star, 1; Los Angeles/ Long Beach, 1; Low Country, 2; Mobile, P, +4; North Bay, P, VP, S +3; SE Connecticut, P, T, +1; Seattle, 2; Southernmost, 1; St. Louis, P, +4; Vice City, P; Washington DC, P, VP, S, +3; Yorktown, P, +3; MAL, 2.

**Total present: 72 – Quorum at 36 established.**

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

Boston; Cape Cod; Derby City Sluggers; Eastern Great Lakes; Grand Haven; Greater Alaska; Greater Detroit; Green Bay; Jersey Shore; Juneau; Ketchikan; Liberty Chapter; Long Island; Lost Coast; Lower Columbia River; Marianas Guam; Martinsburg West Virginia; Miami; Mid-America; New Haven; New Orleans; North Bend; NE Florida; North Coast; Northern New England; Oklahoma City; Olympic Peninsula; Panhandle; Prince William Sound; River City Blues; San Diego; Silverdale;



S00; South Texas; Sun Coast; Traverse City; Desert CPO Bahrain; Western Lake MI.

**1306**

**A. Ponce of Convention Committee presents committee report.**

Discussion includes:

- President highlights both port calls for Alaskan cruise option align with CG Units and existing CPOA Chapter locations, both of which COMDT and MCPOCG have expressed interest in coordinating a visit to in conjunction with convention.
- C. Lawrence, Kodiak Chapter, presents questions regarding lodging options onboard. Answer provided: various bed options (double, king) are available at double occupancy rate.
- C. Lawrence, Kodiak Chapter, presents questions regarding availability for CPOA Hospitality suite. Answer provided: while we will not be able to have a dedicated hospitably room, we will more likely be able to *take over* one of the smaller bars/pubs on board.
- Natl Secretary presents question about tentative dates. Answer: as of now dates are somewhat flexible within month of August 2024.
- K. Farnady, North Bay Chapter, presents question about non-cruise option. Answer provided: if needed, the Convention Committee would reconvene to create third, non-shipboard option.
- M. Little, CWOA, offers assistance with seeking sponsorship/funding support, as well as voices intention for CWO Association to join the CPOA Convention.
- C. Hutto, Low Country Chapter, presents question regarding how soon registration would need to begin for attendees. Answer provided: block of room will be secured by CPOA, and then available to attendees until full. Executive Director expands on payment option for attendees.
- K. Farnady, North Bay Chapter, presents questions about our requirement to fulfill our contractual obligations for attendees. Committee Chair explains that we will be held to 80%.
- C. Lawrence, Kodiak Chapter, request information on shipboard visitors. Answer provided: day passes will be available to board ship.
- Region Advisor 1 requests information on costs for other non-CPOA attending as guests. Answer: same registration rate will apply.
- C. Lawrence, Kodiak Chapter, request that we ensure the CG intends to allow for permissive orders for active-duty attendees for length of longer convention onboard cruise. Discussion follows.
- C. Leary, Elizabeth City Chapter, makes *a motion for conducting a silent vote with the intent to not sway vote of all attendees. G. Seifert, MAL seconds.*
  - o Discussion includes reminder that those interested in voicing option should have joined the Convention Committee to do so, and therefore silent vote is not necessary.
  - o Majority (48) in favor of silent vote via ballot; those opposed (6); abstained from vote (18).
- President reviews results of survey that was offered to all CPOA and CGEA members in April of 2023.
- M. Tahtinen, Mobile Chapter, calls to question whether the motion to conduct silent vote is complete. Confirmed – motion is complete.
- C. Lawrence, Kodiak Chapter, presents discussion on limiting funding of BOD

- members as suggested in report.
- Vice President *makes motion to remove last line of para 3.a. from committee report.* Seconded B. Garrison.
  - o No further discussion. All in favor.
- B. Segelken *makes motion to approved committee report as amended above (remove last line of para 3.a.).* Seconded B. Garrison. No further discussion. All in favor. Report accepted as amended.
- **Silent vote conducted to adopt report as amended. Committee report adopted by majority with 41 in favor, and 25 opposed.**

1404

**National Treasurer of Budget Committee presents committee report.**

- Correction noted: on Proposed 2024 Budget, under line item "convention expenses", page 1, corrected from \$947,192 to \$43,300.
- Vice President request clarification on increased amount of SCPO Jack Crowley award. Answer provided: recent exceeding of past budgeted line item, and therefore the need to increase. (Ex: there was a recent tie, and therefore funding of two awards was necessary.)
- A. Lim, Hawaiian Islands, presents question regarding number of members who have initiated their dues increase. Answer provided by President by providing a review of the most recent membership dues report. C. Hutto, Low Country Chapter, reminds attendees that it is our responsibility to go back to our Chapters and push members to increase their dues.
- B. Segelken, Lone Star Chapter, requests clarification on CGEA special projects budget line item listed as "at discretion". Answer includes CGEA specific flyers, coins, etc.

**Majority in favor. Report accepted as submitted.**

1401

**D. Eddie of Long-Range committee presents committee report.**

- C. Hutto, Low Country Chapter, proposed that Media Outreach initiatives should be moved to Membership Committee. Will be discussed further by Committee Chairs.
- M. Tahtinen, Mobile Chapter, requests further information on paragraph 5 regarding research and movement of proposed project.
- National Treasurer requests Committee Chairs to consider financial aspects (proposals, requests) when building future reports.
- National Vice Presidents offers reminder that this committee's purpose is to build on ideas for long range ideas and establishing working groups to do so, versus providing finalized details on this report.
- MCPO Perez, Cape May Chapter, offers additional options for utilization by long range ideas (ex: *The Fallen Outdoors*). President suggests he join committee.
- C. Lawrence, Kodiak Chapter, requests to know if proposal in para 6.a. was first cleared with Budget Committee. Discussion and clarification provided by Treasurer and VP. Suggestion is to remove dollar amount from committee report. B. Garrison and M. Tahtinen provides Points of Information.
- J. Collins *makes motion to change para 6.a to "Request National Office provide a monetary incentive to the Chapter or Branch with most member presence at Convention".* Seconded by D. Summer. No further discussion. All in favor.
- C. Hutto, Low County *makes motion to change para 3 to "Proposed: Have volunteers*

*work with membership committee to create recruitment videos and a digital media footprint to assist..."* Seconded by C. Demmers, North Bay Chapter. No further discussion. All in favor.

**All in favor of accepting committee report as amended. Report accepted.**

1443

**B. Garrison of Special Projects committee presents committee report.**

- Correction made to add additional committee members to report: ISC T. Doubek and ET1 M. Dubord.

- C. Lawrence, Kodiak Chapter, requests clarification of advertising within Association magazine as mentioned in report.

- K. Farnady, North Bay Chapter, asks for extenuation information regarding sub-committees' responsibilities.

- A. Lim, Hawaiian Islands Chapter, presents questions about availability of coins.

- C. Demmers, North Bay Chapter requests clarification on para. 12. L. Pullen, MAL, provides clarification on CPO Foundation. L. Pullen, MAL, *makes motion to strike paragraph 12.* Seconded by M. Tahtinen, Mobile Chapter. Discussion. All in favor.

**All in favor of accepting committee report as amended. Report accepted.**

1515

**L. Paz of CGEA Review committee presents committee report.**

- Regional Advisor 3 asks if the new membership software will be able to assist with their initiatives in para 1. President suggests letting them proceed for now as proposed in report.

**All in favor. Report accepted as submitted.**

1523

**J. Carrillo of Chief Petty Officer Academy (CPOACAD) committee presents committee report.**

- Note: para 2 and all sub-paragraphs shall be omitted, and corrected versions will be provided.

- Discussion regarding para. 3 regarding use of excess dinner tickets currently funded by CPO Association. Clarification requested by President. Discussion provided by North Bay Chapter representatives, Region 3 Advisor, Treasurer, K. Holbrook, Hampton Roads Chapter, and M. Tahtinen, Mobile Chapter. Changes suggested to paragraph 3.

**Report rejected as written.**

1539

**A. Morris of CCCAF committee presents committee report.**

- Treasurer requests clarification on proposed increase to scholarship amount, specifically where donations to provide for increase will be solicited from.

- A. Lim, Committee Chair, clarifies that the request for increase is based on roll over of unused scholarship from one year to the next.

- A. Ponce, LA/LB Chapter, presents questions posed in paragraph 6 regarding judgment of academic potential and whether applicants should be required to answer two questions. Discussion.

- K. Farnady, North Bay Chapter, *makes motion to add "or" to para 6.a. between the two questions.* Seconded A. Lim. Discussions. Motion to amend this motion presented by A. Morris, Gold Chapter, to add "and/or" to para 6. a. between the

- two questions. Seconded K. Holbrook, Hampton Roads Chapter. All in favor.*
- Executive Director, Treasurer and M. Tahtinen, Mobile Chapter, provide discussion regarding roll over of funds as well as creation of separate account specifically for these funds.
    - *Treasurer makes motion to strike last sentence of paragraph 3.b. Second by L. Shearer, Golden Gate Chapter. All in favor.*
    - *K. Farnady, North Bay Chapter, makes motion to add to wording to paragraph 3.b. that CPOA National open a separate account specifically for these funds. Second S. Dupre, SE Connecticut. No further dis All in favor.*

**All in favor. Report accepted as corrected.**

**1608**

**C. Womak of By Laws committee presents no report.**

Discussion regarding advancement of CGEA Officers and maintaining of their role until the end of their term, regardless of advancement to E7/CPO.

**1620**

Recess until 0900 on 31 Aug 2023 (0800 if attending breakfast provided by guest speaker).

#



**CPOA 2023 National Convention  
Charlotte, NC  
General Session Minutes – 31 Aug 2023**

- 0905 EST** Reconvene.
- 0906** National President welcomes **CG Mutual Assistance representative**, J. Wong, MCPO (Ret), to speak.
- 0918** National President welcomes **Sea Service Family Foundation representative**, M. Little, to speak.
- 0928** National President 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 – Brynn Simonetti, MCPO – Not Present  
Region 1 Advisor – Ray Amabile, CPO (Ret) – Present  
Region 2 Advisor – Neil Garrand, MCPO – Present  
Region 3 Advisor – Rick Paauwe, SCPO (Ret)– Present

**Roll Call of Chapters:**

***The following Chapters were present at time of roll call:***

Alexandria, 2; Baltimore, P, +1; Cape May, P +3; Chiefs of the Caribbean, VP; Crystal Coast; P, S, +2; Elizabeth City, 2; Gold Country, 1; Golden Gate, 1; Golden Triangle, 1; Hawaiian Islands, 1; Kleckner, P, VP; Kodiak, P; Lone Star, 1; Los Angeles/ Long Beach, 1; Low Country, 2; Mobile, P, +3; North Bay, P, VP, S +3; SE Connecticut, P, T, +1; Seattle, 2; Southernmost, 1; St. Louis, P, +4; Vice City, P; Washington DC, +2; Yorktown, P, +3; MAL, 2.

**Total present: 62 – Quorum at 31 established.**

- 0931** National President requests the following to be recorded:  
2022 Presidents Chapter of the Year awarded to North Bay Chapter.  
2022 Presidents Branch of the Year awarded to Tidewater Branch.

**0935 Minutes of 30 Aug 2023 were reviewed.**  
 Correction to line item included in minute 1306, by K. Farnady, to reflect 80% versus 60%.  
 Correction to line item included in minute 1306, by B. Segelken, to reflect *accepted as corrected*.  
 Correction to line item included in minute 1608, by C. Womak, to reflect *no report given*.  
 Motion by B. Garrison to accept minutes. Seconded by SE Connecticut.  
**All in favor of accepting as corrected.**

**0938 J. Carrillo of Chief Petty Officer Academy (CPOACAD) committee presents committee report.**  
 A. Ponce, LA/LB Chapter, makes motion to add line stating that *the committee will actively look for dinner sponsors*. Region 1 Advisor seconds. Discussion. All in favor.  
**All in favor. Report accepted as amended.**

**0946 C. Hutton of Membership committee presents committee report.**  
 B. Garrison, Mobile Chapter, makes motion to adjust wording in para 2.a. from *required* to *encourage*. M. Tahtinen, Mobile Chapter, seconds. Discussion. All in favor.  
 M. Tahtinen, Mobile Chapter, presents question about location of funding, as a line item, within the budget. Committee Chair and President provide clarification.  
 A. Lim, Hawaiian Islands, presents question regarding membership dues and good standing status. President and Vice President provide clarification.  
**All in favor. Report accepted as amended.**

**Good of The Order:**

**0958 B. Garrison of Maverick Club presents club report.**

**1003 Vice President provides brief history of Throw-In.**

*Throw-In and Auctions* occurs with proceeds totaling \$1357 with donations going to Captain Caliendo College Assistance Fund (CCCAF):

- Auction of mugs donated by Shallow Water Potter resulting in proceeds totaling \$870.
- Auction of wooden box donated by Waterfall Works resulting in proceeds totaling \$165.00.
- Raffle of hotel room donated by Holiday Inn Express & Suites Orlando - South Lake Buena Vista resulted in proceeds of \$528, with \$206 going towards groceries for Community Service project, and remainder applied to CCCAF (\$322).

Additional \$1700 raised by Mavericks Club to be divided between CCCAF (\$500), hospitality room (\$500), and Chief Petty Officers Foundation (\$700).

**1035 Round-the-Room** comments; GLM to speak first.

- 1135** National President provides closing remarks. Reserve-MCPOCG #1, F. Croom, provides closing prayer.
- 1141** Motion by B. Garrison, Mobile Chapter; to adjourn. Seconded by M. Tahtinen, Mobile Chapter. Majority in favor.
- 1142** 54<sup>th</sup> Annual CPOA and 22<sup>nd</sup> CGEA Convention adjourned.

#



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

5520-G Hempstead Way

Springfield, VA 22151-4009

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

Email: [President@uscgcpoa.org](mailto:President@uscgcpoa.org) CPOA National President  
[ExecutiveDirector@uscgcpoa.org](mailto:ExecutiveDirector@uscgcpoa.org) (National Office)



From: CPOA National President

27 August 2023

To: All CPOA & CGEA Members

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

- 1) As required by the CPOA Operations Manual, I submit this report to the Association's membership.
- 2) **MEMBERSHIP:** Currently, the CPOA/CGEA membership stands at 10,229 (8458 CPOA/1779 CGEA), with 32 new Silver Lifetime Members. Our Association welcomed no new Chapters but two new Branches (Cape Fear and Stateline) as of August 1, 2023.
- 3) **CCCAF:** The three scholarship winners for the 2023 CCCAF Scholarships were: \$5,000 First Place to Mr. Franklin Lincoln, sponsor: OSC Andrew Lincoln (Seattle); \$2,500 Second Place to Ms. Cassidy Segelken, sponsor: QMC William Segelken (Lone Star), and \$1,000 Third Place to Mr. Jack Albert, sponsor: BMC William Albert (North Bay). Thank you to the CCCAF Chairman, MKCS John "J. D." Warren, USCG Ret., for his continued leadership and for insuring all participant's essays are evaluated fairly and promptly every year. Also, thank you to our panel of judges; SKC Anthony J. Lim, USCG Ret., ~~YNC Mandy L. Bowen~~, USCG Ret., YNC Ashleigh B. Mustafa, SK2 Ashley M. Whitlow, YNC David Isbell, USCG Ret., SKC Jamie C. Bridges, OSCS John Hurley, USCG Ret., OSCS Rebecca L. Unser, MSTC Thomas A. Albert. They read and judged all 33 essays.
- 4) **CPO ACADEMY SPIRIT OF THE CHIEF AWARDS PROGRAM:** The CPOA provides ten awards for Active Duty Classes and two Reserve Class Awards every year. The Spaghetti Dinner Program endures due to Petaluma's North Bay Chapter members' hard work and the generous donation from our sponsor, First Command, and our CPOA Chapters. Unfortunately, First Command has discontinued supporting the Spaghetti Dinner Program, and we need the CPO Academy Committee to determine how we can continue funding this program. I am anticipating the upcoming committee report to address this issue.
- 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 (to name a few):

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
Long Island Veterans Marathon	Coast Guard Academy Football Games
Habitat For Humanity	SA William Flores Memorial
NY Veterans Day Parade	40th anniversary of the CPO Academy
JROTC Programs	NE Florida fishing tournament

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



## 6) FINANCIALS –

- a) As anticipated, our Association closed out 2022 \$15,608 over budget. Thank you for the passage of the dues increases. I believe we will see a budget surplus for many years ahead. It is recommended that we not spend the budget surplus every year, and continue to save to protect and maintain our association's financial stability. Also, this coming spring, we will be performing a financial review of CPOA books in preparation for a new Board of Directors turnover at the 55<sup>th</sup> National Convention. Finally, I want to thank the BODs, our Executive Director, Randy Reid, and our CPOA Treasurer, SKCM Brynn Simonetti for their outstanding efforts in drafting the 2024 proposed annual budgets.

## 7) PARTNERSHIPS –

- a) First Command has been very supportive of CPOA over our past two-year partnership agreement. They sponsor many of our Chapter and Branch events as well completed a full year of sponsoring our CPO Academy Spaghetti/Pizza Dinners. They have also been a Platinum Sponsor for our convention for two years now. We thank them for their support of CPOA and CGEA.
- b) Coast Guard Foundation – We are pleased to continue supporting Coast Guard members with timely financial help. Thanks to the strong partnership with the Coast Guard Foundation, we were able to help distribute over \$488,000 in Grants to Coast Guard members in need. Thanks to our Golden Gate, Mobile, Cape May, Long Beach, and San Juan Chapters for stepping up when asked to provide support for this highly successful grant program.
- c) In April, we partnered with Excelsior University. We were searching for a University that fit our needs that allowed members to easily transfer active duty training into college credits. We have a dedicated link that members can access from our website or our monthly e-newsletter.

## 8) ACTIVITIES / TRAVEL –

- a) This year I represented the CPOA at several events including the Chief Petty Officer Academy Class CCXCI (291) and Chief's Academy 40th Anniversary Celebration, The presentation of the CPOA Honorary President Certificate to the Commandant at Coast Guard Headquarters, The CPOA presentations for EPOY and REPOY awards, and the Coast Guard Foundation Dinner celebrating the 7<sup>th</sup> District response to the 2022 hurricanes. Our presence and visibility are vital to understanding the current challenges of the Coast Guard and showing our support for the mission.

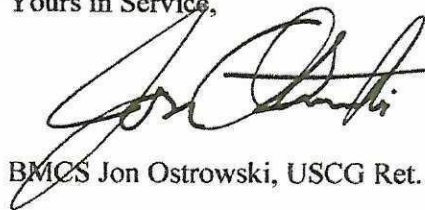
## 9) CONVENTIONS –

- a) The cost of attending conventions is becoming more and more expensive every year. Because of this burden, we must continue to try and show the value to our members. Creating a vacation feeling or holding conventions in a family-friendly city with attractions for dependents to attend would be preferred. This would allow members attending to rationalize the expenses with family vacation time. We must continue to think outside the box to attract members to participate.
- b) Expenses for junior enlisted are a concern and we should seek creative funding sources to offer grants to assist in the expense of attending. I believe one way is to amend the Outstanding Chapter award point system to include points for a Chapter that grants over a determined dollar amount to assist a CGEA member to attend. CPOA Chapters may assist their local branch or contact the national office to locate CGEA members needing assistance. It may not be possible to help every year, but as often as possible is fantastic.

10) CLOSING -

- a) Our Association is financially solid, and our membership stands at over ten thousand and is continuously growing. This is an excellent 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 in positive ways.
- b) Thank you to our National Office staff, Randy Reid and Julie Behre, who work diligently to keep up with all of the responsibilities involved in supporting the CPOA daily. They are greatly appreciated and we are all grateful to have them on our team.
- c) It is an absolute honor to serve as your National President, and I want to thank all members for your continued support.

Yours in Service,

A handwritten signature in black ink, appearing to read 'Jon Ostrowski', written in a cursive style.

BMCS Jon Ostrowski, USCG Ret.

## Resolution and Steering Committee Annual Report

1. The committee has received from the Board of Directors one Motion and one Resolution to Amend the Operations Manual. The motions are,
  - a. Update Sect VIII Paragraph 5 Service Pin.
  - b. Insert new Sect XVI Fundraising Liability Issues.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 Service Pins.  
Encl 2. BOD Resolution 1 Motion to amend the Operations Manual Fundraising Liability Issues

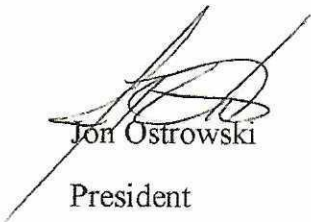
Motion to amend the Operations Manual Section VIII Paragraph 5,

25 Year Service Pin to include the 35, 50 Year Pins and Past National President/Board of Director pins. Change Paragraph to Read:

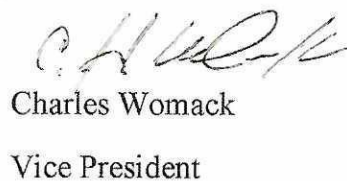
**Service Pins** This Award is presented to each member of the Chief Petty Officers Association, who has served a cumulative 25, 35, and 50 years of dedicated service to the Association. The pin shall be mailed to the individual by the National Office, at the end of August of each year. Chapters may request pins for their members for presentation. These requests must be in the National Office no later than the last Thursday in June of each year for inclusion in the annual distribution, along with the individual's name and member number.

**Past National President and Board of Directors Service Pins** These Service Pins for Past National President and Past National Board of Director shall be presented to each outgoing member. Members are entitled to one service pin regardless of the number of terms served. Past presidents would be entitled to both pins if having served in other BOD positions.

This is to certify that on 19 April 2023 with a quorum present at a regular scheduled meeting, this Motion was proposed, read, debated, recommending approval, and signed by a unanimous vote.



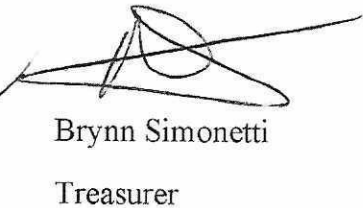
Jon Ostrowski  
President



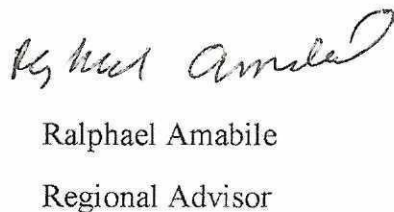
Charles Womack  
Vice President



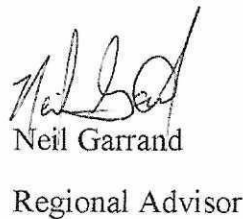
Clara Wells  
Secretary



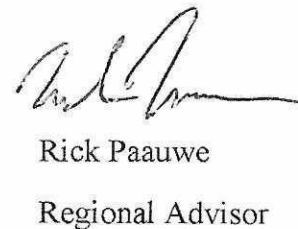
Brynn Simonetti  
Treasurer



Raphael Amabile  
Regional Advisor



Neil Garrand  
Regional Advisor



Rick Paauwe  
Regional Advisor

## Board of Directors Resolution Number 1

Fundraising prizes that create Liability Issues.

- Whereas: Fundraising is a necessary part of operating an organization,
- Whereas: Some prizes create great rewards for your efforts,
- Whereas: Some prizes may create Liability Issues ie: Alcohol and Firearms,
- Whereas: Strict guidelines are necessary in order to protect the entirety of CPOA,
- Resolved: Add new Section XVI to the Operations Manual to read as follows:

### Section XVI

#### Liability Issues in Fundraising

1. Fundraising is a necessary part toward meeting the Aims and Goals of the Association and the Chapter. A very popular item to raffle, and one that produces a great return, is the raffling of firearms. The handling of firearms by National or a Chapter has the possibility of creating liability. In order to provide for the raffling of firearms the following directions are the policy of CPOA.
  - A. Create an agreement with a licensed firearms dealer to assist in the Give-Away. As noted below the Chapter nor any representative shall take possession of the firearm. It stays with the dealer.
  - B. The licensee or a representative of the licensee brings a firearm to a meeting or event so that the firearm can be displayed. After the meeting or event, the firearm is returned to the licensee's premises. The licensee must complete an ATF Form 4473 and conduct a NICS background check prior to transferring the firearm to the winner of the raffle.
  - C. If the firearm is a handgun, the winner of the raffle must be a resident of the state where the transfer takes place, or the firearm must be transferred through another licensee in the winner's state of residence.
  - D. If the firearm is a rifle or shotgun, the licensee can lawfully transfer the firearm to the winner of the raffle as long as the transaction is over the counter and complies with the laws applicable at the place of sale and the state where the transferee resides.
2. If someone wants to donate a firearm to a Chapter, it is recommended to seek an alternative measure to meet the above policy. As to not turn down an opportunity it is suggested to take the firearm to a licensed firearms dealer and sell it with the proceeds going to the Chapter. Do not raffle a firearm the Chapter has possession of.
3. Due diligence is also needed if raffling Alcohol as prizes. Ensure steps are taken that an Alcohol prize may not be opened or consumed at the meeting or event at which the prize is claimed.

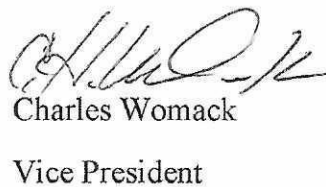
4. As an alternative to the above, it is recommended to raffle a Gift Card to the above-mentioned businesses in order to help promote them. Do not label the cards for a specific item, allowing the winner to purchase whatever they so desire.
5. Liability is a fundraising concern when there exists the possibility for the fundraising event or item to become out of adherence to a local, state, or federal law. If there is any question, refer to the Legal Guidance section of the CPOA Website, and or contact Local Authorities.

Resolved: Renumber old Sections XVI and XVII accordingly.

This is to certify that on 19 April 2023 with a quorum present at a regular scheduled meeting, this Motion was proposed, read, debated, recommending approval, and signed by a unanimous vote.



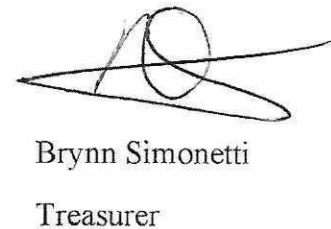
Jon Ostrowski  
President



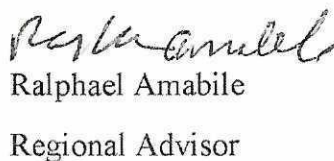
Charles Womack  
Vice President



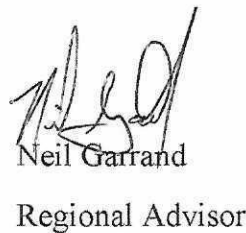
Clara Wells  
Secretary



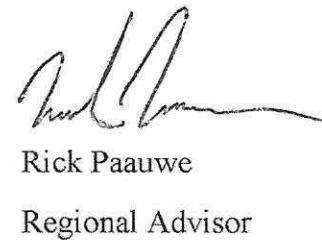
Brynn Simonetti  
Treasurer



Raphael Amabile  
Regional Advisor



Neil Garrand  
Regional Advisor



Rick Paauwe  
Regional Advisor

By Laws Standing Committee Annual Report

1. Updated By Laws and Ops Man following mandates from 53rd Convention. New Copy posted on CPOA Website.
2. Review of By Laws and Ops Man, found various grammatical errors that have been corrected.
3. Review of Ops Man found Sect VIII Paragraph 5, needs to be updated to include the 35 and 50-year Service Pin. This update will include a Past BOD Service Pin. Motion to amend submitted to the BOD.
4. Changed Application Form enclosure in the Ops Man to conform with new Dues Rates. Posted on CPOA Website.



SCPO Charles Womack (ret)

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](mailto:ExecutiveDirector@uscgcpoa.org) (Exec. Director)  
[Membership@uscgcpoa.org](mailto:Membership@uscgcpoa.org) (Membership)

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28 August 2023

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. We replaced the 25-year-old carpet with hardwood floors, which used most of our building funds. Next January we are hoping to upgrade the small kitchenette and entrance door.

### EIN MANAGEMENT

- a. Issued IRS Employment Identification Numbers (EINs) to our new 2 Branches and added them to our Group Exemption List (GEL).
- b. 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.

### WEBSITE

- a. Our website is running fine and is becoming a bit outdated. As a reminder, we added a section/link on our Chapter and Branch Officer's page that allows anyone to reach out to other Presidents for suggestions, feedback, or notifications. This has been visible to the public and will soon be secured behind the new membership software. This will prevent spam and fraudulent emails pretending to be from our National President requesting funds transfers.

### FINANCES/ACCOUNTING

- a. We continue to utilize Quickbooks Online Essentials. Our National Treasurer has access to ensure continued transparency and financial oversight.
- b. All yearly taxes (990N) were submitted on time.
- c. As expected, we closed out 2022 \$15,608 over budget. I believe there should be an growth in revenue this year based upon our dues increase. I caution the Convention Committees to refrain from new expenditures until actual revenues are achieved.
- d. A professional financial review will be conducted prior to our National Board of Directors turnover next year.



# Chief Petty Officers Association Valuation (15 August 2023)

<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	\$35,422
	CD	5/17/2025	2.62%	CCCAF	\$35,422
Fidelity	Money Market Fund				\$348,080
BofA	Disaster Relief (CG Foundation)				\$22,527*
	Convention Account				\$15,399*
	Checking			Operations	\$34,414
	Bus. Interest Maximizer		15%	CCCAF	\$61,232
	Bus. Interest Maximizer		30%	Reserve	\$87,244
	Building Maintenance Fund				\$386
	Silver Lifetime Fund			SilverLT	\$188,426
Sub Total:					\$792,148
Real Estate assessed value					\$287,200
<hr/> Total:					\$1,079,348

\*not included in total valuation (Foundation and convention chair \$)

## 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 46 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, \$8,500 is paid out to recipients. The fund presently has \$61,232 in our BofA account and another \$70,844 in 2 Navy Federal CDs.

## WALTER GORE SCHOLARSHIP

- a. Four Walter Gore Scholarship submissions were received and we awarded one grant of \$500 to the recipient, the other three did not meet the criteria requirements.

## 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 6,500 contacts and still receiving above average open rates of 58%.
- c. Facebook:
  - 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 8,200 followers with an average reach of 2,300 people per month.
  - Our LinkedIn, and Twitter feeds continue to grow.

## 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 8 years. [www.themilitarycoalition.org](http://www.themilitarycoalition.org)
- b. We signed on to 14 Coalition letters since August 2022, all of which can be found on the TMC website and linked in our e-newsletter.
- c. I presently sit on the Veterans and Retiree committees and continue to work closely with the Coalitions' communication committee to improve our outreach.
- d. H.R. 2693 (Pay our Coast Guard Parity Act) remains our focus to ensure Coast Guard members continue to be paid in the event of another government shutdown.

## MEMBERSHIP

- a. We presently have 8,458 CPOA members and 1,779 CGEA members. (an increase of 4 from my last convention report).
- b. Since 1 July 2022, the MC has opened 915 new memberships (625 CPOA & 215 CGEA)
- c. Since 1 July 2022, 199 of our members Crossed the Bar.
- d. Our Membership Coordinator (MC) will mail 76 25-year pins, 141 35-year pins, and 3 50-year pins to eligible members this year.
- e. USPS postage increased twice this year. The size and weight of our new membership packages will help in offsetting these increased costs.

## 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. In April, we partnered with Excelsior University! Transferring your training into college credits has never been easier. We have a dedicated link that members can access from our website or our monthly e-newsletter. As a CPOA/CGEA member, your spouse or domestic partner is eligible for reduced enrollment fees as well.
- c. 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 \$488K in grants to CG families impacted by Hurricanes Ian and Fiona, 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 Golden Gate, Mobile, Cape May, Long Beach, and San Juan Chapters for stepping up when asked to provide support for this highly successful grant program.
- d. We're continuing to partner with the CG Foundation and other interested parties to create a Coast Guard Recruit Training Advocacy group which exists to build a network to serve as a resource for Training Center Cape May's recruit training mission. We seek to harness the power of those of us who have served and wish to honor the life lessons our boot camp experience provided. We are presently re-structuring this entity into a 501(c)3. Many of our initiatives can be found at: [www.cgretalumni.org](http://www.cgretalumni.org).
- e. As mentioned last year, we developed a Philanthropy Council, hosted by Admiral Poulin which discusses avenues that we all can support each other for the betterment of our service. Partnership associations include the CG Foundation, CG Mutual Assistance, the National CG Museum Association, the CG Academy Alumni Association, and the Navy League of the United States.

## 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. This year was the first time since COVID that we were able to represent.
- 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

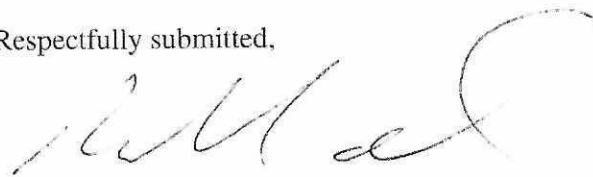
Foundation. In the past, we've had a few instances where Coast Guard leadership didn't quite understand our role as an Association and sometimes put restrictions on our fundraising activities. This "Playbook" lays out specific guidelines that can be used if a Chapter or Branch runs into any legal issues. 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 a very challenging year for the National Office. With the dues increase approved last year, the MC and I have been diligent in ensuring members are aware of the increase. The Member Planet software platform we initially sought out did not meet our requirements, but we have initiated the process with a new platform called GlueUp that meets our membership needs. Our disaster relief work with the Coast Guard Foundation has kept us busy due to more frequent events like the Typhoon in Guam, flooding in Northern California, tornadoes in Alabama, and fires in Maui. What once was just a hurricane season is now disasters year-round. We are continually seeking new partnerships to assist in our endeavors.

The foundation of who we are has never been stronger. There's still plenty of work to be accomplished as we continue to grow and help Coast Guard families in need. I am honored to be starting my 12<sup>th</sup> year serving as your Executive Director and greatly appreciate your continuing support.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Randy Reid", with a large, sweeping flourish at the end.

CWO2 Randy Reid, USCG (ret)  
Executive Director



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



<http://uscgcpoa.org>

2023 Chief Petty Officer Academy Committee Report  
From: Chief Petty Officer Academy Convention Committee  
To: 54th Annual CPOA National Convention  
Subj: Chief Petty Officer Academy Convention Committee Report

1. The Chief Petty Officer Academy (CPOACAD) Convention Committee met on 29 August 2023.  
Members in attendance:

MKCM Seth Eury – Chair	YNCM Kevin Farnady	MKCM George Bailey, USCG, Ret.
BMCM Kirstin MacLean	YNC Paul Regan	HSC Elizabeth Little
OSCS Tara Slaughter	ITC Joseph Carrillo	MECS Daniel Summers
ITCS Rick Paauwe, USCG Ret.	CSC Arianne Gunn	

2. The committee recommends the following for consideration during the 2024 Annual Convention: we add a budget line item for annual distribution to the North Bay CPOA Chapter to fund the CPOACAD Welcome Aboard Dinner held at the beginning of every CPOACAD active and reserve class.
  - a. First Command funding for the dinner for the last three years will cease with the class graduating on 08SEP23. In previous years, the dinner was funded by individual volunteer chapters, with the North Bay Chapter covering the dinner costs whenever a volunteer chapter had not been identified. Chapters that volunteer to fund the dinner are awarded three points toward the Outstanding Chapter award.
  - b. Consideration of this line item will ensure that the early, critical personal connection piece among our senior enlisted members attending CPOACAD, a consistent practice that began with Class I over 40 years ago, continues. In FY24, the number of Chiefs impacted by this effort will increase to 1,286.
  - c. This committee will pursue sponsorships within the private sector throughout the year.
3. The committee recommends that National create an ad within The Chief magazine to solicit chapters to sponsor the CPOACAD Welcome Aboard Dinner.
4. The committee recommends that National update the President's Outstanding Chapter of the Year Award form to reflect the three points awarded to a chapter for each time they fund the CPOACAD Welcome Aboard Dinner.
5. Currently, we are funding up to ten CPOACAD instructors from each class to attend the CPO Academy dinner.
  - a. We request that if less than 10 CPOACAD instructors attend a given CPOACAD dinner, that one CPOA member in good standing may use funding from this line item for their dinner ticket to present the Spirit of the Chief award on behalf of the CPOA.
6. I move this report be adopted.

MKCM Seth Eury – Chair

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

From: 2023 CCCAF Convention Committee

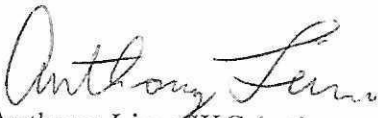
To: CPOA 54<sup>th</sup> Annual Convention

Subj: 2023 CCCAF 54<sup>th</sup> Annual Convention Committee Report

1. The CCCAF 54<sup>th</sup> Convention Committee met at 0900 on August 29, 2023; the following members volunteered for the committee:  
  
SCPO Ramona Mason  
  
SCPO Kyle Holbrook  
  
CPO Anthony Lim (ret)  
  
CPO Andrew Morris  
  
CPO Tamara Clancy
  
2. The committee is pleased to announce that there were monetary awards given for the 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> place Captain Caliendo College Assistance Fund (CCCAF) winners this year. As a reminder, awards are funded through donations and fundraising to CCCAF. Thank you for making this year a success.
  
3. There was only two applicants for Walt Gore Scholarship. The committee recommends expanding efforts to increase the awareness of the available CPOA scholarships.
  - a. Currently not much information is available to explain what the Walt Gore Scholarship is and why it was created. The committee request updated information on the CPOA website be published to give participants a better understanding of the criteria for the scholarship, i.e. minimum essay word count.
  - b. Historically the Walt Gore Scholarship has had very few applicants. The committee requests that year after year left over funding be rolled into the next year for applicants. And CPOA National open a bank account for these funds.
  - c. Committee requests National CPOA share Walt Gore Scholarship information via Facebook, and Instagram so other Chapters/Branches can spread awareness.
  
4. The subject of increasing the CCCAF amounts and increasing number of winners was discussed. Committee requests 3<sup>rd</sup> place winner receives \$1,500, increase of \$500, and a new a 4<sup>th</sup> and 5<sup>th</sup> place winner added, both receiving a \$1,000 and an honorable mention in "THE CHIEF" magazine. Additionally, we request a disclaimer be published in

regards to the 4<sup>th</sup> and 5<sup>th</sup> place winner exclaiming “only in effect while funds last”. These proposed changes would increase the CCCAF spending from \$8,500 to \$11,000.

5. The committee requests that in addition to set criteria for the scholarships; that each member who attending the CPOA Convention that volunteers as a CCCAF Committee Member also be included as judges for the upcoming year.
6. The committee discussed and created two essay questions for this coming year’s contests.
  - a. For the CCCAF Scholarship, the recommended question is: “Is the federal government awarding student loans in a fiscally effective way? Should the Department of Education incentivize loans in support of critical occupations and/or applicants’ academic potential.”
  - b. For the Walt Gore Scholarship, the recommended question is: “Amid increasing focus on mental health and well-being, how can Coast Guard personnel actively nurture a supportive and health-conscious community within the Coast Guard network?”
7. I request this report be adopted.



Anthony Lim SKC (ret)

2023 CCCAF Convention Committee Chair

From: Long Range Committee  
To: National President

Subject: Long Range Committee Report

1. The Committee was composed of the following Members:
  - a. BMC David Eddie – Chairperson
  - b. YNC Faviola Bowden
  - c. SKCS Ruby Banks
  - d. MKCM Jennifer Collins
  - e. CSCS Mason Champlin
  - f. ITCM Neil Garrand
  - g. TTCM Curtis Leary
2. The Long Range Committee convened on August 29, 2023 to review old business and develop new initiatives for consideration.
3. Media and outreach committee  
Problem: We need a way to recruit new members and show future sponsors what we are doing in a new and current form of media.

Proposed: We have volunteers work with the membership committee on creating recruitment videos and a digital media footprint to assist the CPOA/CGEA with recruitment and sponsorship education. This will allow us to be relevant and reach the next generation.

4. Checklist for Chapter/Branch relief of Officers.  
Create a checklist to assist chapter officers during change of leadership.  
Problem: To keep a consistent and proper relief of chapter/Branch officers there needs to be a checklist to assist with a smooth transition:

Executive director is working on this task.

5. The Way Forward  
Problem: CPOA funds, while used in a standard budgetary fashion and invested through safe and proper measures, could invest in ways that more directly help our members.

Proposed:

- a. Move forward with creating a campground/vacation lodge facility to help our veterans and members specifically CPOA/CGEA members and to assist in future endeavors.
- b. Creating a survey to find members that have experience in this area and are available to be on a separate committee to lead this project forward.
- c. Find a corporate partner to advise the association with creating this facility.

6. Rewards and Scholarships

Problem: We need to provide incentives for chapters/branches to attend convention and some chapters/branches need assistance to attend convention.

Proposed:


- a. Request National provide a monetary incentive to the chapter or branch with the most members present.
- b. Create a scholarship fund to assist chapter/branches members to attend convention. This scholarship will be used to fund convention hotel costs. One for CPOA and One for CGEA. Scholarship recipients will selected and awarded by our Regional Advisors.

7. Sponsorship Committee

Problem: Sponsorship is a large portion of our funds to complete our endeavors. We are relying on a couple of individuals to obtain sponsorship for the whole association.

Propose: Create a Sponsorship Committee to assist National with procuring sponsorships for the association. Would like these committee member to be identified prior to the conclusion of this convention.

8. I move that this report be adopted.




David Eddie  
Chairperson



From: 2023 CPOA Convention "Convention Committee"

To: 54th Annual USCG CPOA National Convention

Subj: 2023 CPOA CONVENTION "CONVENTION COMMITTEE REPORT"

1. The Convention Committee met on 29 August 2023 at 1000 EDT with the following members present: CWO Amy Ponce, YN1 Tammy Bogart, OS1 Elizabeth Clawson, MST1 Bret Chmiel, HSC Jennifer Chmiel, AETCM Roderick Hansen, Honorary Chief Michael Little, BMCM Kristen MacLean, BMC Morgan Merritt, YNC Tiffany Moore, ITCS Rick Paauwe, SK3 Lugo Paz, OSC Erica Pierre, MKC Gregory L. Porter, AETCM Bryan Salazar, OSC Chris Sheffield, HSCS Lena Shearer, OSCS Tara Slaughter, CWO Mark Tahtinen, OSC Breanna Tessier, SK1 Christine Wolk attending.
2. Committee reviewed the action items from the 2022 CPOA Convention Convention Committee Report and found that all action items had been addressed.
3. This Committee recommends the following:
  - a) The Committee looked closely at the details of two different cruises and/or a no-cruise options for the 2024 CPOA/CGEA Convention. After much discussion it was decided with a majority vote to hold the 2024 Convention on a seven-day Alaska Cruise that departs from Seattle, WA. Concerns were brought up about the convention travel costs for the CPOA and CGEA Board of Directors in an election year. It is highly likely that Convention Travel budgeted amount will be exceeded. ~~The committee recommends the possibility of incoming and outgoing board members to pay for travel costs that rise above the budgeted convention travel amount.~~  YNCM (Ret.)  
30 AUG 2023
  - b) The Committee recommends continuing developing clear, precise and plentiful information for convention attendees. To be completed by CWO Ponce and Randy Reid (no cost).
    - 1) Complete explanation of uniform requirements with current uniform names, including cover requirements.
    - 2) Renaming of the of Past Presidents Lunch to, "Dine with the Presidents and GLMs" or something that clearly indicates that the lunch is for EVERYONE attending convention.
    - 3) Provide an expanded synopsis of each committee and its purpose.
    - 4) Divide committees into two groups, (i.e. Group A & B) with meeting times at least one hour apart. This will allow members to choose one committee from each group when registering.
  - c) The committee recommends adding a 1.5 – 2 hour block to the schedule, just after opening ceremonies, for Chapter and Branches to have a facilitated open forum to share their best practices and current solutions to issues.
  - d) The 2025 potential convention locations were discussed and voted on. San Antonio, TX is the primary location and Phoenix, AZ 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
4. I move this report be adopted.

  
Committee Chairman  
CWO Amy Ponce

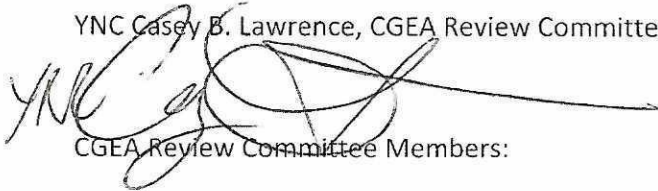
From: CGEA Review Committee Chairman

To: CPOA Members present at the 54<sup>th</sup> Annual Convention

Subj: CGEA Review Committee Report 2023

1. Communication with branches: Establish a National CGEA Google Workplace for Nonprofits account at zero cost. Within Workplace create individual branch email accounts to communicate National initiatives year-round. Within Workplace, establish monthly CGEA video meetings, whereas each branch will select one member/officer to attend.
2. CGEA Membership: National CGEA Board created a Membership Powerpoint, with content from "Membership Matters" to assist branches with material for unit All Hands and other CGEA recruitment initiatives.
3. Coast Guard Recruitment: Encourage branches to support Coast Guard recruitment initiatives through recruitment events in their local communities. National to offer suggestions to branch officers such as: CG Fun Runs, volunteering in schools and local community social events.
4. I move this report be adopted.

YNC Casey B. Lawrence, CGEA Review Committee Chairman

A handwritten signature in black ink, appearing to read 'YNC Casey B. Lawrence', with a long horizontal line extending to the right.

CGEA Review Committee Members:

OS1 Elizabeth Clawson

SK3 Lugo Paz

YN1 Erica Walkinhood

From: Long Range Committee  
To: National President

Subject: Long Range Committee Report

1. The Committee was composed of the following Members:
  - a. BMC David Eddie – Chairperson
  - b. YNC Faviola Bowden
  - c. SKCS Ruby Banks
  - d. MKCM Jennifer Collins
  - e. CSCS Mason Champlin
  - f. ITCM Neil Garrand
  - g. TTCM Curtis Leary
  
2. The Long Range Committee convened on August 29, 2023 to review old business and develop new initiatives for consideration.
  
3. Media and outreach committee  
Problem: We need a way to recruit new members and show future sponsors what we are doing in a new and current form of media.  
  
Proposed: We have volunteers work with the membership committee on creating recruitment videos and a digital media footprint to assist the CPOA/CGEA with recruitment and sponsorship education. This will allow us to be relevant and reach the next generation.
  
4. Checklist for Chapter/Branch relief of Officers.  
Create a checklist to assist chapter officers during change of leadership.  
Problem: To keep a consistent and proper relief of chapter/Branch officers there needs to be a checklist to assist with a smooth transition:  
  
Executive director is working on this task.
  
5. The Way Forward  
Problem: CPOA funds, while used in a standard budgetary fashion and invested through safe and proper measures, could invest in ways that more directly help our members.  
  
Proposed:
  - a. Move forward with creating a campground/vacation lodge facility to help our veterans and members specifically CPOA/CGEA members and to assist in future endeavors.
  - b. Creating a survey to find members that have experience in this area and are available to be on a separate committee to lead this project forward.
  - c. Find a corporate partner to advise the association with creating this facility.

6. Rewards and Scholarships

Problem: We need to provide incentives for chapters/branches to attend convention and some chapters/branches need assistance to attend convention.

Proposed:

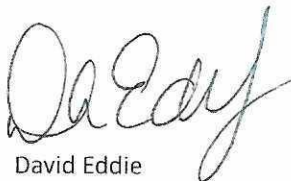
- a. Request National provide a monetary incentive to the chapter or branch with the most members present.
- b. Create a scholarship fund to assist chapter/branches members to attend convention. This scholarship will be used to fund convention hotel costs. One for CPOA and One for CGEA. Scholarship recipients will selected and awarded by our Regional Advisors.

7. Sponsorship Committee

Problem: Sponsorship is a large portion of our funds to complete our endeavors. We are relying on a couple of individuals to obtain sponsorship for the whole association.

Propose: Create a Sponsorship Committee to assist National with procuring sponsorships for the association. Would like these committee member to be identified prior to the conclusion of this convention.

8. I move that this report be adopted.



David Eddie  
Chairperson



From: 2023 Budget Convention Committee  
To: 54<sup>th</sup> Annual CPOA Convention

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SUBJECT: BUDGET CONVENTION COMMITTEE REPORT

Budget Convention Committee Members: SKCM Brynn Simonetti, AETCM Roderik Hanson, AETCM Bryan Salazar, AETCS Matt Rogers, SKCS Ruby Banks, ISC Trevor Doubek, OSC Breanna Tessier, AETC Andrew Morris, AMT1 Justin Lawrence, SK3 Kevin LuGopaz

1. The committee met at this convention to review the published 2024 CPOA Budget, which was printed in the July 2023 edition of "THE CHIEF" to allow members to review and ask questions prior to Convention.
2. Budget committee requests the CPOA Executive Director locate a financial institution to conduct a review of the CPOA's assets. The goal of this is to ensure proper placement of funds to increase potential return on investment for the sustainment of the organization. In order to achieve this, the Budget Committee further requests a findings and recommended actions report from the financial institution by the next CPOA Convention in 24' to present to the forum.
3. Recommend to refrain from any additions to the 24' budget until all new dues are actualized. Executing a lean 24' budget will ensure all increased dues are received before adding any additional costs. While the organization is projected to be in the black, operating costs will increase with inflation each year.
4. Report of income actuals received as of 08/29/2023
  - a. Active-Duty Allotments \$66,139
  - b. Cash/ Checks: \$11,505
  - c. Retiree Allotments: \$54,453
  - d. Member Dues Payments Online: \$82,196

**Total: \$214,293 - 47% of budgeted dues received 67% of the way through the 23' budgeted year.**

5. A conservative budget increase of \$86,000 was added to the CY23' Budget with the approval of increase in dues.

CY23' Budgeted Income: \$296,500

CY24' Budgeted Income: \$451,846

✓

Total increase in income from last year's budget is \$155,346.

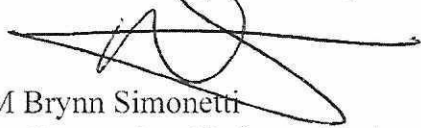
6. In the last year the following additional expenses were incurred.

- a. Board of Director Travel: \$2,000
- b. New Membership Data Base: \$2,750
- c. Jack Crowley Award: \$500
- d. Tax Error Adjustment: \$10,000
- e. CPO Academy Dinner Costs: \$7,000
- f. Increase in Printing and Publication Costs: \$6,000
- g. Convention Excellence: \$5,000
- h. Executive Director Pay Increase: \$14,000
- i. Membership Coordinator Pay Increase: \$35,000
- j. JROTC Spirit of the Chief Program: \$1,000

**Total Increases from Aug 2022 - Aug 2023: \$83,250**

7. Budget committee requests at future conventions to provide a spend down for budget history, to easily compare the current year's actuals to the number of months the budget is at, in percentage form.

8. I move this report be adopted.



SKCM Brynn Simonetti  
Budget Convention Chairman/National Treasurer

From: Special Projects Convention Committee

To: Convention Delegates 54<sup>th</sup> National CPOA and 22<sup>nd</sup> National CGEA Convention

Subj: Special Projects Convention Committee Report

1. The Special Projects Convention Committee met on 29 August 2023 at the Sheraton Hotel Charlotte, NC.
2. This Committee requests that all Chapters and Branches advertising in the Associations magazine (The Chief) review their ads to ensure they are up to date and current.
3. If a Chapter or Branch no longer is selling an item in the magazine they are requested to contact the Executive Director and have their ad removed.
4. If a Chapter or Branch is not currently running an ad in the magazine and wishes to do so, they must submit their request through the Executive Director who will forward it to the Special Projects Committee for review to ensure that it does not conflict with another Chapter's or Branches' ad.
5. All Chapters and Branches are authorized one free ad in the Association's magazine per year.
6. All Chapters and Branches are reminded that the CPOA and CGEA LOGO's are the exclusive property of their Association and must be approved by their respective Association for use to sell items outside of the Chapter or Branch.
7. During the 53<sup>rd</sup> National CPOA Convention held in Nashville, TN., the delegation approved the development of a National CPOA Challenge Coin.
8. The Convention Budget Committee approved a line item in their budget to fund the cost of the coins as well as the cost of shipping of the coins to the Chapters and Branches in the amount of \$3000.00.
9. After approval of the Convention Budget Committee approving the purchase of the National CPOA Challenge coin I was approached by an individual stating that he/she would cover the initial cost of the purchase of 300 coins as long as he/she would remain anonymous.
10. I thanked the individual and insured him/her that I would honor his/her request.
11. I wish to personally thank the individual who may or may not be in attendance at this years Convention for his/her generous donation to the Association.
- ~~12. This Committee discussed and recommends that a CPO Foundation Convention Committee and a CPOA Foundation Standing Committee be added to the Associations list of Committees.~~
13. This Committee wishes to commend the Executive Director and staff at the National Office for their continued hard work in ensuring the Association is running in a professional manner.

13 14. I move this report be adopted.

② IYNCA (RET)  
30 AUG 2023



Bruce Garrison

Special Projects Committee Chairman

Members

CWO4 Mark Tahtinen

MCPO Forrest Croom

ISC Trevor DaubeK  
ETI Matt Dabord



From: 2023 CPOA Convention "Membership Committee"

To: 54<sup>th</sup> Annual CPOA and 22<sup>nd</sup> Annual CGEA National Convention

Subj: 2023 CPOA CONVENTION "MEMBERSHIP COMMITTEE REPORT"

1. The Membership committee convened on August 29<sup>th</sup> 2023 in Charlotte, NC at The Sheraton Charlotte Hotel with the following members present: SCPO Chris Hutto, Ms. Julie Behre, CPO Ray Amabile (Ret), PO1 Christine Wolk, PO1 Ben Davis, SCPO Dustin Lawrey, CPO Chris Sheffield, CPO Faviola Bowden, SCPO Scott Dupre, SCPO Kris Demers, PO1 Matt Dubord, SCPO Anthony Humphrey, CPO Trevor Doubek, SCPO David Knapp, PO3 Kevin Lugopaz, CPO Tiffany Moore, and MCPO Frank Tatu III.
2. This committee recommends the following:
  - a) Current membership standing; Since the National dues increase went into effect on 1 January, 2023, compliance by allotment paying members has been soft. Currently, 72% retired and 83% active duty CGEA members, and 50% retired and 68% active duty CPOA members remain non-compliant. This committee requests that the regional advisors work with the National membership coordinator, Julie Behre, to provide local accurate accountability rosters for each Chapter and Branch president. The local presidents can then encouraged to engage local members monthly until they become compliant.
  - b) QR code membership poker chips; Using our existing approved pub/stationary printing budgetary line item of \$3200, purchase 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. Similarly to the membership matters booklets, membership poker chips will be sent out to chapters and branches upon request, with a main focus on key entrance points such as boot camp, "A" schools and CPO Academy.
  - c) CPOA web services; The executive staff has signed a contract with a system called GlueUp, that will provide modernized membership management as well as updated National and local Chapter/Branch web services. The executive staff and regional advisors will be able to provide specific operational information on this system in the coming months.
  - d) Social media sub-committee; Create a social media sub-committee under the membership committee responsible for identifying and creating video based information and marketing. In the coming year the social-media sub-committee will create a CPOA/CGEA YouTube channel that will house informational and organizational videos. These videos can include instructional videos, recruitment information, and current Chapter/Branch news and information. These videos can then be pulled for Chapter/Branch use on any other social media system, including our future upgraded web service. They will also look to centralize National and local content into combined social media platform accounts, using currently popular established applications.
  - e) CPOA pizza dinner sponsorship; The CPO Academy and Membership committees will be working throughout this upcoming year to manage Chapter sponsorship of the CPO Academy pizza dinner. Formerly sponsored by First Command Financial, this event is a major CPOA recruitment event in which as many as 120 new E-7s are exposed to the CPOA per class. This committee will work through the North Bay Chapter to establish a Chapter sponsorship roster in which each Chapter takes it in turn to individually fund one pizza dinner. We will look to fund this through individual Chapters until the National dues increase levels out, at which point we will request this expense be added to the National budget.

f) Recruitment initiatives at TRACENs; In addition to the CPO pizza dinner, this committee will continue to work with TRACENs Cape May, Yorktown and Petaluma to develop informational/recruitment opportunities for CGEA. Ideas include sponsored lunches or socials and Branch link-ups in which a new boot camp or class "A" school graduate gets linked-up with their new Branch BODs upon receiving their new duty assignments.

3. I move this report be adopted.

A handwritten signature in black ink, appearing to read 'CH', with a long horizontal stroke extending to the right.

SCPO Chris Hutto  
Committee Chairman

## Maverick Minutes

The Maverick Club met for the (no one wanted to do the math) time during the CPOA's 54th National Convention.

Attendance (A whole bunch of us)

Alex Chapman President

Charlie Womack Secretary/Treasurer      Curtis Leary

Jon Ostrowski      Bruce Garrison      Greg Porter

Amy Ponce      Bill Segelken      Forrest Croom

Randy Reid      Lou Maher      Davie Eddie

Lonnie Jones      Gary Seifert

Welcome to our New Members:

Clara Wells      Mike Little      Tammy Bogart

Jason Vanderhaden

1. Jason Vanderhaden had to depart early however he covered all his fines.
2. Was directed by Randy to keep an eye on Bill!!
3. Accepted our first CGEA member as a Maverick. Welcome Tammy Bogart!!
4. Split proceeds 3 ways. Hospitality Room, CCCAF, and CPO Foundation, for which \$1700.00 was raised. \$500 to HP, \$500 to CCCAF and \$700 to CPOF,
5. Alex gave short version story about the Mavericks.

Meeting Adjourned until next year's CPOA/CGEA Convention.

Submitted by Alex!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!