2026 Fall Executive Board Meeting Minutes
October 19-21, 2026

1. **Call to order** – 8:02 AM October 19, 2026, by President Chuck Mulidore

2. **Invocation** – Led by Ivan Butts; Immediate Past President

3. **Pledge of Allegiance** – Led by Rob Moore; North Central Area VP

4. **Sergeant-At-Arms** – Bill Austin New England Area VP and Ed Laster Pioneer Area VP

5. **Roll call** – Green - All Board members present.

6. **Welcome** – Mulidore, Warden, Green

***Chuck*:** President Mulidore welcomed all the Executive Board members. Glad everyone made it to board meeting. Congratulated everyone on being elected/reelected to board. Honored to be elected as President. Looking forward to serving. Talked about the historical aspect of NAPS and the original 50.

***Jimmy*:** Vice President Warden welcomed all the Executive Board members. Looking forward to productive board meeting. Been on Capitol Hill frequently. Thanks to everyone for what they do.

***Richard*:** Secretary/Treasurer Green welcomed all the Board members as well. Looking forward to a great and productive meeting.

Chuck: Schedule changes. DPMG is not attending due to previous commitments. Talked about week's schedule. Working on messaging platforms. Bringing social media in house. Staff introductions. Board introduced themselves to our new staff member Nicole Staton. Discussed committee assignments with board. Asking all committees to have meeting at lunchtime this week. Discussed treatment issues and the establishment of EAS climate committee. Membership discussion will take place on Wednesday. Goal is for NAPS to be the premier training organization.

Dwight Studdard – Looking at committee assignments. Chairman will be assigned to committees as needed. Next order of business to elect chairman.

7. **Selection of Chairperson -** Nominations. Chuck Lum. Chuck selected as Chair. Excited to be elected as chair. Welcomed new board members. Respect…5 ways. Challenge to listen attentively, give speakers full attention, be punctual, use positive words, maintain open friendly body language, value our differences, and own our mistakes. Be sincere.

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8. **Minutes of Previous Board Meeting** – **Motion #1** made by Marilyn Walton seconded by Craig Johnson to accept the meeting minutes from the 2026 National Executive Board meeting on August 8, 2026. No cons Motion passed. **Motion #2** was made by Kevin Trayer and seconded by Luz Moreno to accept the meeting minutes from 2026 National Executive Board meeting on August 15, 2026. No cons Motion passed.

9. **Secretary/Treasurer's Report – Richard Green**

A. NAPS Investments, Assets & Balance Sheet

As of September 30, 2026, NAPS investments totaled $ 8,178,225.76. On August 8, 2026, NAPS investments totaled $8,266,215.18. This is a decrease of $47,989.42 or .005%. On October 5, 2026, a transfer of $500,000.00 was made from the PNC Bank Investment portfolio to cover projected 2026 National Convention Expenses.

As of July 20, 2026, the NAPS General Fund Signature FCU Checking account balance was $460,634.71, the Signature FCU Money Market account was $396,463.32 and the Signature Savings Account was $5,293.80 for a total of $862,391.83. On October 14, 2026, the NAPS General Fund FCU Checking account balance was $369,722.95, the Signature FCU Money Market account was $73,335.42 and the Signature Savings Account was $6,460.76 for a total of $449,519.13. This is a decrease of $412,872.19 or 48%.

B. NAPS Property Inc.

As of September 30, 2026, NPI has $90,344 in cash on the balance sheet. There are $61,588 in outstanding liabilities (security deposits, prepaid rents, and accrued expenses), which leaves $28,756 in unencumbered cash as of the end of the reporting period.

LocalWorks, currently occupying Suite 305 (7,250 s.f.) expanded into Suite 105, which is an additional 6,090 sf as of March 1, 2024. Like the agreement for Suite 305, the expansion is also a license agreement with profit sharing. It is assumed to be low risk but also has no defined income model. YTD profit sharing with NAPS Property Inc. is $7,432 higher than budgeted.

YTD base rent is over budget by $45,572 due to the following leasing activity:

- *Suite 300 (2,450 s.f.) was leased out to Psych Associates (d/b/a Bloom Health Centers) with rent commencement of 6/1/2026. The tenant is paying $5,410/month for a three-year term, resulting in a projected surplus of $64,920 in base rent for FY2027, as this lease was not included in the budget.*

- *Suite 310's lease was renewed by Real Estate Counselors, PLLC for a new three-year term commencing 6/1/2026 at $2,800/month. Because this renewal was not included in the FY2027 budget, a projected surplus of $33,600 is projected in base rent for FY2027.*
- *Suite 250 (2,833 s.f.) was leased out to iData Incorporated with rent commencement of 11/1/2026. The tenant is paying $1,800/month for swing space from August through October until their suite is built out. Upon relocation, monthly rent charges of $6,846 will commence 11/1/2026, resulting in a projected surplus of $53,322 in base rent for FY2027, as this lease was not included in the budget. TI costs are anticipated to be approximately $32K.*
- *$8,360 in YTD surplus of parking rent due to increased occupancy from the above tenants in addition to higher usage from LocalWorks.*

The current cash projections assume continued vacancies of the remaining 8,831 s.f. on the 2nd floor. Jim Stokes of **STOLADI** *Property Group, Inc. has been contracted to lease out the space.*

The cash forecast for the fiscal year assumes contributions of $40K/month from the landlord to cover the building operating expenses, which is a decrease from the original budget of $45K/month due to the additional leasing activity noted above. To the extent vacancies are leased out and/or LocalWorks becomes more profitable, these contributions may decrease further.

C. ***Web & Social Media Report***

Social Media Report (spanning October 1, 2025 – October 1, 2026)
Facebook Annual Analytics Overview

- **Follower Growth:** As of October 14, 2026, *5510 followers* 1.1K new follows, marking a substantial 181.6% increase compared to the previous year.
- **Views:** 851.4K total views (up 123.9% year-over-year), driven by 161.3K unique viewers.
- **Interactions:** 5.9K total interactions (up 7.1%), showing steady community engagement through likes, comments, and shares.
- **Link Clicks:** 16.4K link clicks (up 50.5%), reflecting high audience interest in your external resources, board memos, and articles.
- **Page Visits:** 33.3K visits (up 10.4%).

Top-performing Facebook posts ranked by reach/views:

1. **NAPS HQ S&DC Launch Team Cessation Notice (Published Aug 18)** 213,503 views, 60 comments, 42 shares, 166 follows.

2. **NAPS Newsbreak: USPS Postmaster EAS-18B Decision Letter (Published Jun 25)** 61,745 views, 30 comments, 18 shares, 104 follows.
3. **NAPS Headquarters Letter on S&DC Launch Team Status Date Change (Published Sep 14)** 58,284 views, 2 comments, 14 shares, 37 follows.

Instagram Analytics Snapshot

- **Views:** 3.4K views (up 136.4%), with 55.8% coming from non-followers.
- **Reach:** 5.2K accounts reached (up a massive 1,900%), with the vast majority (4,724) driven by non-followers.
- **Follows:** 12 new follows gained, against 4 unfollows.
- **Interactions:** 59 total interactions, with 97% originating from existing followers.

Top-performing Instagram posts ranked by interactions

1. **Ivan Butts Retirement & Leadership Feature (Published Sep 9)** 24 likes/reactions, 2 comments, 1 share, 230 views
2. **California District 5 Career Day (Published Aug 27)** 17 likes/reactions, 1 share, 301 views
3. **Board Memo 034-2026: Revisions to Handbook M-41, Section 431, Keys (Published Sep 25)** 10 likes/reactions, 1 comment, 3 shares, 2 saves, 573 views

LinkedIn annual analytics overview highlights

• **Followers:** 1,292 followers

Top-performing LinkedIn posts ranked by impressions:

1. **For the past five years, Ivan Butts has been at the helm... (Ivan Butts Retirement & Leadership Feature) (Published 9/9/2026)** 37 reactions, 1 comment
2. **NAPS Resident Officers met with Postmaster General David Steiner... (NAPS Resident Officers Meeting) (Published Sep 30)** 34 reactions
3. **Board Memo 034-2026: Revisions to Handbook M-41, Section 431, Keys (Board Memo 034-2026) (Published Sep 25)** 10 reactions

Looking Ahead: Strategy & Growth Recommendations

As we evaluate our 2025–2026 performance, our numbers show clear momentum—particularly on Facebook and LinkedIn, where timely board memos, leadership updates, and policy shifts drive significant reach and external link clicks. However, our Instagram snapshot highlights a major untapped opportunity: while 91% of our Instagram reach comes from non-followers discovering our content, our conversion rate remains low.

Why Social Media Growth Matters for Our Organization:

- **Direct Member Communication:** Social platforms serve as an immediate, vital megaphone for urgent notices, operational changes, and leadership updates that members rely on daily.

- **Amplifying Advocacy:** Expanding our digital footprint increases visibility for postal supervisor advocacy, legislative priorities, and organizational initiatives among prospective members and key stakeholders.
- **Building a Unified Voice:** Consistent engagement across Facebook, LinkedIn, and Instagram ensures our community stays connected, informed, and active between major meetings.

Next Steps to Scale Our Impact:

1. **Bridge the Follower Gap on Instagram:** Implement clear calls-to-action (CTAs) in captions and leverage Instagram posts/stories to convert our high non-follower reach into loyal, long-term followers.
2. **Cross-Platform Content Tailoring:** Continue leveraging high-performing topics (like leadership updates and official memos) while adapting formats to fit each platform's unique strengths—using Facebook for broad community reach, LinkedIn for professional networking, and Instagram for quick visual updates.
3. **Establish Regular Posting Cadence:** Maintain consistent publishing schedules across all channels to build algorithmic favor and keep our membership consistently engaged.

D. Membership

As of the June 2026 DCO (reflecting DCO membership through PP12 and PP13) NAPS had 28,447 members (27,017 active and 1,430 associates, 95% and 5%, respectively). Total membership from February 2026, (PP4, PP5 2025) was 29,075 (27,663 active and 1,412 associate); an overall total decrease of 628 members or (.02%).

As of June 2026 DCO, the total number of active non-members is 20,446. This number is based on the USPS payroll files of non-member EAS which now also includes Postmasters. Based on current membership totals, there are approximately 43.00% non-members. Non-members from February 2026 were 20,030, an increase of 416 or 2%.

NAPS continues to encourage membership growth by providing sponsors of new members a $25 NAPS check and have established the “High Five Club” where a member could receive an additional check for $25.00**.**

Local and state branches continue to receive their NAPS Non-Member and Change Summary Reports along with their DCO Report and their Mail Address Report monthly. We also encourage review of the bi-weekly EAS promotion report and the monthly Postmaster promotion report. It is also encouraged to view the monthly SWCs report as it shows where vacancies exist that potentially will be filled and also the weekly CRDO vacancy report. We ask any individual listed as a non- member to be contacted and informed regarding the benefits of joining NAPS.

E. Expiring, Pending Contracts

Contracts received: Conference Direct to manage the 2032 NAPS National Convention.

10. DDF – Jimmy Warden, Tony Dallojacono and Al Lum

NAPS FY Total DDF Cases: 55

NAPS FY 27 Total MSPB Cases: 43

NAPS FY27 Total ELM 650 Cases: 3

NAPS FY27 Total Debt Collection Act Cases: 9

NAPS FY26 DDF Cases by Type: Sexual Misconduct 2, Falsification 7, Theft 6, Violence 2, Attendance 7, Performance 22, Finance 9.

NAPS FY27 Total DDF Cases by Area: New England 4, New York 6, Mideast 5, Capitol Atlantic 11, Pioneer 0, Michiana 1, Illini 2, North Central 1, Mink 2, Southeast 7, Central Gulf 1, Cotton Belt 1, Texas 3, Northwest 3, Rocky Mount 3, Pacific 5.

11. Legal Review – Bruce Moyer and Andy Friedman and Lauren Kelleher – Executive Session.

12. 2026 National Convention Review, 2027 LTS – Sheri Davies, Conference Direct

2026 National Convention Review: Presented historical sleeping room data. Forecast versus actual invoice presented to board. Total savings through additional negotiations = $245,600.00. Sponsorship revenue is $186,000.00. One per 40 credits = $40,157.98. Total savings $226,157.98. Sponsors assisted with golf outing.

2030 Convention – Harrah's Atlantic City. Concessions on transportation to/from Atlantic City and Philadelphia airports. Breakfast is discounted on contract. Monday night reception complimentary. Parking $10 for run of event.

Recommendation: Resolution for the good of NAPS membership and HQ (union labor issues).

LTS 2027: Branding completed. Link for rooms has been received. Looking to have event to increase drive for 5. Fun night for delegates for delegates in planning stages.

13. Vendor Reports

A. Carina May, Smith Haroff. NAPS Digital Communications. Build active SM presence and drive traffic to website. Metrics and trends; what does that mean for NAPS. What does our web usage look like. Cost of messaging through reels on SM. Articles as news is an opportunity. 22K emails. How do we want to use SM presence. Boosting posts is an opportunity. We have seen post go viral.

Questions: Ed talked about where we are present on SM.

B. Jack Wallace, NAPS Accountant – Ensures we put all monies in the right bucket. Will provide expense account reports on demand from board members. Please submit your request through Richard for report to be sent.

C. Stoladi Group – Jim Stokes, Stephanie Glacier, Shelly Baxter, Keith MacWhorter

Stoladi History
Founded in 1993 by Jim Stokes and Melisa Fouladi
It was built on Careers, not jobs for its employees

NAPS History Inc. (NPI) History
1989 – 1727 & 1729 was developed with 48,000 square feet
1992 – NAPS purchased property on a foreclosure

1994 – Hired Stoladi as management

NPI covers expenses for NAPS Property Inc. And (KSMPOA) King Street Metro Place Owners Association We are part of this Association.

1) **Trust Timely and Accurate Accounting:**

Committed to a Flat Management Fee of $1,400/month from the start and through the future
32-year Savings of $353,604.00
Accounts Receivable/Collections & Accounts Payable
Monthly Financial Reporting with Cash Projections
Detailed Annual Budgets
1st 15 days of the month prepare Monthly Report
1727/1729 Revenue, Expenses, Capital Expenses
Details of Annual Budgets
3-month process
1727/1729 Revenue, Expenses, Capital Expenses

2) **Ease Peace of Mind**
Company Policies and Standards
Purchase Order System

Scheduled Preventative Maintenance & Inspections
$2,500 Bid Comparison

• Ownership and expense breakdown:

• NAPS Property Inc: Covers 1727 and 1729 exterior and buildings; 100% funded by NAPS.

• King Street Metro Place Owners Association (KSMPOA): Covers the exterior, street frontage, and garage for sections 1727, 1729, 1731, and 1733; NAPS pays approximately 60% of KSMPOA expenses.

• King Street Office Place (KSOPA): Covers shared private roadway expenses (such as snow removal and paver repairs); KSMPOA pays about 20% of the roadway costs.

• Stoladi maintains a fixed management fee of $1,400 per month, which has yielded $380,340 in savings over the 32-year relationship. Jim Stokes noted discussions have occurred, but he is committed to the agreements he made with Vince when NAPS acquired the property and that historical commitment remains.

• Standard financial controls include a purchase order system, required competitive bidding for projects exceeding $2,500, and monthly reporting delivered within the first 15 days of each month highlighting variances over 5% or $3,000.

Building Operations & Commercial Leasing Update

• Building condition: There are no current code violations, outstanding maintenance citations, or major capital repairs scheduled for the upcoming year. The roof features 48 standalone direct expansion HVAC units, which are replaced in-house on an 8- to 15-year lifecycle at a rate of 2 to 3 units per year.

• Residential/Airbnb conversion was assessed as unviable, requiring an estimated $300 per square foot ($15 million total) due to plumbing, electrical, and individual bathroom requirements.

• Leasing market: The Alexandria submarket contains roughly 57 competitive office spaces within a 1-mile radius for sizes between 2,000 and 7,000 square feet.

• Market asking rates sit around $30 to $32 per square foot, with Stoladi targeting net effective rents of $23 to $25 per square foot by offering lower up-front tenant improvement (TI) allowances and spreading rent abatements over time rather than granting high up-front allowances.

• Space updates:

• Second floor: Existing tenant iData is expanding into second-floor space at 1727; building permits are secured. Keith received an initial turnkey construction bid of roughly $30 per square foot and is seeking additional bids to negotiate pricing down. A medical user has also shown interest in second-floor space.

• First and third floors: LocalWorks operates shared office space on floors 1 and 3, yielding lower per-square-foot cash flow. First-floor medical use remains under consideration despite high plumbing and

electrical costs. The third floor is seeing interest from defense and technology tenants.

Next Steps

D. **Dwight McTizic - PNC Vice President & Investment Market Director**: • Dwight Matizek presented the macroeconomic and portfolio performance report for PNC Institutional Asset Management.

• Macroeconomic outlook: The Federal Reserve enacted a 25-basis point rate hike after an extended hold, with expectations of a pause, a hike in December, another pause in January, and a hike in March (totaling 75 basis points). S&P 500 earnings growth is projected at ~30% for 2026, moderating to the low teens in 2027, driven significantly by artificial intelligence capital expenditures ($700 billion in 2026, projected to approach $1 trillion in 2027).

• Asset allocation: The portfolio's target allocation is 60% equity, 35% fixed income, and 5% cash. The portfolio is currently slightly overweight in equities (about 1% to 2%) and underweight in cash.

• The cash allocation holds nearly $300,000 ($280,000–$300,000) yielding 3.75% paid monthly.

• The portfolio holds a direct 2% allocation to an AI ETF (ticker AIQ) across the AI lifecycle.

• Portfolio performance: Equities returned nearly 7.3% over the first nine months of the year, while third-quarter performance dropped by ~1% due to fixed-income price declines of almost 3.5% as interest rates increased.

• The portfolio has gained approximately $200,000 since the beginning of 2023, even after accounting for about $3 million in total withdrawals.

• A board participant noted that $500,000 was withdrawn on October 5, which was offset by $500,000 in fund earnings over the past year.

E. **Karen Young and Jennifer Curry**: Editor for Postal Supervisor – Opening comments from Karen. Discussed cost impacts with Quad. Jennifer introduced herself to board and shared her qualifications. Board members congratulated Karen on her service to NAPS!

14. **SPAC Report & LTS Update – Jimmy Warden and Bob Levi -** • LTS Budget Adjustment: A motion by Jimmy Warden was approved to add $16,000 to the 2027 LTS budget. In 2025, motion number two had increased area vice president training allowances from $5,000 to $6,000 annually, which shifted $16,000 out of the $150,000 constitutional training allocation ($96,000 to training allowances, reducing the LTS budget from $70,000 to $54,000). The $16,000 addition restores the LTS budget line from the general fund, so training allowances remain at $6,000 while balancing projected deficits.

• Constitutional Set-Asides: Chuck Mulidore raised that constitutional set-asides for items such as the

Postal Supervisor, DDF, and national conventions restrict budgeting and suggested the Constitution and Bylaws Committee work on language to eliminate set-asides at the next national convention.

USPS Consultative Meeting Minutes – Tim Brust, James Timmons, Paulita Wimbush: (awaiting USPS HQ response).

Committee Updates

Committee Reports

Legislative Committee – Marilyn Walton. The NAPS National Legislative team held an informal lunch meeting on Monday October 19th; this meeting was to greet the new Legislative team members and thank the former team members.

Marilyn explained how the Committee works. Each member coordinates legislative activities in their area. Including visiting with Congressional Reps at Town Hall meetings and fundraisers
Committee members are tasked with providing a report at the Fall and Spring Board meetings. The Chairperson combines all reports into one document and presents them on behalf of the committee.
Marilyn suggested that, as a new committee, we take on a project. When the Legislative Committee was first organized, it created a handbook outlining the Legislative Chairperson's duties. Because that handbook is now outdated, she proposed developing a new resource. The Legislative Committee met again on Tuesday October 20th.

After discussion it was determined that the committee would submit one page overview of what Legislative committees should focus on in our efforts to educate our members on why they should be more involved in Legislative/Political activities. For our first project we will be compiling a Blog of activities:

1) Kevin - will write a short (paragraph) on why Politics are not RED OR BLUE, Politics are Red, White and Postal Blue and we should reach out to all of Legislators and engage them in supporting our important postal Legislative issues.
2) Pam – who very involve with elections, and local Politics will provide a paragraph "Voting it Works" The Ballot system and voting by mail!
3) Dwight – who is very active in his community and a member of several important organization with briefly discuss why it is important for all of us to promote our members and the public to use the Postal service and have confidence is our commitment to the public!
4) Lloyd – will provide tips on how to do outreach in getting to know your congressional reps, introducing yourself and meeting them when they are back at home.
5) I will close with any insights and sharables from our group. We hope to have our tasks complete by the end of November. Marilyn thanked the members of the committee; Jimmy Warden, Bob Levi, Kevin Trayer, Dwight Studdard, Pam Davis, Lloyd Cox and Marilyn Walton, Chairperson.

Constitution and By Laws Committee – Bill Austin met and discussed resubmitting resolution on improper conduct of members attending NAPS sponsored events.

EAS Climate Committee – Chuck Mulidore – Newly established committee. No report.

SWCs Committee – Tom Hughes • The SWCs committee is holding off on escalating issues immediately as the Postal Service appears close to issuing determinations on middle-management staffing between supervisors and postmasters in Sorting & Delivery Centers (SDCs).

• John Aceves is reviewing electronic SWICs and station mapping to ensure facilities receive complete workload credit.

• The committee discussed concerns regarding supervisory ratios in SDCs; applying consolidated supervisor workload formulas across large, combined facilities could inadvertently reduce supervisor authorizations compared to separate stations qualifying at 18.5 credits. Facilities like Phoenix and Tucson face discrepancies between physical workstation mapping and credit assignment. Tom thanked his committee: Jimmy Warden, John Aceves, Jon Kofsky, Ed Laster.

Training Committee – Ivan Butts 1. Integration of the new training academy with existing training resources from the NAPS website.
2.Discussed the president's vision. Use the website's training resources and add them to the academy.
3.The committee discussed webinars and YouTube videos on various training topics that focus on Advocacy, representation, and upward mobility/enhancing your career.
4.Discussed putting more content on Facebook, such as EAS Survivors and the NAPS website.
5.Develop subject experts with skills in training and developing KSA's. These SMEs will help develop content that improves the user's experience at the academy and provide instruction and guidance. Committee members will coordinate these SMEs.
6.The committee and President envision the academy being instructive, a tool with resources that enhances the user's ability to advocate, represent members, and apply for promotions with the confidence that the material and tools used from the academy directly benefit our members and contribute to their success.

Committee Members: Chuck Mulidore, Ivan Butts – Chair, John Aceves, Bill Austin, Rob Moore, Pam Davis

Executive Board Duties and Responsibilities – Shri Green – Committee made the following changes to duties and responsibilities: Changes to reflect changes to submission of vouchers process and to update new DDF provider.

Ethics Committee – Craig Johnson: Craig Johnson reported that the Code of Ethics was updated only to reflect the current date of October 2026, with no substantive policy changes. Board members were reminded to review the process for handling ethics complaints—which are vetted by the chairman and determined by the president—and to maintain strict confidentiality regarding board communications.

Craig thanked his committee – Jaime Elizondo, Troy Griffin, Marilyn Walton, Dee Perez

Operations Committee – John Valuet – Newly established committee. No report.

PFP Advisory Committee – Ed Laster – Committee will be meeting by Zoom after returning home and minutes of meetings will be provided as conducted.

Membership Committee – Richard Green –

• Focusing on Internal Growth: Chuck Mulidore emphasized discontinuing unnecessary focus on UPMA messaging and activities, noting that NAPS represents roughly 27,000 to 28,000 members with 95% active working EAS employees, compared to UPMA's reported membership including 8,000 craft employees and 8,000 retirees.

• Using Postal Email for Events: A participant confirmed that leaders can utilize the postal network to invite non-members and EAS employees to NAPS-sponsored events (such as plant lunches or holiday gatherings), citing successful precedent without administrative repercussions when framed as an open event.

• Membership Engagement: Richard Green highlighted that focus as National Secretary-Treasurer remains on empowering state and local branch leadership to recruit and actively invest in growing the organization.

Richard Green presented NAPS membership data, highlighting over 10,000 non-member managers and supervisors, and outlined recruitment incentives for the upcoming 2027 "Year of Membership". The board discussed promotion tracking reports, branch event subsidies, and regional/area recruitment contests. A motion to provide custom desk nameplates for newly signed members was introduced, amended, and ultimately rejected as written after debate over practical utility and budget controls.

Membership Statistics & Recruitment Opportunities

• Total NAPS membership stands at just over 28,000 members, with just over 20,000 non-members (57% EAS membership rate, 43% non-members including postmasters).

• Out of nearly 25,000 total managers and supervisors nationwide, approximately 15,000 are members (60%) and over 10,000 are non-members.

• You emphasized targeting these 10,000+ non-member supervisors and managers as the foundational backbone of the organization.

• Membership percentages vary across areas, with Area 02 leading at 75% and Area 16 at 65%; your target goal for the organization is 70% or higher.

Promotion Reports & Non-Member Tracking Tools

• A partner developed a promotion report sent out biweekly by Patrick tailored to branch, area vice president (AVP), and regional vice president levels.

• Branches with zero promotions during a pay period will receive a notification confirming no promotions

occurred.

• Chuck clarified that follow-up accountability reports—showing who signed up versus who remains unsigned from prior promotion reports—go specifically to AVPs and regional VPs to drive follow-up with branch presidents.

• A developer is creating a filtered non-member report using monthly USPS text files (replacing the standard alphabetical PDF) to allow sorting and filtering by designation codes such as 08 and 09.

• Chuck and a participant emphasized that non-member lists must be handled carefully for branch education and not distributed carelessly.

2027 "Year of Membership" Campaign & Financial Support

• The year 2027 is designated the "Year of Membership," running from January 1 through December 31, 2027.

• Quarterly incentives per area and region:

• Top recruiter in each of the 16 areas receives $500 per quarter ($8,000 total per quarter).

• Top recruiter in each of the 5 regions receives an additional $500 per quarter ($2,500 total per quarter).

• Total quarterly incentive pool is $10,500.

• At year-end, the top recruiter in each region receives an additional $1,000 ($5,000 total across 5 regions).

• Recruits must be within the participant's specific area/region to count toward the competition.

• Event and drive support:

• Branches signing up at least 5 members using Form 1187 receive up to $500 in expense reimbursement.

• Travel and per diem reimbursements will be provided for presidents traveling to Associate Offices (AOs) who sign up 5 members.

• Reimbursed tabling is encouraged at Career Conferences and USPS end-of-year leadership meetings.

• Accounting tracking:

• A new General Ledger (GL) account was established to track costs and measure return on investment for the new membership incentive program, with Patrick tracking recruitments against expenses.

• Jimmy clarified that officers could use funds under "membership promotion" (under miscellaneous on vouchers, without the $1,250 cap tied to "membership recognition") to support recruitment initiatives.

New Member Welcome Gift Motion (Motion 10)

• A motion was submitted proposing that every newly signed member submitting Form 1187 receive an engraved desk nameplate featuring their full name and the NAPS logo on both sides, which would also be sold in the NAPS store.

• Debate & Objections:

• Multiple board members raised concerns that plant supervisors, Relief supervisors, RPDC platform supervisors, and station supervisors often do not have permanent desks.

• Pricing was estimated between $7.99 for a basic engraved plate and $25–$30 including customization, packaging, and shipping.

• Board members expressed concern over passing a motion without an explicit spending cap.

• Alternative gift ideas were proposed, including lanyards with badge holders, pens, water bottles, notebooks, or a digital NAPS store gift certificate/UPC code allowing new members to choose their own item.

• Disposition:

• An amendment to add assortment items was offered and withdrawn.

• The question was called on the original main motion (Motion 10), and the board voted it down so the motion could be rewritten.

Chairman thanked his committee members; Marilyn Walton, Dee Perez, Troy Griffin (Jaime Elizondo; Zoom).

Postmaster's Committee – Dee Perez. The following dates are when the Postmasters Committee held Zoom meetings in FY 26.

- **January 21, 2026** – This Zoom was an open mic session with those in attendance to primarily discuss their concerns happening in their respective areas.
- **February 26, 2026** – We discussed the upcoming LTS Bills that are supported by NAPS with special guest speakers, NAPS resident officer and Executive V.P. Mr. Chuck Mulidore, and NAPS Director of Political Affairs, Mr. Robert Levy.
- **July 8, 2026** – A Zoom meeting was held for the entire Northeast Region: The Postmasters committee members were invited to attend to listen to and ask questions of the individuals running for NAPS President and Executive VP positions.

- **July 10, 2026** – Zoom meeting held with the entire Northeast Region; the Postmasters committee was invited to listen and ask questions of the three candidates running for NAPS secretary-treasurer position.
- **August 4, 2026** – I held a Zoom meeting with a guest speaker, a rural carrier expert from NY2, Postmaster Mr. Brian Sanders, concerning the 150 forms, which were explained to those in attendance.
- **August 15, 2026** – I met with the new President of the NAPS Postmasters committee along with those appointed to this committee.

This past year, I emailed the Postmasters committee daily, emphasizing the need to increase communication with NAPS Postmasters on all related NAPS topics, including NAPSHQ topics that were allowed to be shared. A major concern is our work environment today as a Postmaster. I shared data reports with active and retired Postmasters in their branches so they can understand and visualize the daily work Postmasters must address. I informed this Postmaster committee that NAPS is forming a training academy for the KSA interview process, for promotional purposes, which NAPS is currently undertaking, to help those in EAS roles advance into higher-level positions.
This year, Postal Supervisors magazine will feature a Postmaster article each month; this will continue in FY 27 and beyond. In FY 27, I believe the Postmasters committee members' challenge is to sign three non-members' Postmasters each month, with a goal of 36 new Postmasters by the end of FY 27.
Retired Postmaster Ms. Peggy Bednar will set the Zoom meeting expectations for FY 27. Under her leadership as an engaged President of this committee, I have no doubt the Postmasters committee will meet and exceed the goal of signing 3 non-member Postmasters per month.
NAPSHQ will no longer assign an executive board member to a Postmasters committee to oversee it. When this Postmasters committee was formed many years ago, its sole purpose was to welcome Postmasters who were already NAPS members and make them feel like valued, inclusive NAPS members, because many Postmasters felt they weren't. In my five years as chairman of this Postmasters committee, it's been my pleasure to speak with members across this nation, listen to their concerns, and try to provide solutions. I honestly believe we've accomplished our mission; if you're a NAPS Postmaster, you are 100% an equally accepted NAPS member today!
I'd like to thank the Postmasters committee and NAPS executive board members for their contributions over these past five years. It's been a pleasure getting to know everyone and working to resolve your concerns. The Postmaster's committee is in great hands today, and each of you are a dedicated NAPS member who makes this PM committee special. Keep focusing on making NAPS the management association of choice for all EAS positions!

Dee thanked the members of his committee Tony Dallojacono, Greg Johnson, Troy Griffin, Pamela Davis.

Motions & Resolutions

Motions:

Motion #3 – Submitted by Jimmy Warden Seconded John Aceves. Change date from 2030 to 2032 on Conference Direct conference management contract. Motion passed. No cons Motion passed.

Motion #4 – Submitted by Chuck Mulidore Seconded by Luz Moreno to approve contract for Colson Content LLC to provide editorial services for The Postal Supervisor from Jan 1, 2027, through December 31, 2029. No cons Motion passed.

Motion #5 – Submitted by Chuck Mulidore Seconded by Bobby Bock to approve contract for Dara Bailey Design to provide graphic design for The Postal Supervisor from Jan 1, 2027, through Dec 31, 2029. No Cons Motion passed.

Motion # 6 – Submitted by Bobby Bock Seconded by Kevin Trayer to approve contract to develop a mobile APP for NAPS. No Cons Motion passed.

Motion # 7 – Submitted by Jimmy Warden Seconded by Bobby Bock to donate $25,000 to PERF. No Cons Motion passed.

Motion # 8 – Submitted by Richard Green Seconded by John Aceves that board members be allowed to submit vouchers electronically to NAPS HQ. Yes 21 No 2 Absent 1.

Motion #9 – Submitted by Jimmy Warden Seconded by Ivan Butts that $16,000.00 be added to NAPS HQ budget and those monies be allocated to the LTS budget. No Cons Motion passed.

Motion #10 – Submitted by Dee Perez Seconded by Troy Griffin. That newly signed member receives a desk nameplate upon completing an 1187. Motion failed unanimously.

Motion #11 – Submitted by Dee Perez Seconded by John Aceves. That newly signed members receive a one-time QR code to the NAPS Store to select their new membership gift (value up to $30) upon signing an 1187. No Cons Motion passed.

Recommendations:

Recommendation # 1 – Submitted by Dwight Studdard Seconded by Kevin Trayer changes

presentation time at National Convention for Regional/Area candidates from 2 to 3 minutes. Discussion held by Executive Board. No Cons Recommendation passed.

15. **New Business:** No new business.

16. **Date for Spring 2027 Executive Board Meeting –** (March 17-18, 2027)

17. **Good of the Association:**

18. **Final Remarks** – Chuck Mulidore thanked members for their efforts at our board meeting and looking forward to building on results.

19. **Closing Prayer** – Lloyd Cox

20. **Adjournment:** Meeting adjourned on October 21, 2026 @ 3:10 pm.